

THE UNIVERSITY OF SOUTH CAROLINA
MINUTES OF THE FACULTY SENATE MEETING

Wednesday, December 1, 2021

This session was held entirely online.

PRESIDING Chair Audrey Korsgaard

Call to Order

CHAIR AUDREY KORSGAARD called the meeting to order at 3:00 p.m.

CHAIR KORSGAARD welcomed the members to the Faculty Senate.

Corrections to and Approval of Minutes

There were no corrections to the minutes; they were moved and accepted.

Report On the President's Search

TRUSTEE THAD WESTBROOK provided an update on the Presidential search. The search committee (hereafter Committee) has indicated that they will follow a leadership profile to indicate and evaluate potential candidates. The Committee has interviewed several high-quality individuals. The Board of Trustees (hereafter Board) also interviewed several high-quality individuals. Chair Korsgaard participated in the interviews. The Committee would like to obtain feedback from faculty and staff. The Committee, after meeting with individuals, realized that there is one specific individual that warrants an interview and should go to The Board and meet with the faculty.

While there is a desire to vet multiple candidates, we are in a market (i.e., time) where multiple institutions are seeking high quality presidents. The Committee and Board feel strongly that a particular candidate has numerous options. As such, in the coming days, the Committee will release information to the faculty about a) the interview work, b) meet with a specific individual, c) ask questions with a specific individual, and d) provide feedback. The Committee encourages faculty to go to the profile page (located on the website) and look at the individual. Compare the person to the traits desired in a president.

CHAIR KORSGAARD stated that all candidates reviewed were of high quality for a presidential role. The Committee does need to move quickly due to the nature of the environment (i.e., many universities looking for presidents). Chair Korsgaard expressed enthusiasm for the stated individual.

SENATOR YENKEY stated appreciation for the update. He asked for clarification regarding the request of faculty.

TRUSTEE WESTBROOK clarified that the Committee is asking faculty to meet with one candidate. The feedback from the Board and the Committee is that this candidate is a preferred candidate. This will be the only candidate faculty meet with on the UofSC campus.

SENATOR SCHWOEBEL asked about the process to solicit feedback.

TRUSTEE WESTBROOK stated that feedback will be available in real time. The process is being worked out.

SENATOR MINETT was excited about a candidate being favored by the Committee as a whole. He also stated that since this is only one candidate, it places an extra burden on the Committee to provide faculty with additional time with the candidate for discussion on substantial issues.

TRUSTEE WESTBROOK stated that there will be a formal method of placing issues on the table.

SENATOR WILLIAMS thanked the Committee for the work. She stated that in a traditional search, all candidates receive the same phone calls, questions, and interview schedules. This search seems to be different. Clarification was requested regarding the difference in the search process.

TRUSTEE WESTBROOK appreciated the comments. The quality of this candidate, the speed of the other searches (at other universities) causes the Committee to move at a faster rate.

SENATOR TAVAKALI asked when the schedule will be made available.

CHAIR KORSGAARD stated that the schedule is imminent.

Report By Dr. Jason Stacy

DR. JASON STACY thanked the Faculty Senate and faculty for a successful fall 2021 semester. He provided an update on COVID-19. The positivity rates continue to be lower than rates reported in the county and state. Last week the positivity rate was 0.3%; for the entire semester the rate was 1.4%. The numbers show what we can achieve when we work together. We need to continue working together because COVID is not going away.

Influenza season is here. DHEC is predicting a strong flu season. DHEC is recommending people get a flu shot. SC is 12% less vaccinated than last year. Vaccines are available for free at the Health and Wellbeing Center (9am-3pm). You can also get a flu and COVID shot at the same time. If you are 18 years or older, you can get a booster. Boosters are available 2 months after a J&J shot or 6 months after a Pfizer shot.

Omicron is a variant from South Africa identified in November 2021. Early signs indicate that Omicron is highly transmissible. Early reports indicate that individuals will not become as ill as prior variants. Currently it is spreading through South Africa, which is only 20% vaccinated. Early reports suggest that vaccines will help deter this variant. We have several options to keep healthy: a) get vaccinated, b) get a booster, c) wear a mask, d) practice social distancing, e) wash hands, f) when ill get tested, and stay home.

SENATOR TAVAKOLI commented that the rate of vaccination has not increased. How can we change this rate?

DR. STACY stated that the dashboard indicates the number of vaccinated who have uploaded their information. Encourage people to upload their data. Vaccines are also available at the Health and Wellbeing Center (9am-3pm).

SENATOR SIMMONS asked if the Omicron variant changes the complexion of the next semester on campus (e.g., wearing masks, testing).

DR. STACY stated that it is too early to make a prediction. Omicron is a milder disease. Be smart during the semester break. The administration is cognizant of what is happening and will act accordingly.

DR. STERN asked if masks will be required in classroom buildings.

DR. STACY stated that it is highly likely, however, he is reserving his answer until later (i.e., more data is acquired). He doesn't anticipate the classrooms to be changed in terms of masks being required.

SENATOR SCHWOEBEL stated that there is a wide variety of enforcement (throughout campus) regarding the wearing of masks. Will there be any additional enforcement?

DR. STACY stated that until spring semester begins, he doesn't have an answer to the question.

CHAIR KORSGAARD inquired about the contests to increase the vaccination rate.

DR. STACY stated that there are not currently any incentive-based plans to increase the vaccination rates on campus. The administration believes that if people weren't incentivized to get vaccinated by the first round, it doesn't make sense to add financial resources to incentivize people to get vaccinated.

Report of the Officers

INTERIM PRESIDENT PASTIDES (hereafter President Pastides) thanked the Faculty Senate and the entire faculty for a successful fall 2021 semester. President Pastides shared a non-traditional State of the University video. Many voices participated in the video. Tuition will be frozen for the 2022-2023 academic year. Minimum wages of the lowest paid staff salaries will be raised. Hugh Letterman, Chairman of the Senate Finance Committee passed away. President Pastides and other UofSC members attended his memorial service. He was a public servant, businessperson, leader, and fine friend of the University of South Carolina.

UofSC offers COVID testing and booster shots. As of November 27th, faculty have the highest percent of being vaccinated at 77%, 65% of the staff are vaccinated, and 69% of the students are vaccinated. The state of South Carolina has had a higher infection rate than many other states. Our herd immunity may be like that where states where the vaccination rate is higher.

PRESIDENT PASTIDES is concerned anti-vaccination sentiment may be with us here. Only 80% of children are vaccination for measles. He is concerned about America's overall

vaccination for all diseases (e.g., flu, COVID). President Pastides speculated that our (UofSC) past policies will be the same for spring 2022. The university is contemplating some level of relaxation, although not in the classroom. There will probably be several variants for numerous years to come. This follows the same pattern as the flu.

Title IX training is well under way. Education is the key to prevention. We are all required to complete Title IX training by December 17, 2021. The course is extensive, time-consuming, and effective. The Executive Cabinet completes additional training. The Board also completes training.

The Provost Search is under way. The intent is to have the president selected. The president-elect can then participate in selecting the provost. Faculty will have extensive opportunities to meet with the provost candidates. The Vice President for Research committee has been meeting since November 3, 2021.

PRESIDENT PASTIDES addressed three legislative bills that are ongoing in the house:

- House bill 4522: Anti-tenure bill
 - a. This bill has 24 co-sponsors.
 - b. Representative Bill Taylor from Aiken is the primary sponsor.
 - c. The bill would grandparent in all faculty in a public university who have tenure.
 - d. The bill would impact hires after 2022.
 - e. The bill would replace tenure with a five (5) year contract.
 - f. The teaching minimum would be a required two (2) courses per semester (fall, spring) unless the faculty member is teaching graduate courses.
 - g. President Pastides and the administration are working diligently with all the public colleges throughout South Carolina and the Commission on Higher Education to make a case why tenure is an important part of the university system. There is no companion bill in the Senate.
- House bill 4605: Freedom from Ideological Coercion and Indoctrination
 - a. There are three (3) house sponsors.
 - b. This bill is partially a response to Critical Race Theory, but it goes well beyond that issue.
 - c. This bill influences K-12, universities, and not-for-profit businesses.
 - d. UofSC will oppose this bill vigorously. There was a meeting of public university presidents to discuss how to address a response in opposition of this bill.
- House bill H4343: Academic Integrity Act
 - a. Includes the prohibition of teaching certain kinds of information.
 - b. This is targeted toward K-12.

SENATOR YENKEY thanked President Pastides for the update. He stated that we are currently in a political system that is highly polarized. Senator Yenkey recommended UofSC have a more proactive system, such as a committee, as a response to this.

PRESIDENT PASTIDES stated that there are similar bills filed in two other states. When we as faculty alone take on an issue, we don't have as much influence. It is important to work with other allies, professions, and institutions who understand the issues at hand.

SENATOR YENKEY stated that the threats coming from the legislators are greater than any administration can ward off. The threats coming at us are considerably greater than any finite individual in an administration can ward off. This calls for more community engagement with the South Carolina population.

SENATOR YENKEY offered to be part of the discussion on how we (UofSC) might better communicate the academic and intellectual approach.

SENATOR TAVAKOLI asked what percent of faculty and staff completed the Title IX training.

PRESIDENT PASTIDES stated that the training came out of the recommendation from a task force. The content and regularity of training has modules and is online. The requirement deadline is December 17, 2021. This training is mandatory for all faculty and staff.

SENATOR PERDIKAKI asked about the timeline of the bills.

PRESIDENT PASTIDES stated that they bills are "pre-files". The bills will be taken up when the House returns to session in early January 2022. The likelihood that the bills will be placed forward all the way to the Governor in one session is small. This is not to say that the University should sit back. There will be a lot of information in the popular press. It is important to work diligently against these bills.

INTERIM PROVOST CUTLER (hereafter Provost Cutler) thanked the Faculty Senate for their leadership and service to the institution. The University took the Delta variant seriously and UofSC was able to deliver on its promise to afford students face-to-face education. Provost Cutler expressed deep gratitude to the entire body of faculty and staff for its role in ensuring a safe manner of education.

Several members of the UofSC community received prestigious awards including Kathryn Whitener (Darla Moore School of Business) and Lydia Brandt (College of Arts and Sciences). They won the South Carolina Humanities Fresh Voices in Humanities award. Lori Pennington-Gray (College of Hospitality, Retail, and Sport Management) was named a Fellow of the Academy of Leader Sciences. The School of Hospitality, Restaurant, and Tourism was ranked in the top 10 nationally. The Darla Moore International Business program continues to rank #1.

UofSC's vaccine mandate plan is based on President Biden's Executive Order 14042 which he signed in early September 2021. This Order is designed to ensure there is adequate protocols for all federal contractors. UofSC does have some federal contracts including some (not all) grants. The deadline to comply is January 4, 2022. Dr. Julius Fridriksson, Interim Vice President for Research, will provide additional information on this issue and take questions.

There is a committee from the provost's office called PACWI (Provost Advisory Committee for Women's Initiatives). The committee is involved in women's issues. This committee serves as an advocate for women faculty, staff, and students at the University of South Carolina. PACWI

is tracking the University's representation of women in leadership positions. A brief on the provost's website will be forthcoming. Provost Cutler plans to initiate advancement opportunities for leadership roles. UofSC is approaching 40% women in leadership roles; [this is comparative to that in ~~compared to~~ the SEC](#). Provost Cutler believes this percentage should be higher.

Faculty award nominations will be coming out soon. Please nominate your colleagues. The first deadline is December 12, 2021.

Regarding House Bill 4522 (anti-tenure bill), Provost Cutler stated that he is a strong supporter of academic freedom. It is integral to how this university operates. The administration is working diligently to stem this tide.

PROVOST CUTLER created a task force. This task force was developed because Provost Cutler recognized two to three different entities working toward mental health. Provost Cutler desires to see the groups work together as one group. The goal is to maximize the University's resources and identify the best methods to work toward mental health. The task force is headed by Dr. Sandra Kelly. Dr. Tracey Weldon-Stewart is the co-chair.

Commencement exercises will be held December 13, 2021. Faculty are encouraged to participate in the exercises.

SENATOR HARRISON asked if the latest flood in Pettigrew influenced the reprioritization of funds for backlog funds of maintenance.

PROVOST CUTLER stated that the flood happened on Thanksgiving Day. Interim Dean Joel Samuels, Tom McNally and Facilities credit for their efforts in responding to this flood. They were able to find other classrooms. This building is part of the \$600 million ask. The university will be able to advance the enhancement to many of the buildings on campus.

SENATOR RANDAZZO asked for an update on the various dean searches going across campus.

PROVOST CUTLER stated that two dean searches are in process. One search will be announced within the next few days. The second search is in the College of Arts and Sciences. Provost Cutler solicited feedback from the chairs and faculty in the College of Arts and Sciences. Information requested was in relation to the desire for a) an internal search or b) an external search. Approximately 85% of the respondents stated that an internal search for the next dean of the College of Arts and Sciences was preferred. The search committee has been assembled.

CHAIR KORSGAARD asked what will happen with faculty and staff who don't want to be vaccinated?

DR. FRIDRIKSSON stated that the university will begin with a "soft" approach. For persons that do not comply by the deadline, the university will provide education and encouragement. It is expected that most of the individuals covered by the mandate will comply to be vaccinated or opt out for religious reasons. It is also expected that most of the individuals who received notification of the requirement have already been vaccinated; they just haven't uploaded his or her vaccination card information into MyHealthSpace.

Reports from Faculty Committees

Curricula & Courses Committee Report, Stacy Winchester, Chair

CHAIR WINCHESTER: The Committee presented 147 proposals:

- College of Arts and Sciences (n=64)
- College of Business (n=13)
- College of Education (n=2)
- College of Engineering & Computing (n=26)
- Honors College (n=6)
- College of Hospitality, Retail, and Sport Management (n=3)
- College of Information and Communication (n=22)
- School of Music (n=7)
- College of Nursing (n=1)
- College of Public Health (n=1)
- College of Social Work (n=2)

The proposals were accepted.

Nine (9) courses were presented for Graduation with Leadership with Distinction.

The proposals were accepted.

Instructional Development Committee (InDev) Professor Ramy Harik, Chair

CHAIR HARIK shared a document for a vote regarding the *Approval Process for Adding Online Modality to Existing Degree Programs*. The committee worked with the Office of the Provost regarding the revisions and additions. The Faculty Senate vote is in relation to the system in APPS (and the new APPS). The different approval levels are listed in the document. This document includes a) the program impact and b) assessment plans. The program impact includes a) impact on Carolina Core students, b) letters of concurrence from impacted college representatives, c) impact on other units or Palmetto College campuses, d) letters of concurrence from the relevant units and Palmetto College, e) impact on face-to-face program within the major, and f) discussion of previously approved online programs UofSC offers that are closely related to the proposed program and how are they related.

Assessment plans include the proposed assessment measures, targets for acceptable performance, and/or program oversight for collecting and responding to assessment results remain the same as those for the existing face-to-face program.

The document also offers a glimpse into how C&C will execute the review process of course proposals.

SENATOR MAUR asked for rationale behind the pre-authorization section of the document.

CHAIR HARIK stated that pre-authorization currently exists within the Provost's Office. When a proponent places a proposal forward, the committee believes that it is an administrative question regarding resources. Somewhere along the line, it is necessary to have an authorization

of this course (e.g., resources are available). The committee discussed this issue with the Provost’s Office. All agreed that pre-authorization is a necessary step.

DR. HARIK expressed his gratitude to the committee.

A poll was posted for a vote. The vote passed in the affirmative.

DR. HARIK presented (not for a vote) information from the Constitution of a Carolina Core Revision Committee (CCRC). This committee is chaired by Dr. Lovelace. This is a difficult and time-consuming charge. The InDev subcommittee on Carolina Core Review is tasked with proposing a process for revising the Carolina Core. The first step is to create a constitution of a committee that will undertake the process. The link from the committee is as follows:

[kwsv=22dyh1vkduhsr1qwtvflhgx2vwhv2suryrw2frp_p_lwhhv2ff](https://www.surveymonkey.com/r/1qwtvflhgx2vwhv2suryrw2frp_p_lwhhv2ff)

There are three options. The committee is asking for feedback on which option is preferred.

College/School/Unit	% Faculty in Senate	% Undergrad Program Enrollments	% Current Core
College of Arts and Sciences	36.60	32.02	94.37
Darla Moore School of Business	11.11	19.52	0.35
College of Engr & Computing	7.84	11.51	2.46
College Hosp, Retail & Sport Mgmt	2.61	10.71	0.48
Arnold School of Public Health	8.50	8.88	0.00
Information & Communications	3.92	6.67	0.06
College of Nursing	3.27	4.61	0.00
College of Pharmacy	5.88	1.12	0.00
College of Education	1.96	2.65	0.01
School of Music	3.20	1.00	2.09
College of Social Work	2.61	0.53	0.11
University Libraries	3.92	NA	?
Palmetto College*	8.50	NA	*

*Primarily teach Carolina Core courses

Three Options (the order of presentation does not indicate committee preference):

Table 2: Three proposed options for CCRC faculty composition with number of representatives and % committee representation listed.

College/School/Unit	Option A		Option B		Option C	
	One seat per College/School with UG Programs		UG Program Enrollment Model*		Hybrid Faculty Senate and UG Program Enrollment Model*	
	# Faculty Rep.	% Committee	# Faculty Rep.	% Committee	# Faculty Rep.	% Committee
College of Arts and Sciences	1	8.33	3	20.00	5	27.78
Darla Moore School of Business	1	8.33	2	13.33	2	11.11
College of Engr & Computing	1	8.33	1	6.67	2	11.11
College Hosp, Retail & Sport Mgmt	1	8.33	1	6.67	1	5.56
Arnold School of Public Health	1	8.33	1	6.67	1	5.56
Information & Communications	1	8.33	1	6.67	1	5.56
College of Nursing	1	8.33	1	6.67	1	5.56
College of Pharmacy	1	8.33	1	6.67	1	5.56
College of Education	1	8.33	1	6.67	1	5.56
School of Music	1	8.33	1	6.67	1	5.56
College of Social Work	1	8.33	1	6.67	1	5.56
Palmetto College	1	8.33	1	6.67	1	5.56
Total faculty representatives	12	100.00	15	100.00	18	100.00
Office of the Provost (Sandra Kelly)	1		1		1	
University Advising Center (Jenn Tilford)	1		1		1	
University Libraries (????)	1		1		1	
Total members including ex-officio	15		18		21	

You are encouraged to review the three options and share the information with your faculty. In each option, ex-officio members are represented. Option A is equal distribution among all colleges. Option B is based on undergraduate enrollment. Option C is a hybrid of Faculty Senate and undergraduate enrollment. Examine the options and discussions will be held in Spring 2022.

CHAIR HARIK thanked everyone. This is his last meeting. He is rolling off InDev. Dr. Stern will take over as Chair of InDev.

CHAIR KORSGAARD expressed sincere gratitude for Dr. Harik’s work on InDev.

SENATOR THORNE inquired if the benefits outweigh the costs in changing the Carolina Core.

CHAIR KORSGAARD stated that InDev was charged prior to her becoming chair.

CHAIR HARIK stated that the request to investigate possible revisions to the Carolina Core came from the Provost’s Office in April of 2021. In October 2021, Dr. Harik gave a detailed presentation to Faculty Senate.

Report Of The Secretary

SECRETARY BICKLE stated that all senators will be receiving an email regarding available positions on university committees. Senators are encouraged to reach out to faculty members to fill out the slate. Members should fill out the slate by rating 1-4 based on the level of interest.

Other needs include:

- Arts and Science: there is a need someone for C&C (through July 2022).
- Someone who wants to become Faculty Senate Chair-elect beginning in August.
- Professional track committee is seeking a member (preferably from a member who has experience on UCTP).
- <https://www.linkedin.com/company/ucf-union-of-faculty-senators/>

Chair's Report

CHAIR KORSGAARD thanked everyone for their service. Service is so very important to the university. A faculty member does not have to be a senator to serve on a committee or an ad hoc committee. Please spread the word and give people encouragement.

President Pastides mentioned the provost search. The committee is meeting next week. The advertisement has been posted. Faculty are encouraged to make nominations. The search firm is excellent.

The process for the President's position is going well. The candidates fit well with the university's view of its needs.

The House Bill 4522 (anti-tenure) is worrisome. It is an attack against all public institutions of higher education. We need to speak as faculty on this issue. Chair Korsgaard is meeting with committee chairs at other universities to possibly organize something statewide.

SENATOR HARRISON stated that the AAUP is preparing a response. A symposium on Critical Race Theory (CRT) is being held at UofSC on Friday December 3, 2021 at 3:00pm. This is an opportunity for faculty a) to think about how to express academic freedom; and b) to support colleagues who are targeted by the bills.

SENATOR KHUSHF mentioned that during the last academic year, he put forward to the Faculty Senate a proposal to affirm academic freedom in teaching in the university. At that time, the response from the senate was to form a committee. No information has been forthcoming from this committee. Given the concerns regarding academic freedom, why is there not greater visibility of this committee?

SENATOR HARRISON, chair of the committee, stated that the committee is wrapping up its work. The committee consists of faculty and staff. The work has been meticulous. Recommendations will be forthcoming in the new year.

CHAIR KORSGAARD also mentioned the importance of the governance process that job #1 is being the gatekeepers of excellence. Thank you for your service. Your input is welcomed. Chair Korsgaard also gave one last pitch for nominations.

Anticipate a called meeting regarding the faculty manual changes. This meeting will be before February.

All committees, please use the tracking system when you are meeting your milestones. Send the documents to Betsy Meade.

Before Omicron, Faculty Senate was planning on going face-to-face. For the time being, rooms are booked in Russell House and Gambrell.

Old business: none

Good of the order: none

The meeting closed at 4:50pm EST.