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TWO-YEAR CAMPUS FACULTY SENATE MEETING

USC-COLUMBIA

MINUTES: 23 September 1983

Informal Session

Minutes are not usually taken during the informal session. However, because of a need to act on certain matters before the formal session, and to accommodate scheduling needs of guest speakers, portions of the informal session are recorded here.

Otten Resignation

Professor Jim Otten (Union), presently serving on active duty with the United States Army, mailed a letter to Two-Year Campus Faculty Senate Chairman, Professor Jimmie Nunnery (Lancaster), resigning as the special representative to the Academic Affairs/Faculty Liaison Committee. The Chairman had the Secretary read the letter of resignation to the Senate and asked for a motion to accept it. It was so moved by Professor Tom Powers (Sumter) and seconded by Professor John Stine (Lifelong Learning). The resignation was so accepted by the Senate by voice vote.

Nominating Committee

Chairman Nunnery appointed the following senators to the nominating committee of the Two-Year Campus Faculty Senate for the 1983-84 academic year.

- Professor Lila Meeks - Beaufort
- Professor Wayne Thurman - Lancaster
- Professor Sherre Dryden - Salkehatchie
- Professor Carolyn West - Sumter
- Professor Sally Johns - Lifelong Learning
- Professor Charles Walker - Union

The Chairman requested that the Nominating Committee nominate someone to fill the position vacated by Professor Otten on the Academic Affairs/Faculty Liaison Committee.

Professor Johns, acting in her position as Chairperson of the Nominating Committee, called for a meeting of the committee at the end of the informal session.

Beaufort Motion Concerning Recruitment of Deans and Academic Deans

Professor Meeks requested that the Senate consider the Beaufort motion, and the Chair referred the motion to the Rights and Responsibility Committee.

Dr. Holderman's Address to the Senate

Dr. James B. Holderman, the President of the nine campus system of the University of South Carolina addressed the Senate. The following is a summary of his remarks.

The President reported on an improved relationship with the Commission on Higher Education (CHE) and was very optimistic about a new atmosphere of cooperation with the Commission instead of an adverse relationship. In part because of this new attitude, Dr. Holderman believes that attacks on the Two-Year System are a thing of the past.

According to the President, now is the time to move forward and make the Two-Year System even stronger. He sees the University System as a unit and not a three-tiered system.

Dr. Holderman sees an expanded role for the Two-Year Campuses. He praised the moves of the Union, Beaufort, and Salkehatchie Campuses to provide educational opportunities to areas of the state which have not had direct access to opportunities for higher education. To further address the service role of the University in the state, Dr. Holderman discussed the expanded role of Two-Year Campus Faculty in Graduate Regional Studies. In this regard the Columbia Campus Faculty Senate has voted to allow graduate faculty status for faculty on Two-Year Campuses.

With an increased emphasis on graduate education on the Columbia Campus, more of the burden for undergraduate education will be shifted to the Two-Year Campus System. Six thousand people applied for admittance to the Columbia Campus, but there are only 2,200 students in the freshman class. Stating that the people not accepted in the Columbia program have to go somewhere, the President emphasized that this does not mean that Two-Year Campuses should lower their standards to accept students. He emphasized that the new chairman of CHE believes that institutions which maintain or increase educational standards should not be financially penalized for lower FTE.

Concerning financing, the President is optimistic about obtaining full formula funding this year and stated that it would add about \$10 million to the USC budget. He is also confident that the legislature will not allow higher education in this state to be excluded from a proposal for a new funding package for education. The President is also optimistic that the \$16.3 million request for extra funding for computers will be funded either completely or almost completely. The money will be distributed to the campuses in the System based on need and ability to provide service.

President Holderman listed salaries as the number one priority in his administration and he is committed to again raise salaries to keep in step with other institutions. He acknowledged the heavy teaching loads carried by many of the Two-Year Campus faculty members and stated that those efforts should be rewarded and recognized.

Dr. Holderman congratulated the Senate on its work and praised faculty members of Two-Year Campuses for their intense involvement with the primary mission of the University, that of teaching and working directly with students.

Luncheon Speaker: Dr. Frank Borkowski
Provost of the University of South Carolina

Dr. Borkowski reiterated much of Dr. Holderman's presentation. Dr. Borkowski did specifically address the full formula funding issue by stating that Fred Sheheen, chairman of CHE wants \$38 million (Governor's plan to finance education) to go to full formula funding. Additionally, the Provost stated that there would not be any such new money for education if the sales tax increase was not implemented because economic growth is only staying even with inflation.

Dr. Borkowski discussed the need to enhance and better communicate USC's research efforts. In order to attract more funds and programs, there will be a concerted effort to build the graduate school and research components so as to attract national attention, according to the Provost. To accomplish this task the administration has set the following three objectives:

1. Publicize what we have already done
2. Investigate new areas for research
3. Coordinate activities among all faculty members throughout the nine campus system.

The Provost also told the Senate about a \$50,000 entrepreneur grant he is administering through his office. This money is available to any faculty member in the System and does not have the restrictions that accompany other grants.

General Session

- I. Call to Order
- II. Correction/Approval of Minutes: April 8, 1983
USC-Beaufort
Beaufort, SC

The minutes of the Beaufort meeting were not presented to the Senate for correction or approval.

III. Reports of University Officers:

A. Dr. John Duffy, System Vice-President for Two-Year Campuses and Continuing Education

Dr. Duffy informed the Senate of a new electronic intra-library loan system being developed in conjunction with Jim Morris' office. The new service will improve the efficiency of the operation, better utilize all functions of the library, and improve the acquisition time of intra-library loans.

Commenting on the various retreats involving Senate members, deans, faculty, and administration, Dr. Duffy stated he was impressed with the commitment and effort involved in each retreat in addressing the issues before the System.

The System Vice President reported that enrollment in Graduate Regional Studies is up by 39%. He acknowledged that GRS has been primarily an education package for teachers and that it will keep that focus for a while, but with an eye to expansion in the future.

Dr. Duffy praised the efforts of the various campuses which are expanding their operations, both undergraduate and GRS, into areas previously not directly served by USC. He echoed the statements of the President on the duty of the USC System to meet the higher education needs of the people of the state.

Continuing with the topic of expansion of the role of Two-Year Campuses, Dr. Duffy stated that efforts are being made to simplify the admission process to the BAIS program and facilitate expansion of the program on Two-Year Campuses. The System Vice President also reported that approximately 1100 kids were served by the statewide computer camps held on the USC Campuses this summer.

Dr. Duffy expressed concern over declining enrollments, which have been a direct result of a declining traditional college-age population. In this regard he emphasized the need to enhance the freshman experience and better focus the strength of the Two-Year System, that being teaching and a more personalized education for our students.

Addressing the issue of salaries, the System Vice President said that every effort is being made to enhance the salary package for faculty. However, the problem with allocation of salary funds is that they are distributed

based on a classified personnel structure which is not appropriate for unclassified personnel such as faculty. Given these constraints dictated by the state personnel system, the University would do the best it can under the circumstances.

In closing, Dr. Duffy urged faculty members to clarify goals for their respective institutions in preparation for the next visit of the Southern Association of Colleges and Schools (SACS).

B. Professor John N. Gardner, Associate Vice-President for Two-Year Campuses and Continuing Education

Professor Gardner also commented on the various retreats he attended this summer and stated that he was impressed by the candor of remarks aired in those forums, and the common goals set in the different Deans and Faculty Senate Executive Committee retreats.

The Associate Vice President reminded the Senate of the Grants and Research Workshop to be held in Columbia on September 30, 1983. Additionally, there will be a workshop in late October for Student Services Personnel as a part of addressing the goal of enhancing the freshman experience, as well as developing a state-of-the-art service program.

In order to sensitize the Columbia leadership to the unique activities of the Two-Year Campuses, the System and Associate Vice Presidents will be bringing leaders on the Columbia Campus to the Two-Year Campuses. This procedure will also provide the opportunity for the System and Associate Vice Presidents to get to know the campuses better.

Professor Gardner also stated his concern that while the campuses in the Two-Year System have done the best job in integration, they have received the least amount of recognition for this accomplishment, and more importantly, the least amount of money from the desegregation plan.

The Associate Vice President offered the full resources of his office to help research the legal aspects of a name change for the Two-Year Campuses.

The Chair corrected the agenda by moving the report from the Executive Committee, which is no longer a standing committee, to Special Orders.

IV. Reports from Standing Committees

Professor Rick Boulware (Beaufort) was elected chairman and Professor Carolyn West (Sumter) was elected secretary of the committee.

Professor West stating that there is no established procedure for the selection of Deans and Associate Deans on the Two-Year Campuses, presented the following motion from the Rights and Responsibilities Committee:

- 1) Concerning the selection of the Dean of the Campus
 - a) The Search Committee for Dean shall be a committee sanctioned by the Faculty Organization, it shall include a minority of nonfaculty representatives from

student, administrative, and local CHE groups.

- b) The Search Committee shall make regular reports to the Faculty Organization and invite faculty input into its preliminary evaluation of candidates.
- c) The Search Committee shall make its recommendation of a candidate to the Faculty Organization.
- d) The Faculty Organization shall approve or reject that recommended candidate.
- e) The Search Committee shall submit the name of the preferred candidate to the System Vice President. Should the preferred candidate be rejected by the System Vice President, the Search Committee will convene for consideration of additional candidates.

2) Concerning the selection of the Assistant or Associate Dean primarily responsible for academic affairs

- a) The Search Committee for this position shall consist of full-time faculty members from the campus conducting the search with the Dean of the campus the chairperson of the committee.
- b) The Search Committee shall submit the name of the preferred candidate to the System Vice President. Should the preferred candidate be rejected by the System Vice President, the Search Committee will reconvene for consideration of additional candidates.

The following discussion occurred:

Professor Tom Powers asked who would select the search committee (sec 2A)? Professor Rick Boulware stated that this was not discussed, however the intention was that the committee would be elected by the faculty.

Professor John Gardner quoted from page eight (8) of the new Faculty Manual the duties of the faculty and stated that Dean selection was not one of those duties. He further stated that he believed that Dean selection is an administrative prerogative.

Dr. Duffy quoted from the current Faculty Manual pages five and six (5&6). Dr. Duffy went on to say the basic problem with the motion is that it is similar to the process used to select a Dean in departments of Humanities and Social Sciences. According to Dr. Duffy, the Dean of a Two-Year Campus does not have the same duties as a dean of a department and must work with a broader based constituency. He said that the standard procedure, although not in the Faculty Manual, is for him to appoint a committee consisting of two faculty members, two students, two members of the local CHE, and one person representing Dr. Duffy's office. He said this is the procedure which has been used since 1977.

Furthermore, Dr. Duffy stated, the President insists that three unranked names are forwarded to him for consideration. Dr. Duffy stated that Dean selection was his responsibility and he would not vacate that responsibility.

Dr. Duffy said that some candidates insist on confidentiality of their applying for a position and this process would endanger confidentiality. He said this procedure would interfere with the negotiating process between himself and the candidates. Dr. Duffy stated that President Holderman is not inclined to change the present procedure concerning Dean and Associate Dean selection.

Professor Doug Darran (Sumter) asked why this procedure had not been put in the Faculty Manual? Dr. Duffy stated it was because it is an administrative procedure.

Professor Carolyn West inquired if the procedure could be put in the Faculty Manual? Dr. Duffy stated that the University will not go through the process of electing Deans.

Professor West stated that in committee (Rights and Responsibilities) delegates from the Beaufort Campus said that the process he (Dr. Duffy) had described, changed daily. Dr. Duffy said that the procedure was followed as stated.

Professor Darran asked if the procedure he (Dr. Duffy) had outlined was a formal written policy that appears in some University document? Dr. Duffy said that he thought it was in the procedure manual but that he was not sure. He said he would report back to the Senate on that point.

Professor Bob Group (Salkehatchie) asked if the constitution of the committee could not be changed to better reflect a faculty point of view? Dr. Duffy said the composition of the search committee is set by the President.

Professor John Gardner (Associate Vice President for Two-Year Campuses and Continuing Education) stated that the procedure described by Dr. Duffy was the one used to select the Provost and Chancellors. He also stated that the procedure is a defense and reaffirmation of administrative prerogative. He said, "In turn for our respect of you to determine your own organization, respect ours to select Deans."

Professor Ed Cain (Beaufort) commented that the reason for bringing this matter to the Senate was based on procedural concerns and not in personal regard to the new Dean. Secondly, he pointed that while the new members of a search committee may need to address the constituency areas listed by Dr. Duffy, it is not necessary that the composition be drawn directly from those areas.

The Chair (Jimmie Nunnery, Lancaster) stated that many Beaufort faculty members had commented to him how pleased they were with Dr. Tuttle as the new Dean. He said the same faculty members assured him this was not a personal concern.

Professor Doug Darren asked if the System Vice President for Two-Year Campuses and Continuing Education is part of the selection process for

Associate Deans? Dr. Duffy said no he is not, that Associate Dean selection is entirely a local matter. Sometimes a faculty member is asked to assume the duties and sometimes an outside search is conducted, according to Dr. Duffy.

Professor Joan Taylor (Beaufort) suggested section 2A of the motion be changed from "...shall consist of full-time faculty members from the campus..." to "...shall consist of full-time faculty members elected by full-time faculty members from the campus..."

The amendment was seconded by Professor Robert Castlebury (Sumter).

Professor Charles Walker (Union) said he was in favor of the motion as written because the amendment would preclude the Dean from making appointments and all committees and members appointed by the Dean.

Dean Pete Arnold (Lancaster) addressing the selection process for Associate or Assistant Deans part of the motion from a Dean's perspective made the following comments:

"I find this an abomination and I deplore it. I try to manage the campus in a collegial fashion, but Deans must take leadership and I want to determine the people I will be working with."

Dean Arnold went on to make the following points in speaking against the motion:

- 1) An Administration should be judged on the quality of its performance. If that performance is bad, then the administration should look for another job.
- 2) The new procedure would not allow administration to stand on their own decisions.
- 3) Accountability would be blurred.
- 4) Problems could occur as a result of the Dean and Associate Dean not being able to get along with each other.
- 5) There must be an element of trust between administration and faculty.
- 6) If the faculty does not like how the Dean is running the campus, they can always go over the Dean's head to the System Vice President or higher to complain.

Dean Carl Clayton (Salkehatchie) stated he concurred with Dean Arnold's statements.

Professor Lila Meeks stated that when the Beaufort faculty was considering this motion they believed the faculty should have a voice before the selection was made, thereby working with the Dean, rather than against him after the fact.

Professor Robert Castlebury (Sumter) called the question, Professor John Stine seconded, 26-0 in favor.

The amendment carried by a vote of 11-9.

The original motion, now amended, was returned to the floor and Professor Bob Group made a motion to refer it back to committee which was seconded by Professor Jerry Currence (Lancaster).

Discussion:

Professor Carolyn West asked if this was not just a way of not dealing with an issue you do not take a stand on?

The Chair informed Professor West that this was indeed one of many ways.

Professor Doug Darran stated he felt that the Senate should settle this issue and that Senators should have the courage and conviction to deal with such matters.

Professor Carolyn West called the question, it was seconded by Professor John Stine and passed by a 19-4 vote.

The motion concerning selection of Deans and Associate Deans was defeated by a voice vote.

B. Welfare

Professor Marnie Foster (Lancaster), chairperson of the Welfare Committee reported as follows:

Professor Bruce McDaniel (Union) was elected secretary of the Welfare Committee.

No action was taken on the transferability of promotion and tenure.

Professor Jerry Dockery (Lifelong Learning) explained to the committee that the Credit Union has established a plan for spreading nine months salary over a twelve-month period. Each member of the Welfare Committee has a copy of how this may be done to distribute on each campus.

The Two-Year Campus salary study has not been released to the Welfare Committee from the Administration. When the Committee gets the study, they intend to compare it with Two-Year Campuses in Georgia, Tennessee, North Carolina, the Columbia Campus, and the public school teaching salaries in the school districts the Two-Year Campuses serve.

Professor Dockery reported to the Committee on the annuities available to the faculty through the benefits office. The annuities reported were TIA, 403-B money market mutual funds, and 403-B7 no load mutual fund which yields a 20-50% return. Professor Dockery also stated that a representation from E. F. Hutton would come to any of the campuses to talk with faculty about investments. The number to contact this representative is 256-0100.

Professor Dockery, who is the Two-Year Campus representative on the Columbia Campus Welfare Committee, reported that the committee has taken up the matter of faculty tuition reduction and presented a report to the Columbia Campus Faculty Senate.

Dr. Duffy commented that while there is no written policy on transferability of tenure and promotion, the University administration does all it can to help out in such matters. He cited the efforts of the administration to place faculty from Applied Professional Sciences with their rank and tenure. Dr. Duffy also praised the Deans of the Two-Year Campuses for helping to place faculty members displaced by the lose of certain programs in Applied Professional Sciences.

Professor Darran asked if the Deans on the Columbia Campus had been as cooperative in this matter of placing faculty?

Dr. Duffy responded that they had been.

Professor Robert Castlebury asked how this fits in with affirmative action guidelines.

Dr. Duffy stated that such moves can be handled as administrative transfers and are exempt from that procedure.

C. Intra-University Services and Communications

Professor Robert Costello (Sumter) reported on his election as committee chairman, and the election of Professor Sherre Dryden as secretary.

The Committee discussed methods of determining the role of the campus in the community, an activity suggested by the Executive Committee. As a first step, a representative from each campus was asked to obtain information about admission standards at his or her institution. Professor Costello agreed to obtain Columbia campus information for comparison.

Also, the Committee discussed the naming of the Two-Year Campuses. In regard to this matter, Professor Costello presented the following motion from the Committee:

That the Two-Year Campuses be collectively known as the Carolina Colleges. The individual institutions would be known as, for example, University of South Carolina Sumter College. This Body would be known as the Carolina Colleges Faculty Senate.

Dicussion:

Professor Tandy Willis (Union) asked what would the four-year campuses be called?

Chairman Nunnery stated that the motion was not directed at the four-year campuses.

Professor Costello stated that the Senate needs to act now so the name will be reflected in the new Faculty Manual.

Professor Bob Group stated he believed the name would cause confusion.

Professor West stated that she would like the opportunity to consider more choices and therefore would be able to cast a more informed vote.

Dr. Duffy stated that Professor Costello's and Professor West's points were well taken and he would like the group to do some collective brainstorming before any action was taken by this body.

Professor Joan Taylor stated that this a substantive change and we should wait until the next meeting to vote.

Professor Elizabeth Mulligan (Lifelong Learning) asked if the four-year campuses could not be included in this decision therefore taking a unified system approach?

Professor Doug Darran suggested that Dr. Duffy form a committee made up of members of this body and participants from the four-year campuses.

After dicussion of the composition of such a committee, both in representa-tion and members of this body, Professor Darran withdrew his suggestion.

The motion from the Intra-University Services and Communications Committee to rename the campuses Carolina Colleges was defeated by a voice vote.

V. Special Orders

A. Executive Committee Report

Professor Sally Johns made the following report:

The Executive Committee met in Beaufort August 7-9 for a planning retreat. Also included in this meeting were System Vice President Duffy, Associate Vice President Gardner, and representatives from each of the standing committees. A report of this meeting prepared by the Secretary, Rod Sproatt, has been distributed to all faculty members in the Two-Year Campus System.

The committee met again in Columbia again on Friday, September 9. The business included:

- preparation of the agenda for the September 23 Senate meeting
- discussion of a resolution passed by the USC-Beaufort Faculty Organization
- discussion of progress on the revised Faculty Manual
- assignment of Executive Committee members as liason to standing committees:

Welfare Committee: Professor Tandy Willis
Rights and Responsibilities Committee: Professor Tom Powers
Intra-University Services and Communications Committee:
Professor William T. Cordray

The officers--Chairperson Nunnery, Vice-Chairperson Johns, and Secretary Sproatt--will be available whenever needed.

B. Progress Report on Faculty Manual

Professor William T. Cordray (Salkehatchie) made the following report:

- 1) The introductory paragraph on page 8 concerning the composition of the Two-Year Faculty was reinstated. REASON: Paul Ward, chief legal counsel for the University says that the body does exist as an entity whether or not it is specifically defined in the Manual; so for clarification it was suggested by him that it be reinstated. There are statements in the Manual that refer to this body specifically that cannot be identified with each individual campus faculty. For example:
 - a) Page 9 - First sentence in definition of the Faculty Senate
 - b) Page 8 - Representation on search committee for position of System Vice President
 - c) Page 68 - Appeal/Amend process in By-Laws; this has particular significance in that each campus faculty can not change the Manual individually
- 2) The last sentence in the introductory paragraph identifying the Faculty Senate representation on a search committee for the position of System Vice President was eliminated. There are two issues here:
 - a) The Two-Year Faculty are already represented on this committee, thus if left in fact, two search committees are implied.
 - b) A search committee for the office of Associate Vice President is not required. According to the Provost's Office, this is an appointment left to the discretion of the System Vice President.
- 3) Pages 21 and 22 -- The paragraph beginning, "The policy in general...." was eliminated in that it implies tenure must be granted except for the reasons listed. This is simply not the case. The University does not automatically award tenure due to the simple passage of time.
- 4) Page 18 -- The sentence, "Tenure applies on the campus which it is earned; it is not systemwide," must appear in the Manual because it is a policy of the Board of Trustees of the University.
- 5) Page 22 -- The last sentence in the paragraph under Normal Work Schedule concerning the normal teaching load was eliminated because of the discrepancies among campuses due to financial status, FTE, etc. This sentence was an off-shoot of the original motion of a

blanket 24 hour teaching load throughout the system. The original motion was defeated and this existing compromise statement added nothing new.

Professor Cordray continued by recounting the evolution of the Manual to its present form.

Last year it was the intent of the Faculty Senate to upgrade the existing Faculty Manual in two ways:

fully incorporate the supplement which has already been approved by the Board of Trustees

- 2) open up the Manual to the senators and their constituents for further changes

This project was assigned to the Rights and Resonsibilities Committee to incorporate the changes and to gather input from the various campuses. The members exerted a great amount of time and effort, did an excellent job, and submitted the draft to the Senate at the April 1983 meeting in Beaufort.

While many changes were made in the draft at the Beaufort meeting, the work of the committee was available to all faculty members on each campus through their committee representative(s) throughout the year. Professor Cordray congratulated the Senators on their hard work both in committees and those who put in the long hours at the Beaufort meeting.

The next phase of the process was the administrative review of the faculty-passed manual by the Office of the System Vice President for Two-Year Campuses and Continuing Education. Dr. Duffy approached this review from two separate sources:

- 1) copies of the post-Beaufort manual were sent to the Deans for their input
- 2) Dr. Duffy formed an ad hoc committee consisting of Steve Ackerman, John Gardner, Sally Johns, and Billy Cordray. This committee did an extensive review of the manual by examining all available information regarding the manual, and discussed their conclusions with Dr. Duffy.

Dr. Duffy reviewed the manual and the information received from the sources listed, and has released the document you have now, which is the version of the manual handed out at the September 23, 1983 Faculty Senate in Columbia.

The specifics have been explained to the Executive Committee so they will be able to explain the changes to faculty members on their respective campuses. If anyone needs further information Professor Cordray will be glad to provide further explanation.

Professor Cordray stated that it was the original intention that any administrative changes in the faculty-passed Manual would be returned to the Senate for a vote. The Executive Committee has been informed that this will not be the case.

Discussion:

Professor Carolyn West asked if the faculty would get to see the whole manual before it was sent to the Board of Trustees? (Only certain sections of the manual were distributed)

Professor Cordray replied that faculty members would have copies of the manual available to them.

Dr. Duffy stated that copies of the Manual would be distributed for faculty input.

Professor Robert Castleberry asked why the term "maximum" was deleted from the faculty-passed version in the sentence addressing normal teaching loads.

Professor Cordray stated that it was impossible to keep the word "maximum" in that statement.

Professor Castleberry inquired if the printers had run out of those letters or if the word had been stricken from the English language?

Professor Cordray replied that it was necessary to remove the word "maximum" because some administrators might interpret it to mean no overload payment could be made until the "maximum" normal load had been met. On a campus where a normal load is 12 and 12, this could hurt faculty members.

Professor Don Curlovic (Sumter) asked what effect the deletion of the paragraph in the section on promotion would have on faculty.

Dr. Duffy stated it would have no real effect for two reasons. First, the Manual states that changes in the Manual that are detrimental to existing faculty rights can not be imposed on faculty hired under said Manual. Secondly, this change only brings the Manual in line with the criteria that are actually being used in the process now in place.

C. Nominating Committee Report

Professor Johns, Chairperson of the Nominating Committee, reported that Professor Harold Sears (Union) was their nominee to fill the vacancy on the Academic Affairs/Faculty Liason Committee.

The Chair asked for further nominations, and there were none from the Senate. The Chair then stated that nominations would remain open until the vote was taken.

VI. Reports from Special Committees

A. University Library Committee

Professor Dryden reported that the Committee has not met this year.

B. University Committee on Curricula and Courses

Professor Johns submitted the following report:

In its meeting 12 September 1983 the Curricula and Courses Committee approved the following, none of which has yet been acted upon by the Columbia Faculty Senate or the Graduate Council, whichever is appropriate:

- 1) Change in title and description of ANTH 205: ANTH 205, Culture and Energy.(3) The relationship between energy use and politics, ecology, and social organization.
- 2) Change in title and prerequisites of ANTH 565: ANTH 565, Health and Disease in the Past [prerequisites deleted].
- 3) Change in description of RELG 103: RELG 103, Comparative Religion.(3) The religious experience of varied persons and groups, East and West, in traditional and contemporary settings.
- 4) Change in title and description of RELG 372: RELG 372, Religion and Existentialism.(3) Existentialist thought as adapted by theologians to interpret religious experiences and the biblical message. The movement from philosophical protest against essentialism into imaginative description of existence revealed under stress.
- 5) Change in prerequisite of ENGR 504: ENGR 504, Design of Structural Steel Connections.(3) (Preq: ENGR 329)
- 6) Change in Prerequisite of ENGR 567: ENGR 567, Hydrology.(3) (Prereq: ENGR 306)
- 7) Change in prerequisite of ENGR 568: Engr 568, Open Channel Hydraulics.(3) (prereq: ENGR 306)
- 8) Addition of experimental course ENGR 541X: ENGR 541X, Soil Mechanics for Transportation.(3)

C. University Faculty Welfare Committee

Professor Dockery made the following report:

The Faculty Welfare Committee continued to assess the problem of liability insurance coverage for faculty during periods that the members are not actually on payroll of the University, particularly during the summer months when a faculty member may continue to advise and work with students. It is felt that a clear statement of coverage for faculty members is needed if they are to feel free to continue in their important advisory roles during periods of nominal vacation for them. No such statement has yet been received, and the problem will continue to be investigated during the year 1983-84. The Committee communicated its concern to the Provost.

The Committee took upon itself the task of gathering information on fringe benefits for faculty at state-supported institutions, both in the region and elsewhere. Fourteen institutions in the region and about the same number elsewhere in the nation were contacted; a good proportion of them replied. Generally it appears that the University of South Carolina has benefits which are about the same as peer institutions with two major

exceptions: 1) many institutions offer free tuition to the members of the family (sometimes including the spouse) of a faculty member; 2) several universities encourage faculty members themselves to take courses for credit, or to audit them, at no cost.

The first of these (free tuition to family members) would be a rather inexpensive way of helping mostly younger faculty. It has been observed that a good proportion of the better students at this University are faculty children; free tuition might encourage more of those faculty children who now choose to attend other universities, frequently on scholarships, to attend USC.

The second suggestion, free tuition for faculty members themselves, would cost even less to implement often junior faculty who can least afford to pay for courses, to deepen their knowledge in their own fields, and it would encourage them to broaden their academic experience by taking courses which were not in their own discipline. The greatest beneficiary in this event would be the University itself, and particularly the students taught by the faculty member who took the course.

The Committee recognizes that there are problems connected with implementing these suggestions, but it urges the Administration to make known to the Board of Trustees the Welfare Committee's Recommendation that these fringe benefits be implemented, or if permission to do so is required by another authority, that the Board or Administration signal its willingness to work towards this goal with the other authority.

Under a charge laid to it from Dr. Robert B. Patterson, Chairman of the Faculty Senate, the question of the possibility of the faculty being given the right to hold a referendum on whether the faculty should attempt to withdraw from the Social Security System was investigated. As the Committee reported back to Professor Patterson, at the time legislation was pending and was subsequently passed which disallowed the withdrawal of any more units from the system.

A question was raised by the Committee about the decision of the Administration to alter Summer School calendar for 1983. The Faculty Welfare Committee felt that the faculty should have been consulted before such an important change was made. Associate Provost Stephen H. Ackerman responded to the Chairman of the Welfare Committee, and no further action was taken since it would by then have been impossible to implement additional changes. In addition to pointing out that it felt that the length of classes would place a strain on both the students and faculty which would be counter-productive, the question about the real saving in energy costs was raised by the Committee. The Committee at this time feels even less convinced that the anticipated saving was in fact achieved--a sampling in the summer of buildings in which the air conditioning was to have been cut off from Thursday evening until Monday revealed that the air conditioning was in fact not off during these periods.

The Committee elected N. K. Heveney Chairman.

The next meeting of the Welfare Committee will be held at 2:00 p.m., September 26, 1983. Vice-President Denton will address the 10% administra-

tive charge on E funds.

D. Academic Forward Planning Committee

Professor Ed Caine submitted the following report and an attachment to the minutes:

The AFPC met on 8 April with the Two-Year Faculty Senate and on 16 September. During the 8 April meeting, discussions with Executive Committee were well received, and some specific concerns will be considered in the coming year.

Status of Past Actions:

- 1) Language Competency Recommendation--submitted to Provost, where the proposal is expected to die.
- 2) Transfer of credit from TEC-type Programs-(Proposal below). On the agenda of the System Committee (14 October) where passage is assumed.

Actions during the 16 September meeting:

- 1) Committee Elections: Alan Sears (Health)-Chairman; Edsel Caine (Two-Year Campuses)-Vice Chairman; Caroline Matalene (English)-Secretary
- 2) Pharmacy Doctorate degree proposal--rejected for two reasons:
 - 1) The proposed degree was viewed as a dilution of academic standards;
 - 2) The addition of 15 new courses in a professional program would require more than 4 new faculty and, at least, some equipment. As submitted, the budget was considered unrealistically low.

Items for consideration during the academic year:

- 1) Possibilities for a standardized, systemwide Core Curriculum
- 2) Modification of the categories for degree credit hours, so that courses numbered 100 and below will carry college credit, but will not count toward the 120 hours required for graduation.
- 3) Inquires into the cost benefit ratio of the 70+ international programs and agreements during this period of declining enrollments.
- 4) Continuation of the Faculty Review Panel, which was organized last year to review the budget of the University System.
- 5) Because Admission, Curriculum, and Graduation requirements are the domain of the faculty, consideration of systemwide admission requirements will be continued.

PROPOSED TRANSFER CREDIT POLICY

As a general rule credits earned in courses that fall in one or more of the following categories are not acceptable in transfer to campuses of the University of South Carolina System:

- 1) courses that are vocational or technical in nature; or
- 2) courses that are part of a terminal occupational program; or
- 3) courses that are essentially remedial in nature; or
- 4) courses from a two-year institution which are considered upper division or upper level at the University; or
- 5) courses from a two-year institution that are not specifically identified as part of a college parallel program leading to an Associate in Arts or Associate in Science degree.

Exceptions to this rule may be made only by the designated academic official(s) on the campus where the student is majoring in specific cases where such courses are judged to be particularly relevant to the student's degree program.

E. Academic Affairs/Faculty Liaison Committee

Professor Harold Sears reported that during the August 11, 1983, meeting the Committee took under consideration the following:

- 1) A proposed program to offer graduate degrees in Education in Nairobi
- 2) A proposed B. S. degree in Nursing by USC-Spartanburg in Greenville
- 3) A proposed center for Textile Export Development with the school of Business Administration, Department of Economics

At the September 22, 1983, meeting, the committee considered a Ph.D. program in Geography at the Columbia Campus.

F. Research and Productive Scholarship Committee

Professor Powers reporting for Professor J. T. Myers (Sumter) encouraged everyone to get involved in the grant program directed by his committee and to attend the grant writing workshop sponsored by his committee on September 30, 1983, in Columbia.

G. System Committee

Professor Jimmie Nunnery said that he had attended many retreats which had already been reported.

VII. Unfinished Business

The Chair opened the floor for additional nominations for the representative to the Academic Affairs/Faculty Liaison Committee. Professor Robert Costello moved the nominations be closed. Professor John Stine seconded the motion. Professor Harold Sears (Union) was elected by voice vote.

VIII. New Business

Professor Elizabeth Mulligan moved that the Senate elect a parliamentarian. The motion died from lack of a second.

IX. Announcements

If any of your membership would like to give a paper, the Sumter County Historical Commission and the Steering Committee for the conference on the history of Sumter, Sumter County, South Carolina and the life of General Sumter March 15-17. Interested individuals are invited to submit an abstract of their proposals by November 14, 1983. The abstract should be no longer than 250 words and be related in some fashion to Sumter County, SC history or to the career of General Thomas Sumter. The Conference will take place at USC-Sumter and will have an audience ranging from layperson to academician. Please submit your abstract to Dr. William R. Ferrell, Chairman of the Sumter County Historical Commission, C/O USC-Sumter, Miller Road, Sumter, SC 29150.

X. Adjournment

So moved by John Stine and seconded by Billy Cordray.
Motion passed by voice vote.

kdc