

May 12, 2016
FAC Annual Report

Committee Members: Co-Chairs Eva Monsma and Harold Friedman, Augie Grant, Jed Lyons, Subra Bulusu, Chris Robinson (replaced by Beverly Baliko), Erin Connolly (will be replaced by Marco Valtorta). Subra Bulusu and Chris Robinson are going off FAC. The new members beginning September 2016 will be Camelia Knapp and Scott Price. Ex-officio members: Joan Gabel, Provost and Terrie Smith and Lacy Ford from the Office of the Provost.

The Committee met on: 9/21/15, 10/19/15, 11/16/15, 12/7/15, 1/11/16, 2/15/16, 3/21/16, 4/18/16, 5/9/16.

- At 9/21/15 meeting, the issue of **grade changes** to include minuses was reviewed in the context of students losing scholarships, grade inflation. This issue was tabled until regional faculty senates can meet. Changes would require approval by Palmetto College and all regional campuses. This issues was not discussed further this term.

- ISSUES RELATED TO CHANGES IN FACULTY MANUAL - The following 4 issues were addressed at General Faculty Meeting April 26, 2016 and passed. They will still need final approval from Legal, Provost etc. Augie Grant will speak to the Provost about approval of revisions to the Faculty Manual so that they can be included in a updated version by the end of the year.

- 1)**Creation of Information Technology Committee.** FAC was kept apprised on this issue by Augie Grant. The FAC discussed the changes and approved them to be vetted by the Provost's office.

- 2)**Expansion of FAC membership** was discussed for broader representation of faculty. The FAC also needs to be large enough for subcommittee tasking; 6 members is insufficient to handle the number of issues that are brought to, and initiated by, the committee. (If two members are added one would be for a 2 year term and the other a 3 year term). Proposed change to be made to Page 5 in Faculty Manual worded as "Faculty Advisory Committee should consist of 8 members".

- 3)**Limits on Committee Terms:** Proposed exception to the rule of one, 3-year term on any faculty committee. At Co-Chair Friedman's invitation Linda Shimizu attended the 3/21/16 meeting to discuss her objections to the proposed change regarding 3-year term limit on faculty committees. After a thorough discussion of the matter all parties agreed to a revised wording of the exception.

The final verbiage as approved by the General Faculty was, “that the appointment to a Faculty Committee seat for less than half of an unexpired term would not exclude that Faculty member from being elected for the next full term”.

4)The Committee will submit the **new wording for Summer Compensation** to be added to the Faculty Manual with verbiage change to include “as compliant with State Law”. Subra Bulusu will get data collected from the Deans by Co-Chair Friedman for FAC and take this issue to his new committee, Faculty Welfare.

•Augie Grant presented (11/16/15) the administration’s request to eliminate summer commencement. A straw vote of the Faculty Steering Committee with varied opinions resulted in most feeling the commencement should not be eliminated. The FAC discussed: cost savings not currently known; reference to the student handbook which specifies three commencement dates of May, August and December; changing the policy by adding the word ‘may’ in reference to the commencement; support of the idea with more notice to students and families who already planned for the event and to those pursuing academic degrees with required summer curriculum. Augie Grant reported to FAC on 12/7/15 that he met with the Provost to relay the sense of the Faculty Advisory Committee regarding the proposed experiment to eliminate August commencement ceremonies and the related impact upon University Policies and Procedures. At this point, no policies have been changed. This issue was not addressed at any subsequent meetings this term.

•**Consistency in awarding merit associated with Post Tenure Review:** Report of Faculty Budget Committee given at 1/11/16 FAC meeting: Chairs of Faculty Welfare and Faculty Budget Committee met with the Provost regarding the proposed policy that would mandate a raise with a positive post-tenure review. When discussing the option of a flat raise or a percentage raise with a cap, the Provost indicated that a percentage raise would be appropriate. She also suggested two tiers of raises for those who excelled in two of three areas and those who excelled in all three areas. External reviews may also be needed in the process. The Provost also suggested that more attention is needed to merit-based raises. Discussion followed regarding how post-tenure raises would be funded (whether from existing college budgets or from other sources). Further discussion explored the possibility of giving regular merit raises and how they could be funded.

•**Carolina Core requirements discrepancies:** After being discussed at several meetings Co-Chair Friedman *made the following motion:*

The Faculty Advisory Committee recognizes a discrepancy between the Carolina Core curriculum mandate and various transfer courses. We therefore ask the Faculty Senate to form a committee comprised of one member each of the Scholastic Standards and Petitions Committee, Carolina Core Curriculum Committee, Courses and Curriculum Committee, the Associate and Assistant Dean's Counsel, the Faculty Advisory Committee and an ex officio representative from the Provost's office to address the following points:

- Carolina Core Overlay courses by definition must satisfy two Carolina Core learning outcomes.*
- Carolina Core Overlay course numbers have been assigned to transfer courses that do not meet both Carolina Core learning outcomes.*
- Carolina Core Overlay course numbers have also been assigned for credit earned through AP, IB, and CLEP test scores, with no evidence that these tests demonstrate both Carolina Core learning outcomes.*

The motion was seconded and passed unanimously by those in attendance. Co-Chair Eva Monsma will present the approved action to the Faculty Senate on June 1, 2016 at 3pm. Jed Lyons will also attend for support.

•The issue of **new Parking fees** as released in the memo from Derrick Huggins was discussed on 5/9/16.

•The FAC and Provost Gabel discussed at length the **issues of title naming and policies regarding Non-Tenure Track faculty members**. Provost Gabel said that changes in policy have to come after titles are synthesized for consistency. There should be consistent sequence by title across the University. The SOM's Dean Hall has been working on title consistency. Provost Gabel said that changing titles should come from the faculty to the Provost not from the top down and that during this process, there must be referral to Human Resources on a regular basis. Augie Grant is on the Ad Hoc committee working on the NTT title/policy issues. He said they have gathered data and are now in the action phase. He will report on progress to the FAC.

•**Three year step tuition cancelling plan** - scholarship was \$1500:Faculty staff dependent scholarship clarification and timeline. Three years of \$500 increments to the current amount totaling \$3000 has been approved. (not sure who approved this? it is in FAC minutes 10/19/15)

Respectfully submitted,

Harold Friedman, MD, PhD
Co-Chairman FAC
And
Eva Monsma, PhD

Co-Chairman FAC