

THE UNIVERSITY OF SOUTH CAROLINA
SUMMARY OF FACULTY SENATE MEETING

WEDNESDAY, June 3, 2020 at 3:00 p.m.

PRESIDING: Professor Mark Cooper, Chair

1. Call to Order

FACULTY SENATE CHAIR MARK COOPER (Film and Media Studies) called the meeting to order.

2. Correction and Approval of Minutes

CHAIR COOPER – Minutes approved for April 1, 2020 and April 15, 2020.

3. Invited Guests

DR. LEE PEARSON (Health Promotion, Education and Behavior) and Dr. MELISSA NOLAN (Epidemiology and Biostatistics) – Shared their perspectives on the work of the university’s Future Planning Group.

Drs. Pearson and Nolan are leading the Public Health Team, consisting of 20 individuals from across the health services on our campus, as well as representatives from Student Health Services and key community partners such as Prisma and DHEC. The Future Planning Group (FPG) is coordinating with the Centers for Disease Control and Prevention (CDC) to develop processes and procedures that mitigate the impact of COVID-19 on students, faculty and staff and to prepare for the safe return to camps.

- We were initially called upon to help provide some infectious disease forecasting and modeling.
- We are also helping Debbie Beck's group (FPG 5 on risk mitigation) in developing various different testing strategies.
- We’re also working with College of Pharmacy. They are working to help supplement efforts in the event that we do have a potential large outbreak on campus so that we could quickly and rapidly respond and have the ability to test everyone that we would need to, in order to quickly quarantine and isolate persons.

Brief Discussion followed.

4. Report of Officers

President's Report

PRESIDENT ROBERT CASLEN – Reviewed several items of concern:

- The reopening and some of the issues and concerns and anxieties of the faculty, particularly about the environment being safe and healthy.
- The financial picture and some cost cutting measures.
- The committee of 9.
- The strategic plan.
- The statement sent out on the killing of George Floyd.
- The process of handling of students' racist tweets that have been circulating.

Reopening – Underscored four guiding principles:

1. The safety and health of our students, faculty and staff.
2. To contain the virus from the local community.
3. Continue to deliver education to the standards and with the integrity that is our reputation and that we will uphold .
4. The health of the institution itself because there are some significant financial issues.

Discussed “acceptable risk,” the need to balance risk and cost, and the development of risk mitigation measures including testing, contact tracing, and physical separation.

The Financial Picture and Some Cost Cutting Measures.

The university has paid \$40 million on refunds for fees paid for the spring semester, that's a fiscal year 2020 expense. The financial picture for FY 2021 presents three major areas of concern:

1. Loss of revenue from enrollment (tuition and fees); currently estimated to be down 10%
2. COVID costs
3. Athletics revenue shortfalls that may be significant.

President Caslen described several cost-savings options.

The University received \$20 million money from the CARES Act, half of the money went to the students and the other half partly addressed COVID expenses for FY 2020. Hopefully the university will receive money from CARES Act funds granted to the state of South Carolina to address COVID expenses.

Project deferrals: campus village of \$240 and other capital expenses of \$88 million.

Personnel savings: hiring freezes except for key and essential, promotions, reduce travel, furloughs, reduction in force, early retirements, reduction of temporary employees, cuts to overtime.

We can draw on reserves, but every single dollar in the reserves may be restricted and tied to programs.

The Joint Staff-Faculty Cost-Savings Opportunity Task Force has made excellent recommendations.

The Committee of 9 will focus on potential program changes, any reorganization, and the long-term impact of budget shortfalls on the University. The participation of faculty will be crucial in this review.

Strategic Plan

This strategic plan really is a strategic landscape of where this University should go in the next two to five years. President Caslen tried to make it as transparent as collaborative as possible. The strategic plan is now being discussed with Board members. It has been briefed to the strategic Planning Committee of the Board, but it ultimately has to get the Board approval in conjunction with the budget on the 19th of June.

The Statement Sent Out on the Killing of George Floyd

President Caslen felt it was important that we as an institution, really show our compassion and empathy with those that are hurt. Really show our compassion and empathy with those that are hurt by this and also the sorrow and sympathy to the Floyd family. He feels it is also important that we publicly condemn what actually took place as occurred. And he also wanted to include our reaction, which included the training for anti-harassment and anti-discriminatory behavior.

The Process of Handling of Students' Racist Tweets That Have Been Circulating

We do an inquiry on all such cases. They are passed off to our Equal Opportunity Officer, Diversity Inclusion Officer and our Office of Student Conduct. The Supreme Court rulings in similar type of cases favor constitutional rights of freedom of speech. President Caslen believes freedom of speech is not hate speech. And just because they have freedom of speech does not mean that he will not call them out on it.

It is tremendously important to establish a culture defined by the set of values that are expressed by our Carolinian Creed, values that really guide the development of these young men and women that are entrusted to our care so that when they graduate from here, they can go forward with a set of values that put them in a place where they understand how to be in personal relationships that are necessary for success. How to deal with people and how to deal with even their own biases, even if they didn't know they existed.

Brief discussion followed.

President Caslen commented on furloughs. The University has the authorization for furloughs as a means of cost savings, however a decision will be delayed as additional considerations may be provided.

Provost's Report

INTERIM PROVOST TAYLOE HARDING – Thanked the Senate and faculty with respect to the health of the institution by delaying the awarding of the merit salary increases that were appropriated by the board from the president's initiative funding effective July 1st, 2020 resulting with an additional \$7 million of one-time funds to devote to the fall COVID crisis.

Update SAC information. The reaffirmation has been scheduled for 10 years and remains scheduled right when it is. We're drafting standards, collecting the supporting documentation, doing the review that's necessary through the end of this month. Next month, July 2020, the Office of Institutional Research Assessment and Analytics will do a final phase of edits and updates to that documentation and internal deadline. For the compliance report to be in the hands of Donald Miles of OIRAA who will write the report in August 14th and then his deadline to have the compliance report to SACS' COC is September 14th.

The second issue with SACS, is monitoring report timeline. The draft shell of the monitoring report is going to begin in just weeks from now, July 1st through the 10th of 2020. Our internal deadline for SAC to get to Donald Miles to write the monitoring report from all of the information gathered throughout July into August is the 28th of August and our monitoring report is due to SACS' COC from Donald's pen on September 8th. Our visit from the folks that have that report in their hand will be October 7th and 8th and the review by the SACS Board of Trustees of the report and the result of the visit will be in December of 2020.

Report on the US News and World Report Rankings. We feel really good about most of where we are with US News and World Report. There are a couple of places we need to do better and we've already built the strategic plan in such a way that the institution is addressing those. They look at 8 different criteria, weighted in different ways. The criteria most strongly weighted are your graduation and retention rates. 22% of our ranking is related to that. Then faculty resources, the amount of money spent per faculty member. 20% of the ranking is based on that number. In expert opinion our reputation is 20% also then we have two criteria that are 10% each: student excellence and financial resources as it relates to spending per student. Then we have an 8% on specific graduation rate performance that gets specifically done in the data beyond the graduation and retention large metric and then finally is 5% on alumni giving and 5% on our brand new metric called social mobility indicator, which is a reading of how well we do with our Pell students. So we do exceedingly well on all of these rankings with the exception of faculty resources and financial resources where we are significantly below the SEC, Clemson our peers, our peer aspirants and the AAU institutions.

Interim Provost Harding reminded the Senate that any number of these criteria are embedded in the strategic plan and in the dashboard that will report regularly to the Board as it relates to our performance. Everything from graduation and retention rates, to faculty compensation, to the student-faculty ratio, which is embedded in these eight criteria and then also what percentage of our faculty is full time. If you've been paying attention to the strategic plan out on the website and giving feedback, you will know that the strategic plan in one way or another deals with a lot of the metrics that just mentioned.

5.Faculty Committees

a. Committee on Admissions - Professor Scott Smith, Chair

COMMITTEE CHAIR SCOTT SMITH (School of Hotel, Restaurant and Tourism Management) – Committee on Admissions presented a proposal from the committee that concerns the admission policy with regards to service members applying to the University of South Carolina. The committee recommends UofSC allow up to six semester hours of American Council on Education (ACE) evaluated credit from joint services transcript be considered among the 30 hours required for transfer admission.

The proposal was approved.

b. Committee on Curriculum and Courses, Professor Marianne Bickle Chair

COMMITTEE CHAIR MARIANNE BICKLE (Interdisciplinary Studies) - Proposed 28 courses for approval: 14 from the College of Arts and Science; 1 from the Darla Moore School of Business; 1 from the College of Education; 1 from College of Engineering and Computing; 9 from the College of Information and Communications, 1 from the College of Music and 1 from Arnold School of Public Health.

The proposals were approved.

c. Committee on Instructional Development, Professor Karen Edwards, Chair

COMMITTEE CHAIR KAREN EDWARDS (Department of Retailing) – Announced Dr. Ramy Harik will be the incoming Chair for 2020-2021.

Proposed 27 proposal for approval: 13 from the College of Arts and Sciences; 1 from the Arnold School of Public Health; 1 from the College of Education; 1 from the College of Hospitality, Retail and Sport Management; 2 from the College of Engineering and Computing; 1 from the Darla Moore School of Business; and 8 from the School of Information and Communication.

The proposals were approved.

The INDEV committed presented a proposal to extend the COVID 19 Emergency Course Approval Provision that is in place currently beyond the summer term. INDEV presents a motion to amend the previous motion adopted on April 1st by deleting the phrase “*in the event that University courses will be delivered solely online*. In fact, that would cover the fall semester to be approved without going through the APPS process because of the fall situation, with some online and some face-to-face and some hybrid, so it's really a technical thing that would enable the current coverage to apply on going while the COVID-19 emergency is in existence.

The proposals were approved.

d. Faculty Advisory Committee - Professor Charley Adams, Co-Chair

COMMITTEE CO-CHAIR CHARLEY ADAMS (Communications Sciences and Disorders) – Thanked his Co-chair Andrew Gratiano for his excellent service and guidance of the last two years and recognized Liam Hein as the new incoming Co-Chair of the Advisory Committee.

Presented the recommendation of the Ad hoc Committee on Non-Tenure Track Faculty to change the Faculty Manual

- To create a Standing Committee on professional track faculty
- To replace language referring to non-tenure track faculty as professional and professional track faculty.

The proposal was approved and will advance to the fall General Faculty Meeting for discussion and vote.

Presented a recommendation to change Faculty Manual’s description of the Committee on Professional Conduct to remove procedural information from the description of the committee and instead reference to the ACAF policy addresses that.

Following a brief discussion, there was a motion to return the proposal to committee. The motion carried and the proposal will not advance to the fall General Faculty meeting.

CO-CHAIR ANDREW GRACIANO (School of Visual Art)

Presented a proposal to change the Faculty Manual description of the graduate faculty, largely a rearrangement of information to clean it up as well as a modification for professional track faculty and clarification that associate graduation faculty membership is for full time faculty with academic credentials.

The proposal was approved and will be forwarded to the fall General Faculty meeting for discussion and a vote.

Presented a proposal to amend the Faculty Senate bylaws to accommodate our electronic meeting reality:

insert a new section, Article 4 under Meetings Section 4 in the Bylaws; and

amend the Standing Rules of the Senate to insert new a new rule (III) regarding online meetings, so rules III-IX becomes rules IV-X.

Reminder: this is being presented for the notice of senators to be discussed, debated and voted in our next Senate meeting.

CHAIR COOPER - We will debate, consider, and vote on this when the Senate next meets in September.

e. Faculty Budget Committee, Professor Deborah Hazzard, Chair

COMMITTEE CO-CHAIR MATT BROWN (Sport and Entertainment Management) - Proposed change to the Faculty Manual to increases the size of the Faculty Budget Committee from three elected to six elected members and also adding members form the IT Committee and the Curricula and Courses Committee to the Budget Committee, for a total of 16 members going forward if approved.

After discussion, there was a seconded motion to remove the world “regular” from the proposed sentence: “Second, members of the committee will represent the faculty on any committees that may be established for regular budget review and planning above the academic unit level.” The motion carried.

The proposal was accepted with the deletion of the word “regular” and will advance to the fall General Faculty meeting for discussion and a vote.

f. Faculty Senate Information Technology Committee, Professors Heather Heckman and Neset Hikmet, Co-Chairs

COMMITTEE CO-CHAIR HEATHER HEKMAN (Libraries) – Asked if there are questions for about the results of the survey and the report circulated.

6. Report of Chair

CHAIR COOPER highlighted a few areas of interest:

- Updates on committees
- The Copyright / Intellectual Property Policy

- Supplement Provost Harding's notes about SACS
- Final remarks

Updates on Committees

The ad hoc Committee on unit level governance has met for the third time this morning. We've talked about what we mean by shared governance of faculty governance and spent some time digesting the Coach and Modern Thinks Survey results. The ad hoc committee is currently comparing the way faculty governance works at the college level across all colleges. The members of this committee are posted on the Faculty Senate website under Ad hoc Committees and there's a representative from every college and school. Please feel free to reach out to that faculty member or to myself. The idea is that the committee will come up with some recommendations for the Senate to consider in the fall.

President mentioned the Committee of nine, the financial exigencies committee. That committee has also been constituted. The names are also posted under Committees on the Faculty Senate website. The Faculty Manual is clear that this committee is only nine members with no more than two from any one college. To broaden input and to respect the number of nominations I received, I added with the concurrence of the Faculty Advisory Committee, five additional non-voting members. The Faculty Manual says this committee must be involved in decisions to terminate tenured faculty or to eliminate academic programs. The Faculty Manual does not offer any details about the process, really. The President would like this committee to be involved more broadly and considerations of program alignments or efficiencies and a committee that participates in prioritization rather than one that reacts to proposed cuts. Chair Cooper will be working with the president to draft a charge for the committee and as details of that charge and a potential process become clear, he will find a way to make sure those are published and the senate is alerted, so everyone will know what's going on with that Committee of 9 plus 5.

The Copyright Intellectual Property Policy

I want to thank everyone who wrote to me or to the Co-chairs. We put that policy out for comment to you because the proposed policy is actually more protective of faculty rights than the current policy. Although we heard from a lot of you that that was not necessarily clear in the policy language, so we're working on some revisions. Will see if we can get agreement from the general counsel and then recirculate to make things a little clearer. No policy approved now will be retroactive. The current policy language is the policy language that applies to agreements you may have entered into prior to this moment. As we go into fall, we want to be really clear that the kind of default assumption is that faculty own any digital course content their creating. So that's really the aim here of working on the Copyright policy language to try and get that clarified for everyone before fall.

Supplement a little bit of Provost Harding's notes about SACS

I wanted to just say I was really grateful to Tayloe for outlining the calendar for the Monitoring Report for SACS which will happen in this fall. There are two standards that they are monitoring. One is

standard 4.2 Point C. Selection of the Executive officer and the other one is 4.2 point F External influence. The board, as I've said before, has taken some steps with respect to the External Influence standard establishing a code of conduct, working on a governance committee, and so forth. We can expect before that early fall report then to take some additional steps to clarify presidential search procedures, training for CEO selection, CEO evaluation as well as policies for fiduciary duties and new trustee orientation, mandatory testing, mandatory training for trustees and so forth. Those policies should be coming out of the board's Ad hoc Governance Committee over this summer, June and August. I will be watching very carefully and trying to keep you up to date.

Final remarks

The chair thanked outgoing senators for their service and also reminded the senators that the bylaws say that special meetings of the Senate can be called by the chair. Such a meeting shall be called upon the written request of 10 members of the Senate. There further guidelines there: three-days notice shall be given, the meeting must be held within 10 days upon the receipt of the written request. So, if the Senate needs to meet, we can meet this summer. He will try and keep everybody informed.

7. Unfinished Business

No Unfinished Business

8. New Business

SENATOR ERNIE WIGGINS (School of Journalism and Mass Communications) – Proposed a statement by Senators Ernest Wiggins, Jonathan Edwards, Karen Edwards and Carol Harrison reaffirming this body's opposition to racism and injustice.

Resolved that the Faculty Senate of the University of South Carolina approve and disseminate the following statement opposing racism and injustice.

When events like the brutal death of George Floyd threatened to undermine human dignity, to splinter unity and singular devotion to justice, we, the faculty stand in solidarity with students, coworkers and community members of color in condemning systematic injustice and racism. We acknowledge our responsibility as educators, intellectual leaders to affirm and champion the fundamental rights indignity of all persons.

We reaffirm our support of the values expressed in the University of South Carolina's Carolinian Creed and in the Constitution of the United States.

We reaffirm our commitment to practicing personal integrity in all settings;

to safeguarding the dignity of all persons;

to respecting human rights, including those fundamental rights to life and liberty;

to rejecting and discouraging bigotry while striving to learn from differences among people and embracing openness for the common good.

We reaffirmed unwavering support for one another, those within and beyond the walls of the university; we align ourselves with the highest of human ideals; and rebuke any behavior, regardless of intention, that would threaten the freedoms we value and defend.

While respecting those who honorably protect our country in our communities, we condemn police brutality, wherever and however it is executed, but especially as it is used against men and women of color, as indefensible violence against all members of society

We support the right to peaceably assemble and carry petitions of grievance to the government, and opposed, most vociferously, anyone who would undercut and subvert human and constitutional rights.

We, the faculty, eschew justice in all of its forms and manifestations, and join with administrative, athletic, and student body leaders in our commitment to building an **unequivocally antiracist** community at the University of South Carolina.

After a lengthy discussion, the following statement was approved:

University of South Carolina Faculty Senate Statement Opposing Racism and Injustice

When events like the brutal murder of George Floyd undermine human dignity, unity, and singular devotion to justice, we, the faculty, stand in solidarity with Black students, coworkers, and community members in condemning systemic injustice and racism. We acknowledge our responsibility as educators and intellectual leaders to affirm and champion the fundamental rights and dignity of all persons.

We reaffirm our support of the values expressed in the University of South Carolina's Carolinian Creed and in the Constitution of the United States.

We reaffirm our commitment to countering anti-Blackness in all settings;

to safeguarding the dignity of all persons;

to respecting human rights, including those most fundamental rights to life and liberty; to rejecting and discouraging bigotry while striving to learn from differences in people and embracing openness for the common good.

We reaffirm unwavering support for one another, those within and beyond the walls of the university; align ourselves with the highest of human ideals; and rebuke any behavior, regardless of intention, that would threaten the freedoms we value and defend.

We condemn police harassment, disparate enforcement, and brutality, wherever and however it is executed, but especially as it is used against people of color to maintain a culture of white supremacy.

We support the right to peaceably assemble and carry petitions of grievance to the government, and oppose, most vociferously, anyone who would undercut and subvert human and constitutional rights.

We, the faculty, reject injustice, in all of its forms and manifestations, and join with administrative, athletic and student body leaders in our commitment to building an unequivocally anti-racist community at the University of South Carolina.

9. FOR THE GOOD OF THE ORDER

SENATOR BETHANY BELL (Social Work) – Reminded the senators that CTE offers Teaching Towards Inclusive Excellence and classes are transitioning to online. She is encouraged faculty to take those classes as a way to help improve climate on campus to online.

If you are not already getting emails from the Office of Multicultural Student Affairs, OMSA, you can email Shay Malone and get on the listserv. They are the entity within campus that offers events for all of us to become better educated and show our support for our black students.

10. Adjournment

A motion to adjourn was seconded and passed.