

FEB 75

## Regional Campus Faculty Senate

### Minutes of Meetings

February 4, 1975

The Regional Campus Faculty Senate met on February 4, 1975 at the Sumter Regional Campus in Sumter, S. C. The meeting was called to order by the Chairperson, Ms. Carolyn Wynn (Spartanburg), at 1:45 p.m.

Chpn. Wynn introduced and gave the floor to Joseph P. Cameron, Assistant Director of the Sumter Campus. Asst. Dir. Cameron welcomed the Senators and University officials to the Sumter Campus. He reported that the Director, J. C. Anderson, Jr., was very ill with the flu and was unable to be at the meeting. He also invited everyone to tour the campus after the meeting.

Chpn. Wynn introduced President William H. Patterson and Columbia Campus Senate Chairman John M. Herr and welcomed them to the Senate. Chpn. Wynn also recognized Vice President H. W. Davis and Associate Vice President John J. Duffy.

#### Corrections to the Minutes

Chpn. Wynn gave the floor to Secretary John M. Samaras (Lancaster) for corrections. Prof. Samaras pointed out that a number of omissions, typographical errors, etc. appeared in the minutes.

Page 3, 3rd paragraph, 4th line: the 4th and 5th words should be the one word "questionnaire."

On page 4, 1st full paragraph, 2nd line: insert between "Committee" and "with" the following: "could not attend this Senate meeting due to a meeting of the Search Committee." Also, in the 8th line of the letter from Prof. Curtis insert between "activities" and "and" the words "have been both exhaustive". Also on page 4, 5th paragraph, 1st line "thition" should be "tuition."

On page 6, 1st paragraph, between "not" and "and" insert "desire it), and a comparison between the U. S. Senate". Also, on page 6, 4th paragraph, 7th line, between "what" and "also" insert "options are available to him. Dr. Haist".

On page 7, 4th paragraph, last line: "members" should be "minutes."

This completed the Secretary's report. Chpn Wynn reminded the Senators to state their names and campuses before addressing the Senate so that the Secretary would know who said what.

#### Comments by University Officials

Chpn. Wynn gave the floor to President Patterson. President Patterson reported on the development of the physical plant at the Columbia Campus. The new addition to the undergraduate library will open in the fall. Construction is underway, after delays on the steel, on a new life sciences center behind the present Physical Sciences Center. Also, an addition to the Russell House is being constructed. The College of Nursing Building is complete and a new parking garage is underway. An auditorium near the garage and a social sciences center, to be named Gambrell Hall are presently under design. This will complete the physical plant at USC-Columbia for the next several years as the population at the Columbia Campus will probably remain static.

President Patterson commented that higher education in South Carolina is

decentralized with the growth of the Regional Campuses and other institutions. This, he feels should be reflected in the methods of funding for the various institutions. While an advocate of formula budgeting, President Patterson feels that formula budgeting should be adjusted to allow us to take advantage of the changing situation (one out of every three students at the Columbia Campus is either a graduate student or a law school student.).

President Patterson commented on three new programs at the Columbia campus. The program in Public Health has thirty to thirty-five students enrolled and a dean appointed. The School of Criminal Justice is being organized. The Director and Associate Director of the program have been appointed. The Medical School will ultimately use the buildings of the Veterans Administration. However, this will be four or five years in the future. The offices of the Medical School will be in the Nursing College. The Medical School will probably take its first class in the fall of 1976.

President Patterson reported that recent actions of the Board of Trustees have slightly altered the Administrative structure with respect to the Regional Campuses. The four-year campuses will report through Dr. H. W. Davis, directly to the President. The Directors of the four-year campuses will be called Vice-Presidents. This will restructure the Regional Campus Faculty Senate to some extent.

President Patterson then asked for questions from the Senate. Mr. Jimmie E. Nunnery (Lancaster) asked for clarifications on the latest developments in the College of General Studies. President Patterson stated that he had no intention of abolishing either the two- or four-year programs. The Commission on Higher Education, however, may have more to say about what two-year programs can be offered.

President Patterson was asked his opinion of the direction of higher education in South Carolina. He indicated that the development of two- and four-year institutions around the state is a very good idea. The Columbia Campus is close to the maximum number of students that it can accommodate.

Mr. Samuel C. Greenly (Beaufort) asked for comments on projected salary increases. President Patterson responded that the Budget and Control Board is suggesting five percent increases for state employees.

President Patterson expressed his pleasure at being with the Senate and at having the opportunity to speak.

Chpn. Wynn gave the floor to Vice President H. W. Davis. Dr. Davis commented on Southern Association Visitations to the Spartanburg and Sumter Regional Campuses. He indicated that after oral rundowns with Drs. Davis and Duffy and the respective Directors and Assistant Directors, the visitation teams gave good, but not perfect, commendations. There were some recommendations for improvement.

The Board of Trustees' recent actions dealt primarily with the business operations and the autonomy of the larger Regional Campuses. The Board also provided that tenure would be only at the Regional campus where earned and not system-wide. The Board also approved a number of new programs for the Spartanburg Campus.

Chpn. Wynn gave the floor to Associate Vice President John J. Duffy. Dr. Duffy pointed out that most of the recommended changes in the Regional Campus Faculty Manual were rendered moot by the actions of the Board of Trustees. Also, Dr. Duffy stated that he is still working on the proposal to provide Columbia Campus library renewals by phone.

Chpn. Wynn asked Dr. Herr for any comments that he would like to make. Dr. Herr indicated that he was available for advice, etc. as the agenda developed.

Reports from Standing Committees

Mr. Jimmie E. Nunnery (Lancaster), Chairperson of the Rights and Responsibilities Committee, commented that the recommendations from this committee pertain to the Tenure and Promotions Policy to be discussed by Dr. Davis later in the meeting.

Dr. Davis indicated that it would seem logical to discuss the matter at this point. Dr. Davis related the activities which transpired at the Columbia Campus concerning promotions and tenure. Two plans, Plan A and Plan B, were proposed with Plan A receiving slightly more votes from the faculty than Plan B. Plan A included the words "including the Regional Campuses" but Dr. Davis, Dr. Duffy and others felt that the Regional Campuses needed a separate promotion and tenure policy. Upon assurances from Dr. Davis that the Regional Campus Promotion and Tenure Policy would be "in the spirit of Plan A", permission was granted for the Regional Campuses to develop their own policy. Dr. Davis has developed a general policy which has been distributed to the various Regional Campus faculties. This policy was developed with consultation from the Executive Committee of the Senate. Basically, the plan separates the three larger campuses, Spartanburg, Aiken and Coastal Carolina, allowing each of them to develop Promotion and Tenure Policies of their own. At each of these campuses, however, a committee of eight members holding professorial ranks (five elected, three appointed) shall make recommendations concerning promotions and tenure. Promotion and tenure at the five smaller campuses (Lancaster, Union, Salkhatchie, Beaufort and Sumter) will be determined by a committee of nine members (five elected and four appointed) from those campuses. Dr. Davis pointed out the burden placed on these committees in that, on the hand, the job security of colleagues is at stake and, on the other hand, responsibility to the development of the institutions should be maintained. He also commented that while the Senate did not have a great deal of leeway in the substance of the proposal, any recommendations from the Senate would be given serious consideration.

Dr. Davis then asked if any further clarification was necessary. In reference to the three larger campuses, the question was raised as to whether each would operate under the same plan or under separate plans.

Dr. Davis responded that certain principles, such as committee size, should not vary from campus to campus but each committee will be able to devise their own criteria for promotion and tenure. Mr. W. K. Allen (Aiken) asked whether the Committee of 8 would say yes or no to individual promotions, etc. or would it be a committee to regulate promotion and tenure criteria within departments. Dr. Davis stated that the Committee of 8 would establish criteria and recommend individuals for promotion and tenure. This completed Dr. Davis' report on developments in tenure and promotion policies.

At this point, Prof. Nunnery was again given the floor to present the report of the Rights and Responsibilities Committee. Prof. Nunnery reported that the committee had two recommendations to make concerning the Tenure and Promotion Policy at the three larger campuses. The Rights and Responsibilities Committee moved, first, that for Aiken, Spartanburg and Coastal, the Promotion and Tenure Committee at each campus consist of nine members, instead of eight and that six be elected by the faculty and three appointed by the Director; and, second, that the membership of the Promotion and Tenure Committee consist of no more than two members from each division. In the discussion which followed it was pointed out that the larger campuses are broken down into divisions and that the motion is restricted to the larger campuses. It was also pointed out that the second motion, pertains to the total membership of the committee. Both motions were considered as a whole and were passed by unanimous voice vote.

Prof. Nunnery presented the third motion from the Rights and Responsibilities Committee, to wit, that the Committee of Nine for the five smaller campuses include

membership from the military branches, i.e., six members shall be elected, one from each of the six smaller campuses including the Military, and three be appointed by the Vice President for Regional Campuses. The floor was opened for discussion. Dr. James W. Brown (Spartanburg) pointed out that since Military are scattered out over several locations, there would be some difficulty in their electing a representative to the Committee. Prof. Nunnery pointed out that the election of representatives to the Committee of Nine was totally at the discretion of the individual campuses. Dr. E. M. Singleton (Director, Coastal Carolina) asked for clarification on the legality of the Military Regional Campus. Dr. Davis related the history of the development of the Military Regional Campus. The Commission on Higher Education approved a Regional Campus-type organization for the Military but said that there would be no state funds appropriated for its operation. There is no guaranteed financial base for the Military Regional Campus thus making promotion and tenure for that faculty something of a problem. Mr. Jerry Dockery (Military) expressed the opinion that eventhough the Military Regional Campus may be discontinued at any time, the Military faculty should have representation on the Committee of Nine. Dr. Brown asked Dr. Davis what problems exist in the financial aspects of the Military Campuses. Dr. Davis responded that the Military program runs entirely on the fees collected. Dr. Duffy pointed out that the contractual arrangement for Military is on an annual basis. Prof. Nunnery questioned the possibility of granting tenure under a one year contractual arrangement. Dr. Davis responded that the two terms are mutually exclusive. Mr. Churchill Curtis (Salkahatchie) commented that we do not have contracts but rather letters of interest. Dr. Davis responded that, nevertheless, the letters of intent would carry in court the force of a contract. It was pointed out that since some of the Military courses are taught by other Regional Campus faculty members, there are only seven full-time Military Campus faculty members who would be involved as a separate faculty.

The discussion was closed and an indecisive voice vote taken. Prof. Curtis called for a show of hands on the basis that a number of Senators abstained from the vote. The floor was reopened for further discussion. Ms. Nancy Staley (Aiken) expressed confusion over the practicality of enforcing the motion and its implications. Mr. John Powers (Director, Military) expressed the opinion that the promotion and tenure is not workable in the Military campus situation. Mr. John Woodward (Military) stated that while tenure and contract are mutually exclusive, that is not the case with rank and contract. Dr. Davis pointed out that because of the Maximum probationary periods specified for the professorial ranks, rank is tied to tenure and also is untenable with regard to the Military contractual arrangement. Dr. Brown questioned Dr. Davis about a possible alternative. Dr. Davis responded that as long as tenure and rank are tied together, the question is unanswerable. Prof. Dockery (Military) submitted that the Military are on as firm a ground as Salkahatchie and that if the program were cancelled there would be no tenure, thus no problem. Prof. Curtis moved to table the motion. Prof. Nunnery called a point of order. The motion had already been voted on so that the motion to table was out of order and that what remained to be done, after any further discussion was to take the hand-count vote. Ms. Linda S. Schwartz (Coastal) pointed out that tenure does not protect an individual from cancellation of his department. Ms. Edna E. Shook (Lancaster) pointed out that the committee of nine would not promote someone where situation did not permit it. Dr. Brown stated that if that is the case, there is little point in the Military having representation on the Committee of Nine. Dr. Harry E. Shealy, Jr. (Aiken) pointed out that since the Faculty Manual listed discontinuance of a department or school as a cause for termination of a tenured appointment, the whole question of promotion and tenure for the Military faculty is a moot point. Prof. Woodward

reiterated the opinion the promotion would be workable under the situation. Prof. Dockery stated that he interpreted tenure for Military faculty to mean that a faculty member's contract would not be given to someone else. Dr. Calvin Smith (Aiken) raised the question of tenure at a campus vs. tenure throughout the system. Dr. Davis pointed out that the change brought about by the Board was not made retroactive and applies only to faculty hired from now on. Faculty hired under the present manual have access to system-wide tenure, even though they may not presently have tenure.

The hand-count was taken and the motion passed by a vote of 15-1. Dr. Brown moved and Prof. Curtiss seconded that the Promotion and Tenure Policy be accepted as amended. Dr. Brown's motion passed by unanimous voice vote.

Dr. Gordon Haist (Beaufort), reporting for the Financial Concerns Committee, informed the Senate that his committee has been trying to evaluate Regional Campus salary scales relative to other two-year institutions in the Southeast. He stated that, on the basis of information obtained by Prof. Woodward, the Regional Campus salaries compare favorably with salaries at other institutions but that inflation has made salaries for everyone less meaningful. Comparison of Regional Campus salaries with national averages was somewhat distressing, according to Dr. Haist. The national average salary for an assistant professor is \$13,946 while the average salary for an assistant professor in the Regional Campus system is \$11,890. The information related above was obtained from the Southern Regional Educational Board and the Chronicle of Higher Education. Dr. Haist also reported the committee will be investigating retirement and other fringe benefits. He also stated that faculty members have detected some inconsistencies in the Regional Campus Faculty Salary Survey distributed at the last meeting of the Senate. Dr. Haist further reported that some faculty are not receiving copies of the Regional Campus Senate minutes. Dr. Duffy responded that the minutes are being received by his office and copies are mailed to each delegation chairman and also are sent in bulk to the campuses for distribution to all faculty members at the campus. Columbia Campus Senate minutes are also sent in bulk (enough to give one to each full-time faculty member) to each campus.

Mr. Andrew T. Crosland (Spartanburg), Chairman of the Intra-University Services and Communications (IUSC) Committee, reported that his committee was still working on the directory of Regional Campus faculty who wished to participate in the Speakers' Bureau as established by Senate Resolution at the November meeting. Mr. Crosland indicated that questionnaires will be circulated to all Regional Campus faculty in the near future.

### Special Committee Reports

Dr. W. Calvin Smith (Aiken), representative to the Columbia Campus New Courses and Curricula Committee, reported that any changes in course numbers and/or catalog descriptions can be found in the Columbia Campus Senate minutes. He also reported that the question of using the College Level Examination Program (CLEP) general examinations for placement and/or credit had been referred to a sub-committee for further study. The University already uses the CLEP subject area examinations thus there is a question of duplication. Dr. Smith suggested that faculty members contact their respective departments in Columbia to determine the general feeling concerning the use of CLEP exams. The subject areas are English, Mathematics, Natural Sciences, Social Sciences and Humanities. Dr. Duffy commented on the recommendations made on the use of CLEP exams and stated that the Regional Campus Office is primarily interested in the resolution of the

question for the sake of the Military campuses and the older student going for the B.G.S. Dr. Davis commented that the exams are used for a rather select group of individuals, ones who already have the knowledge obtained during the freshman year either by virtue of their age or educational background. The exams would not be in across-the board usage.

Ms. Edna E. Shook (Lancaster), Representative to the Columbia Campus Library Committee, reported that she was unable to attend the January 29, 1975 meeting of that committee but that she will convey any information in the minutes of that meeting and of interest to Regional Campus faculty to the IUSC Committee.

Mr. Jerry M. Dockery (Military), representative to the Columbia Campus Faculty Welfare Committee, reported that the committee had met several times since the last Senate meeting. The committee is still working on the Al Smith Report and are taking recommendations that the University faculty move closer to the South Carolina Educational Association. The Al Smith Report concerned fringe benefits such as retirement, life insurance plans, etc. That report shows that among a number of the larger universities in the country the University of South Carolina ranks fairly low with regard to fringe benefits. Mr. Dockery also reported that the committee is investigating other health insurance plans to replace the Blue Cross plan we presently have. The Blue Cross plan expires in 1975. He asked Senators to outline and document any problems they may have had with Blue Cross and to send that information to him in care of Military Centers on the Columbia Campus.

Mr. Jimmie E. Nunnery (Lancaster), representative to the Academic Advisory and Faculty Liaison Committee, commented that the resolution concerning cost-of-living adjustments to faculty salaries was received as information. He read a letter from Prof. John Mark Dean. That letter is attached to these minutes.

Dr. Singleton asked how the Regional Campus liaison is established; i.e. is Prof. Nunnery elected or appointed? Chpn Wynn explained that our representative to the Academic Advisory and Faculty Liaison committee is elected from and by the Regional Campus Senate and appointed by the President.

Mr. Churchill Curtis (Salkahatchie), representative to the Provost Search Committee, summarized the activities that led to the appointment of the Provost, Dr. Keith E. Davis. Prof. Curtis' remarks indicated the magnitude of the work involved and the vigor with which the work was accomplished. Prof. Curtis recommended that in the future the Regional Campus Senate refuse representation on such a committee unless someone close to Columbia could serve. Prof. Curtis was applauded by the Senate.

Dr. W. R. Allen (Aiken), representative to the Grade Change Committee, summarized developments in the grade change proposal. He pointed out that the proposal has been published twice in the Columbia Campus Senate Minutes. He pointed out that copies of the proposal had been distributed earlier. Dr. Brown moved that the Senate recommend the addition of half-grades (A+ B+ C+ etc.) to the proposed grading system. Ms. Emilie Towler (Aiken) seconded the motion. There was considerable discussion of the motion touching on such points as dissatisfaction with the NC, the storage and computative abilities of the computer, and the negotiating power given to the instructor. The motion passed by voice vote.

Prof. Towler moved that the entire grade change proposal, as amended to include half-grades, be recommended by the Senate. Mr. John Stine (Union) seconded and the motion passed by voice vote. Prof. Greenly asked when the grade change proposal if ultimately approved, would go into effect. Dr. Davis responded that the changes would go into effect as of the Fall semester. Dr. Herr pointed out

that a special meeting of the Columbia Campus Senate would be held on February 19 to discuss and vote on the proposed changes. He further indicated that there may be some modifications in the details of academic suspension. (At this writing, the grading system has been changed to an A, B, C, D, F system. Details of the new system were published in the February 20 issue of The Gamecock and will be published in the Main Campus Senate minutes. The half-grade option was defeated).

#### New Business

Chpn Wynn, on behalf of the Executive Committee, moved that the Nominating Committee nominate representatives to the various Columbia Campus committees in addition to nominations for vice-president and secretary for next year. The rationale, explained Chpn. Wynn, was to allow sufficient time for the elected representatives to adjust their class schedules and to provide an earlier contact with Columbia. Dr. Brown pointed out that this presents a problem with Senators who are leaving. Chpn. Wynn pointed out that it would be incumbent upon the committee to ascertain the necessary information. Dr. Brown pointed out that this would be a lame duck action on the part of the Senate.

Chpn. Wynn pointed out that representatives to the New Courses and Curricula, Library and Faculty Welfare committees and also the Academic Advisory and Faculty Liaison Committee. Dr. Davis pointed out that the Chair person could not make a motion. Prof. Towler and Dr. Allen made the motion. No second was required. The motion carried by voice vote. The Nominating Committee consists of Ms. Betty Martin (Chairperson, Union), Ms. Linda Schwartz (Coastal), Ms. Lee Craig (Sumter), Dr. W. R. Allen (Aiken) and Dr. James W. Brown (Spartanburg). Chpn. Wynn recommended that anyone who wished to have the Nominating Committee consider a particular individual should contact one of the members of the Committee.

#### Announcements

The next meeting of the Senate is scheduled for April 7, 1975 in Beaufort. The Corresponding Executive Committee meeting will be held on March 14, 1975.

Because of recent developments, the Executive Committee will appoint a committee to Study the Future of the Regional Faculty Senate with regard to the changing status of the larger campuses. This committee is to report to the Senate at its April meeting.

Dr. Duffy handed the efforts of Senators and faculty members to present opinions to faculty committees and to the Vice President and Associate President for Regional Campuses. He also passed along the comment of The Southern Association Visitation Committee Chairman to the effect that the Regional Campus Faculty Manual would be used as an excellent model for a faculty manual.

Chpn. Wynn called upon the Chairman of each delegation to inform Prof. Martin of those Senators who would not be returning next year.

Prof. Curtis moved the meeting be adjourned. The motion was passed by voice vote and the meeting was adjourned at 4:15 p.m.

Respectfully submitted,

  
John M. Samaras  
Senate Secretary

Attachment A

The following is the text of the letter to Mr. Jimmie E. Nunnery from Prof. John Mark Dean concerning actions taken on the Senate resolution tying cost-of-living increases to salary raises:

I would like to report to you on the action taken on the resolution that you transmitted to me for the January Board meeting of the Board of Trustees. I presented the resolution to the Academic Affairs Committee who received it as information. President Patterson discussed the fact that the authority for granting annual raises lay with the general assembly and not with the Administration or the Board of Trustees, and that type of request has not met with favor in the past. The Academic Affairs Committee did not transmit the resolution to the Board as a recommendation for additional action. The resolution is in the minutes of the Board meeting for January 25, 1975.



Attachment B

The following is the Regional Campus Promotion and Tenure Policy as recommended by the Senate and Dr. H. W. Davis.

1. Coastal, Spartanburg and Aiken will each set up their own committees to serve a function similar to that of the Committee of 24 in Plan A. The committees will consist of nine members holding professorial ranks, six to be elected and three to be appointed by the Director. No more than two members from each academic division will serve on the Committee at one time.
2. The five smaller campuses (Lancaster, Sumter, Salkehatchie, Military, Beaufort, Union) will be combined and will have a committee of nine members, six elected (one from each campus) and three appointed by the Vice President for Regional Campuses. Full-time faculty members, including Instructors with three years experience on the faculty as well as those holding professorial ranks, will be eligible for service on this committee.
3. Since all but three of our Regional Campus faculty members are still involved with questions of tenure and/or promotion, the only requirements for service on the respective committees are those stated above.

Amended to elect an alternate to committee of nine.

Please note that in a memorandum from Dr. H. W. Davis dated February 25, 1975, the changes recommended by the Senate were not all approved by President Patterson. Specifically, the addition of the Military to the Committee of Nine was not approved. The Promotion and Tenure policy for the five smaller campuses is the same as was originally proposed by Dr. Davis.