

UNIVERSITY CAMPUSES FACULTY SENATE MINUTES

SEPTEMBER 18, 1987

USC-COLUMBIA

Informal Session

Chairman Willis (Union) called the meeting to order; welcomed new and returning Senators; thanked the Executive Committee, Dr. Duffy, Professor Gardner, Mary Derrick, and Mr. Joe Tiller for their contributions to a successful planning retreat; and expressed appreciation to the campus deans for participating in the first Executive Committee meeting. Agenda changes were then announced: in addition to Dr. Borkowski, Provost and Executive Vice President; Ms. Jane Jameson, System Vice President for Personnel Services, would address the Senate during the afternoon session.

Dean Tuttle (Beaufort) reported a significant enrollment increase (15% increase in FTE and 25% increase in headcount) evenly spread throughout the campus: Hilton Head Island, Military Base, and Beaufort. He looks forward to a successful year.

Dean Clayton (Salkehatchie) reported 24.7% increase in FTE and 26.7% increase in headcount. He attributed this success to a committed administration, faculty, and staff and formally congratulated them. He reported the addition of new personnel and noted the success of Title III and institutional research efforts and of the developmental lab. Also reported was the growth of a consortium (consisting of twelve school districts and involving six to seven counties) from 1500 to 2000 participants and 60 presenters on this year's program. He anticipates an excellent year.

Dean Arnold (Lancaster) reported increased enrollment among full-time students (reversing a trend). He announced receipt of a desegregation grant and expressed anticipation of a Title III grant. He, too, looks forward to a good year.

Dean Anderson (Sumter) announced enrollment of 1300 undergraduates, accounting for over 900 FTE, and a good graduate enrollment. Retention and recruitment has been an important element of Sumter's success efforts which involve faculty and staff. The campus's focus on excellence in teaching is a continuing theme. The Advisement Center and a summer college program have been very effective. New personnel have been hired and several construction projects will be underway. Dean Anderson announced plans to accompany student government leaders and staff to a leadership conference and predicted an exciting year on his campus and a successful Senate year.

Dean May (Lifelong Learning) announced 5% enrollment increase. He also announced a Computers on Campus conference at Hilton

Head, November 16-18, 1987, designed for people interested in computer use in the classroom and computer literacy issues. The second Adult Learner Conference held this summer was successful. In May, the third conference will be held and a call for proposals will soon be issued.

Dean Davis (Union) was out of the room.

New Senators introduced themselves: Paul Stone (Salkehatchie), John Blair (alternate, Beaufort), Nancy Washington (Lifelong Learning), Doris Geoghegan (alternate, Lifelong Learning), Kay Oldhouser (Sumter), and Jordy Johnson (Sumter).

Meeting dates and places for the remainder of the year were announced:

November 13, 1987 at Union  
February 19, 1988, at Lancaster  
April 15, 1988, location to be decided

Standing Committees were reminded to keep written records of their proceedings to facilitate a year-end report. A list of Senators and alternates and their committee assignments was requested so that a master list could be developed and attendance noted.

Concerning University Campuses Faculty Senate representation to the University Faculty Welfare Committee (Special Committee), the Chair announced that Professor Bill Bowers (Salkehatchie), who had been elected to a 3-year term, had taken a leave of absence and planned to resign from that position. For expediency, the Chair exercised his prerogative to appoint a nominating committee, and, in so doing, appointed the Executive Committee to act as the Nominating Committee in this circumstance only. Receiving no objection from the body, Chairman Willis stated that a name would be put in nomination during the formal session and that nominations would also be accepted from the floor.

Dean Davis (Union), who was out of the room earlier, praised his faculty and the Office of the System Vice President for their Title III application efforts. He explained that the campus was presently arguing for eligibility as a low enrollment institution. He expressed pride that the Senate chairman, Professor Willis, is from the Union Campus and wished Chairman Willis and the Senate a productive year.

The Senate adjourned to Standing Committee meetings.

## GENERAL SESSION

### I. Call to Order

Chairman Willis called the afternoon session to order. Deviating from the printed agenda, Chairman Willis recognized Dr. Kenneth Schwab, Senior Vice President for Administration.

### II. Reports from University Officers

#### A. Dr. Francis T. Borkowski, Executive Vice President for Academic Affairs and Provost

Reflecting to the beginning of his association with the University and his desire at that time to become closely associated with the University Campuses and their faculties' aspirations, Dr. Borkowski expressed regret at not having been able to be as closely involved at the University Campuses level as originally desired. He expressed hope that this year would provide opportunities for him and President Holderman to visit the campuses and informally discern the ambitions of the faculties for their local campuses, the perceptions the faculties hold of the University System, how the Office of the Provost might be of service to the Campuses, and how the "...University might continue its momentum into the 21st century." He characterized this as a critical year for the University. Citing University accomplishments--a decade of exciting, positive leadership; increased systemization, including new programs such as the on-line catalogue system which has been positively received by the Commission on Higher Education (CHE) for next year; increased visibility--Dr. Borkowski stated, "We will continue to make this a very singular higher education endeavor." However, it is a critical year because of an extremely austere budget. The Provost gave several examples of budget reductions on the Columbia Campus as a result of this austerity. For the first time, the Office of the Provost begins the year with an unbalanced budget--a deficit of approximately one half million dollars. Any other course of action may have forced the termination of tenured faculty.

The budget allows no fluidity. If there is a perception that Columbia is where the resources are, that perception is incorrect. He invited the faculties to look at the Columbia budget in the Faculty Senate Office. The entire University body must work diligently to turn around the situation. We cannot face another budget reduction or a steady state budget next year: we must get an improvement in our financial base.

Dr. Borkowski expressed optimism for next year. He feels that Governor Campbell philosophically understands and publicly proclaims the need to support higher education.

In addition, the Commissioner of Higher Education, Fred Sheheen, is success-oriented and will work to get the resources. Further, there is an excellent relationship between the chief administrators of the state's top universities: Carolina, Clemson, and the Medical University. All of these factors working together to produce a strategy for providing services to students to present to the legislature may result in an improved financial situation.

The Provost then stressed two points. The first was research and scholarship. Recognizing that the System Campuses' faculties are involved in research, he stressed that the Research Incentive Act should be perceived as a System effort and focus. No dichotomy exists between research and scholarship and good teaching and service; they intermesh. His interest is not in grandiosity but in having the faculties remain at the "cutting edge" in their own ways in their own disciplines. He encouraged the faculties to continue scholarship efforts, seeking funds, large or small. Proposing that a solid infrastructure is needed to facilitate such efforts, he stated that, despite the austere budget, through the foundation and/or other accounts, the Office of the Provost will work to have more contacts between University Campuses' faculties and the USC Washington office, staffed by Steve Beckham. That office provides an opportunity to go to Washington and learn the offices and people who can open up funding sources. The University plane will travel to Washington weekly. Ardis Savory, SPAR, will help to facilitate these efforts to generate external funding.

The Provost's second point of importance was the University's desperate need to increase its minority faculty levels. The Provost's Office, to facilitate this quest, will set aside a pool of money next year to enhance minority hiring on the Columbia Campus. He urged the University Campuses to consider a similar plan. He acknowledged the problems associated with minority recruitment but stressed the need of minority students for role models to whom they can relate.

Returning to the budget, Dr. Borkowski stated that next year we are looking for full formula funding. However, the formula has been reduced about 13 million dollars. Columbia will suffer the greatest loss because the enrollment count will be taken only in the fall. Consequently, the heavy, graduate summer enrollment at Columbia will not count. Columbia produces the greatest number of Ph.D.'s of any university in the South, 23%. Unable to use summer enrollment, Columbia loses about five million dollars. However, this loss may be offset if the Research Investment Act efforts are fruitful. Twenty-five million dollars is the targeted amount, money to be shared by USC, Clemson, and the Medical University. If the funds are forthcoming,

the University's share will be for all of the campuses. The CHE is also pushing other areas in which the University Campuses would be eligible for support. Dr. Borkowski ended his remarks expressing optimism that these efforts will come to fruition and the system will enjoy a better financial position. He asked for continued creativity, momentum, enhanced hiring, and funding quests which will move the University further toward world class status.

Professor Labyak (Salkehatchie) asked what implications the Governor's stand on remedial and developmental education has for University Campuses.

Dr. Borkowski replied that the Governor does not support remediation at the college level. He shared the distinction he makes to CHE. We don't offer remedial courses but developmental courses. Remediation means teaching students as they would have been taught in high school, at the high school level. Developmental education means taking the student at his/her level of ability and constructing an environment that allows the student to reach his/her maximum potential, instruction that is collegiate, not remedial, in nature. Schools such as the University of Wisconsin, Stanford, and Harvard offer developmental English and math courses. Philosophically, the optimal education process is to try to create an environment for each student, the total student, so that he/she can grow. We must educate others to our view. One or two courses should not automatically determine that a student must attend a technical college.

Professor Powers (Sumter) asked if the emphasis on research foretells a change in the mission, job description, and reward structure of University Campuses faculty.

Dr. Borkowski replied that campus development is the domain of the campuses themselves. He did not intend any major shifts of emphasis, rather that efforts which are now ongoing will be done in a more formal way. He encouraged good teaching which is enhanced by good scholarship and research. His was an offer of resources to support those kinds of efforts. Tenure and promotion issues will continue to be handled by the campuses.

Dean Davis (Union) stated that the assertiveness of the technical schools' promotion of their liberal arts offerings is pronounced. With lower tuition, technical colleges may be more attractive to prospective students. That circumstance, in addition to the developmental education issue, seems to pose some concern to University Campuses.

The Provost replied that the administration is aware of the concern. Technical colleges have ambitions to become

full-fledged community colleges. Although the CHE seems not to be in full support of that effort, there is support for the technical schools to offer a limited number of liberal arts courses since such offerings comport with the Southern Association's accreditation standards for the technical colleges. However, vigilance and concern will continue to be expressed when technical colleges begin to encroach on areas historically in the purview of University Campuses.

Professor Carolyn West (Sumter), commenting in regard to research and scholarship, stated that during a recent program in which she participated at Bryn Mawr, where numerous colleges and universities were represented by faculty and administrators, the one time USC was mentioned as a premier institution was in the area of the Freshman Year Experience. Inasmuch as the University Campuses' role in the freshman year is an intricate one, the quality of undergraduate education is very much intertwined with campus missions. University Campuses can best support the administration in its research focus perhaps not in the individual disciplines exclusively, but by exercising the unique opportunity to do research in terms of undergraduate education. As South Carolina gains recognition in the areas that Columbia faculty pursue, University Campuses may gain recognition in terms of undergraduate education and Columbia may recognize how much the University Campuses contribute to that effort. Certainly undergraduate education, the strength of the University Campuses, is where national recognition is being gained for USC, and the administration is challenged to recognize that singular contribution.

The Provost acknowledged Professor West's point and expressed appreciation to Professor Gardner for his leadership in the Freshman Year Experience. He, in addition, acknowledged the role of the University Campuses and echoed Professor West's sentiments of a greater role to be played. Dr. Borkowski closed by expressing pride in the work of the University Campuses. He stated that he holds great affection for the Campuses, is proud of his affiliation with the System, and is optimistic that as the 21st Century approaches, USC will be recognized not only for its transitional year program but as a singular higher education system.

Dr. Duffy thanked Dr. Borkowski for the level of support the University Campuses receive from the Office of the Provost.

B. Ms. Jane Jameson, System Vice President for Personnel Services

Ms. Jameson provided information on the Revised Freedom of Information (FOI) Act. The FOI was amended and signed

into law, May, 1987, and contains several substantial changes: changes in the definitions of a public body, what constitutes a public record, open versus closed meetings, and release of salary information. Salaries for employees earning \$50,000 or more and who are considered agency or department heads shall be released in full: annual salary and any additional compensation. Salaries of employees earning between \$30,000 and \$50,000 must be released in increments of \$4,000. But if these individuals are department heads, their actual salaries would be released. Salaries of unclassified employees earning less than \$30,000 would be released in \$4,000 increments. Salaries of classified employees are to be released by grade range. Salaries of part-time and temporary employees are to be released in full (as she understands the law). Total compensation can be requested and would be made part of what is released. If total compensation added to base salary is less than \$50,000, total compensation would be released but would not necessarily be broken out. If someone made \$49,000, and the additional compensation made the salary above \$50,000, all information would be released and could be broken out.

Ms. Jameson's office has received numerous requests for salary information. Initially, the requests were external; now internal requests constitute the majority of those received. So many requests were being received by so many different people that the office personnel had to make some decisions about how they would respond to the law. They decided to centralize responses to salary information requests and developed a policy as to who should respond. Under the FOI Act, two offices are authorized to release salary information: the Division of Information Services will respond to media, and the Personnel Office will respond to others.

The Personnel Office is aware of the Senate's resolution (see pages 5-9 of the University Campuses Faculty Minutes, April 24, 1987) and is interested in releasing all information allowable under the law. Some provisions under the law, however, are still unclear. Clearly, one may request the salary of any individual simply by writing a request--the office has a form--and the information will be released according to the provisions of the law. Other state laws and Budget and Control Board regulations which may not actually conflict with FOI do cause areas of concern and ambiguity. One issue is that release of some information could be considered an invasion of personal privacy. Questions still abound, not only about salary information but also about home addresses of employees, phone and social security numbers, and other things generally considered to be private information. Also, a provision in State Personnel Regulations states that things other than those specifically allowed for disclosure require the

written permission of the employee before the information is released. The Senate's resolution is being studied at several levels by the University administration. The Office of Personnel Services wants to release the information that is appropriately released under the Freedom of Information Act. That office anticipates providing a response to the Senate at or before the next Senate meeting.

Professor Powers (Sumter) asked whether it was the case that if there were no conflicts with other policies, the Freedom of Information Act would not prevent full disclosure of every public salary.

Ms. Jameson replied that in the new law, the section on salary release is contained in what is exempt from disclosure, not in what shall be declared public record. What is permitted versus what is required is unclear.

Professor Willis (Union) queried which parts of the Senate resolution are in question.

Ms. Jameson answered that the parts about merit pay, percentage increase, and so forth pose problems. No doubt salary can be released under the guidelines for this year and probably last year, but the Senate may need other means to break out specific information.

Professor Willis then asked if salaries can be released without names.

Ms. Jameson acknowledged the possibility. But there are still fundamental questions. If there is a small enough class and salaries are individually identifiable, and not subject to total release, it is not certain that that information should be released.

Professor Powers observed that one might be able to determine another's performance evaluation the previous year based on what one's percentage raise is.

Professor Gardner stated the position of the Office of the System Vice President. That office is trying to balance its cheerful and cooperative compliance with the law with maintenance of an individual's right to privacy.

Professor Curlovic (Sumter) stated that the salary request from the Welfare Committee was written as it was in an effort to protect individuals: information on a large group (not individual categories) was requested, reducing the chance of a small class. In addition, it was not the intent that the Personnel Office be responsible for releasing that information but that campus deans would. Further, under the current law, one could figure out, by name, another's raise by comparing salaries from year to year.



Answering a question from Professor Willis as to whether bulk requests present as much of a problem as individual requests for a group, Ms. Jameson replied that there is little problem except that the office can and does charge fees based on the amount of time needed to respond to requests. She added that there is a USC policy that when a request is made for an individual's salary, the request will be passed to the individual about whom the information is asked.

Dean Arnold (Lancaster) asked if the individual must seek that information or will the Personnel Office automatically notify the individual when another asks for his/her salary.

Ms. Jameson answered that the office notifies the individual, not to ask permission, however, only as a point of information.

Ms. Jameson answered in the affirmative when Dean Arnold asked if it were the case that, unless requested, salary information on nine-month employees would not include such compensation as summer school, overload, and faculty exchange.

Professor Curlovic wanted to know what procedure an individual would follow if she wanted all of the salaries at Salkehatchie. Would she have to go to the campus itself?

According to Ms. Jameson, she would write or complete a request form. She would not go to the campus; however, the campus administrator and individuals would be notified. In answer to Professor Gardner's question, Ms. Jameson replied that individuals are informed of the identity of the person who initiates the request.

Chairman Willis thanked Ms. Jameson for appearing and sharing the timely information.

### III. Correction/Approval of Minutes

The Chair asked the Senate body if there were corrections or additions to the April 24, 1987, minutes. Hearing no response, he declared the minutes approved.

### II. Reports from University Officers (continued)

#### C. Dr. John J. Duffy, System Vice President for University Campuses and Continuing Education (Attachment 1)

Dr. Duffy thanked those who participated in the Papal visit, noting that he observed representatives from all campuses. Very pleased with enrollment increases, he acknowledged that much of the increases may be attributed

to TWIGS. However, these operations are no longer TWIGS but have become an integral part of each campus. As a result, the University will seek Commission approval for these operations.

The 2001 report was not delivered by President Holderman at the first faculty meeting. The President sought and evidently received a great deal of input during summer retreats. The report will probably be ready in a month or so.

Of the projects recommended by the Commission on Higher Education, those involving University Campuses fared well in terms of priorities. There is, however, one exception: the expansion of the Sumter library, which is on the deferred list. Dr. Duffy feels that expansion should be a priority item.

Referring to a question Dean Davis posed Dr. Borkowski, Professor Powers asked Dr. Duffy what kind of monitoring is the administration doing and what steps can the University Campuses take to guard their borders, given the extensive and aggressive advertising of the technical institutions.

Dr. Duffy recognized that the technical colleges are involved in a dramatic statewide campaign, including advertisements featuring the President of the United States proclaiming the importance of community colleges. There is little that can be done about that. However, System Campuses, too, are advertising. In addition, the Campuses are experiencing growth. When classes are full, there leaves little room for complaint. The administration has been successful at handling complaints in a low-key manner.

Professor Powers stated that the point is that the technical colleges will have established themselves, in reputation, as having a fully transferable college liberal arts core.

Dr. Duffy replied that seven technical colleges have CHE approval to offer college transfer courses. Others who don't have that permission are indeed offering courses and their argument is that courses don't have to be approved. When courses become a program, CHE approval is necessary. Frankly, that's a case. One answer might be to give the Commission on Higher Education the power of course approval, a dubious move. It is up to the campuses and technical schools, in the local areas, to determine what constitutes the best relationship between the two entities. That is the area in which the administration works.

Professor Gardner gave examples of the low-profile and successful style exercised by the Office of the System Vice President when handling problems posed by the technical schools.

Professor Allman (Lifelong Learning, Library Processing Center) expressed concern that the University Campuses' representative to the University Library Committee (Special Committee) has not been informed of meetings. The University Library Committee has been reorganized to consist of six elected members and three presidential appointees. What is the status of the University Campuses' representative to that committee?

Dr. Duffy answered that his office will investigate.

Professor Curlovic, expressing the sentiment of the Welfare Committee, stated that it is absurd for faculty not to know their salaries this far into the academic year. At this time only one group knew their salaries. Even though raises don't take effect until October 1, there is no reason for faculty not to know their pay.

Dr. Duffy stated that salary letters have gone out, and Dean Arnold (Lancaster) stated that the Lancaster salary letter would be in faculty boxes on Monday.

Professor Curlovic noted that this is the second straight year that notices have been late. Previously, the information was received in July, accompanied by a statement of when the raise would go into effect.

Ms. Jameson explained the lengthy budgetary process, including the role played by the University's Board of Trustees.

When asked by Professor Castleberry whether salaries needing Budget and Control Board approval had gone through the approval process, Dr. Duffy replied in the affirmative.

Professor Powers asked why there is no response in the Vice President's report to the Senate motion passed in April (see pages 12-13, University Campuses Faculty Senate Minutes) regarding a mechanism of feedback between the Courses and Curricula Committee, the University Campuses, and the Office of the System Vice President.

Professor Gardner explained that it was an oversight that he will correct. He further reasserted the willingness of the Office of the System Vice President to facilitate communication. In connection with that, Dr. Duffy stated that his office is as concerned as the Executive Committee about the lack of communication from the Columbia Senate. He appreciates the Senate working on that problem.

D. Professor John N. Gardner, Associate Vice President  
for University Campuses and Continuing Education  
(Attachment 2)

Adding to his written report (Attachment 2), Professor Gardner informed the Senate that in the Freedom of Information Act, there is stated sentiment to the effect that administrators will handle requests non-prejudicially and will not act in any way to express anything to an individual's disadvantage. He assured the body that that is precisely how responses will be made.

Reacting to Professor Power's question to the Provost of whether there is an attempt to alter the reward structure on the University Campuses by stressing research, Professor Gardner stated that the criteria stated in the University Faculty Manual are the criteria the Vice President's Office addresses when reviewing tenure and promotion decisions. There are no intentions to alter the criteria: that is a faculty prerogative.

Professor Gardner expressed appreciation of Professor West's eloquence and persuasiveness regarding undergraduate education, particularly the reference to the Freshman Year Experience, and the University Campuses. He reinforced to the body the opportunity for University Campuses faculty to be presenters at the Freshman Year Experience Conference in February. He added that one purpose of establishing the National Center for the Study of the Freshman Year Experience was to provide organs of publications for those who wish to write. The Center will actively seek involvement from the campuses. He reported being impressed with USC-Sumter's process in exploring teaching excellence.

Professor Labyak (Salkehatchie) asked what can be done about Times 9's plans to discontinue reports of the University Campuses Faculty Senate and other System senates.

Professor Gardner replied that, having been unable to reach the person responsible, he will pursue the issue and report to the Executive Committee and the Senate at their next meetings.

Professor Labyak asked if there were some action the Senate could take now and Professor Gardner stated that the Senate could express itself in any appropriate fashion and he would communicate that expression to the responsible person(s).

Professor Boulware (Beaufort) stated that if Times 9 carries through its plans, perhaps the name should be changed to Times 4.

Professor Powers stated that in national publications, references to University Campuses are always termed "two-year". How can that be protested?

Professor Gardner replied that the reporting organization for higher education in South Carolina is the Commission on Higher Education, and they categorize the campuses as two-year campuses despite the fact that the campuses are reported as University Campuses by the administration.

E. Professor Tandy Willis, Chairman, University Campuses Faculty Senate

Chairman Willis reported the responses from the System Vice President's office to actions taken at the April Senate meeting (Attachment 3). The Office of the System Vice President accepts recommended changes to the system Tenure and Promotion Committee. The elected members of the Tenure and Promotion Committee are Tandy Willis and Allen Charles (Union), Sam Greenly and Rod Sproatt (Beaufort), James Farmer and Richard Van Hall (Lancaster), Linda Holderfield and Steve Dalton (Lifelong Learning), Don Curlovic and Pete Maness (Sumter), Bob Group and Marion Preacher (Salkehatchie).

The Chairman noted that the response to the resolutions made by the Welfare Committee (in April) had already been discussed.

The Vice President's Office approves the changes in associate degree requirements at Fort Jackson and in the associate degree requirement in secretarial science at Union.

Reporting from the Nominating (Executive) Committee, the Chair placed in nomination for the Faculty Welfare Committee the name of Professor Hussein Zaiden (Salkehatchie) and opened the floor for other nominations. None were forthcoming.

IV. Reports from Standing Committees

A. Rights and Responsibilities--Professor Charles Walker (Union)

The Rights and Responsibilities Committee received the following assignments from the Executive Committee as decided during the planning retreat.

"The Rights and Responsibilities Committee will

...gather information about student and peer evaluations and forms, posing questions such as the following: What are the form formats? What information is gathered? How is the information used? Is the information used appropriately? Are there standards that guide the use of the information? Who has access to

the information? The Committee will propose recommendations and/or guidelines for the use of student and peer evaluations of faculty.

...develop guidelines for the formation of the Senate grievance committee. Such issues as who will constitute the membership, what procedures should be followed in processing a grievance, and what, if any, authority is vested in the grievance committee will be addressed.

...study tenure and promotion procedures, the goals of which will be to clarify the process by which tenure and/or promotion is attained (perhaps necessitating changes to The Faculty Manual)."

Professor Walker submitted the following report on behalf of the Rights and Responsibilities Committee:

1. The committee strongly supports the appointment of Professor John Logue (Sumter) as advisor to the R & R Committee.
2. As the the Grievance Committee, the R & R Committee feels that it is its duty to serve as the Grievance Committee of the University Campuses System.
3. With respect to student and peer evaluations, the Chair (Professor Walker) requested copies from each campus so that each member would have copies from all of the other campuses. Each member is to study the various forms and be ready to discuss the merits of each at the next meeting.
4. The Committee agreed to study tenure and promotion procedure and to discuss this at the next meeting.

There were no questions or discussion of the report.

B. Welfare--Professor Don Curlovic (Sumter)

The Welfare Committee received the following assignments from the Executive committee as decided during the planning retreat.

"The Welfare Committee will

...continue to monitor faculty salaries.

...study systemwide merit pay criteria and relationship to tenure and promotion criteria and annual evaluations in an attempt to clarify the concept of "merit pay" and factors considered on merit pay decisions.

...recommend ways in which faculty might have more input into institutional budgets."

Professor Curlovic reported that the Welfare Committee discussed and accepted the committee assignments. In addition, the committee will explore the feasibility of adopting a salary schedule.

Chairman Willis opened the floor for questions or discussion of the report.

Professor Gardner cautioned that the development of a salary schedule may not be advantageous to the campuses; many faculty benefits are enjoyed due to an unclassified status.

Professor Curlovic responded that the Committee will take that into consideration.

C. Intra-University Services and Communications  
Committee--Professor Robert Costello

The Intra-University Services and and Communications Committee received the following assignments from the Executive Committee as decided during the planning retreat.

"The Intra-University Services and Communications Committee will

...continue to review proposals for new courses and will act on changes to existing programs.

...research and assess the current status of course transferability between University Campuses and Aiken, Coastal, Spartanburg, and Columbia campuses. the Committee will alert the Senate to new curricular changes, particularly those that have the potential to adversely affect the students on University campuses. In addition, the Committee will recommend ways by which greater articulation between campuses can be achieved.

...continue to monitor progress and provide information about the self-study in preparation for reaccreditation. In this regard, the Committee will act as an information clearinghouse.

...poll University Campuses on offerings in Women's Studies and provide that information to the Senate.

...update the Resource Manual."

Professor Costello reported that after the Committee reviewed the Committee charges, all assignments were received favorably with the exception of the Resource Manual update. Special attention was devoted to the issue of curricular articulation and transferability within the

USC System. Committee members will actively solicit data on problems in this area experienced on each campus from concerned faculty and administrators.

Chairman Willis asked for questions or discussion of the report.

Professor Powers asked why the Committee did not accept the charge to up-date the Resource Manual and whether the Committee had an alternative suggestion.

Professor Costello replied that the Committee felt that the ability to carry out the task was not present in the Committee and the members prefer that it be done as it was before. (The Committee would not object to reviewing the up-date).

Professor Cordray explained that the project was a joint effort between IUSC and Dr. Duffy's Office, under the direction of Professor Sherre Dryden, then a member of IUSC.

When the Chair asked the Senate's pleasure regarding the status of the resource manual, Professor Powers moved that the Executive Committee take the matter under consideration for further study. That motion was seconded and carried. The Chairman announced that the Executive Committee will take that issue under consideration.

V. Executive Committee--Professor Deborah Cureton (Lancaster)

The Executive Committee, after planning the work of the Standing Committees during the planning retreat, charged itself with the following.

"The Executive Committee will

...gather data on developmental/remedial courses offered on University Campuses. The Committee is interested in what courses are taught, who teaches them how students are placed, how students are evaluated, how the courses are evaluated, what are the outcomes in terms of student success (retention), and other pertinent information.

...work to facilitate representation of University Campuses to Columbia Faculty Senate (Professor Powers).

...study the Senate nomination process and make recommendations that maintain and/or protect the Senate's autonomy to choose its own leadership."



Professor Cureton (Lancaster) reported on a number of items discussed at the University Campuses Faculty Senate Planning Retreat, the September 4th Executive Committee meeting, and the morning's session which had not been mentioned already during the day's meeting.

During the retreat, much discussion focused on the self-study in preparation for the reaccreditation process. The Committee discussed also the new teaching opportunities available through the USC System Honors courses (SCCC 388A and 388B) and Women's Studies courses. Questions were asked regarding the changes in the summer school schedule and how those changes might affect University Campuses. Recruitment and retention received much attention, and the Executive Committee requests that the Deans address the areas of recruitment and retention during the Deans' Remarks so that each campus can learn successful strategies from the other.

On September 4, the Campus Deans met with the Executive Committee in an informal information-sharing session on merit pay and how those decisions were reached on the individual campuses.

In the morning session, the Committee discussed and selected a nominee to fill the vacancy on the University Faculty Welfare Committee and discussed its charge to study developmental course offerings on the University Campuses.

Chairman Willis stated that if Senators were interested in details of the Executive Committee's meeting with the Deans on merit pay, they should see their campus representative who has a detailed set of minutes from that meeting.

There were no questions or discussion of this report.

## VI. Reports of Special Committees

### A. University Library Committee--Professor Lori Harris (Lancaster)

Professor Harris was not present but had asked Professor Fielder (Union) to report that she (Professor Harris) has not received notification of the meeting dates of the University Library Committee.

### B. University Committee on Curricula and Courses--Professor Robert Castleberry (Sumter)

Professor Castleberry submitted the following report. The Courses and Curricula Committee has met several times since the Senate last met. He reminded the Senate of the core curriculum (see April minutes) that will be in place

in the fall of 1988. There are parts he still doesn't like, but attempts by the Committee to change the core had not been successful. (Geography and Engineering are the only organizations on record as not liking the Humanities requirement of a required history and fine arts courses.)

He reminded the Senate of the math and language changes.

Most of the material going through the Committee do not alter what the University Campuses do. However, as courses go through the Courses and Curricula Committee, those that affect the University Campuses will be brought to the attention of the Senate.

Professor Castleberry keeps on file material that the Committee acts on and will furnish copies of the actions to interested parties. He reminded the Senate that once the Courses and Curricula Committee have acted on a recommendation, it still must be formally approved by the Columbia Faculty Senate. For more information, refer to the Columbia Faculty Senate minutes.

The following courses have been or will be considered by the Columbia Faculty Senate:

- GINT 368 - Interest Group and Social Movements
- HIST 308 - Everyday Life in Early Modern Europe, 1350-1750
- 388 - The Scientific Revolution and the Enlightenment
- 396 - Evolution of Warfare
- THSP 101 - Dance appreciation (371, 377, other similar courses in THSP)
- CSCI 102 - Computer Programming
- PSCY 380 - Sports Psyc
- 465 - Health Psyc

- New Office Administration track
- Changes to the WOST program
- New CESP (Contemporary European Studies Program)

The following items will be considered at the September 30 meeting of the Courses and Curricula Committee:

- CHEM 101, 102 - change in title and description (on hold)
- ART changes - (on hold)
- PHARM - (BIOL 260 to be replaced by 242, on hold)

Professor Powers asked if HIST 396, Evolution of Warfare, which is presently taught as two courses, HIST 596 and 597, will be a condensed low-level course or will there be a HIST 397.

Professor Castleberry answered that HIST 596 was changed to HIST 396 and no proposal has been made to change HIST 597 to HIST 397.

C. University Faculty Welfare Committee--  
Professor Bill Bowers (Salkehatchie)

There was no report.

D. Academic Planning--Professor Bob Group (Salkehatchie)

There was no report.

E. Faculty/Board of Trustees Liaison Committee--  
Professor Billy Cordray (Beaufort)

The Faculty/Board of Trustees Liaison Committee met three times. (The results of those meetings are detailed in Attachment 4). Professor Cordray reported on approval of capital improvements pertinent to the University Campuses; the likelihood of a fall, 1988, tuition increase; tenure and promotion recommendations for University Campuses; and approval of a one-year extension of service for Professor Marion Preacher, an associate professor of sociology at USC-Salkehatchie. The Senate spontaneously applauded Professor Preacher, a Senate member. Professor Cordray stated that further details are contained in the written report.

F. Research and Productive Scholarship Committee--  
Professor Noni Bohonak (Lancaster)

There was no report.

G. System Committee--Professor Tandy Willis (Union)

Professor Willis reported attending the System Retreat on August 11 and the System Committee meeting on September 4. Much of what was discussed at the retreat had already been discussed during the day's meeting. Information regarding the budgeting process was received. Administrative changes were announced by President Holderman: Ken Schwab was promoted to Senior Vice President for Administration and Chief Executive Assistant to the President, James Edwards was appointed as Vice President of Institutional Advancement, Tom Stepp is the new Secretary to the Board of Trustees, and George Terry will serve as Associate Vice President for Administration.

VII. Special Orders

Chairman Willis again opened nominations for the position of representative to the University Faculty Welfare

Committee. A motion was made and seconded to close the nomination when no new names were offered. The motion passed, the nominations closed, and Professor Hussein Zeidan was elected as the University Campuses' representative to the University Faculty Welfare Committee.

#### VIII. Unfinished Business

There was no unfinished business.

#### X. New Business

Professor Labyak (Salkehatchie) proposed the following resolution in response to the changes planned in Times 9.

Whereas it has recently been brought to our attention that Faculty Senate reports are to be excluded from future issues of Times 9; and

Whereas these reports are of great interest to faculty on the University Campuses and are a vital means of communicating important issues under consideration by faculties throughout the USC System; and

Be it therefore resolved that immediate measures be taken to insure that reports from the University Campuses Faculty Senate and other Senate bodies be included in future issues of Times 9.

Being from the floor, the resolution required and received a second. The Chair opened the floor for discussion.

Professor Powers moved to amend the resolution as follows:

Whereas publication of these reports furthers Times 9's purpose of helping to knit together the various components of the University System,

The motion was seconded, received no discussion, and carried. The friendly amendment was accepted and adopted and became section three of the resolution.

Dr. Duffy stated that his office will approve the reporting mechanism recommended in April regarding new courses and curricula.

Professor Gardner requested a copy of Professor Labyak's resolution to present to the appropriate person(s).

#### X. Announcements

The Chair announced that the reception would be held in the Cockpit in the Coliseum. The Chair announced also that Professor Tom Powers has volunteered to facilitate

communication and relationships between the University Campuses and the System's baccalaureate degree-granting campuses.

The Chair presented to Professor Gardner a framed copy of the resolution passed in his honor at the Senate meeting in April. Professor Gardner expressed sincere gratitude and stated that the resolution will be put in his office.

Professor Cureton announced the annual conference of the South Carolina Black Students Association to be held November 20-21, 1987, in Columbia.

Dean May announced a conference in the fall of 1988 in Kansas City on Black Student Retention, hosted jointly by USC and the University of Missouri.

Chairman Willis asked for and received a motion to adjourn the meeting. The motion was seconded and the Senate adjourned.

ATTENDANCE, SEPTEMBER 18, 1987

BEAUFORT

Present  
-Rick Boulware Executive  
Somers Miller Welfare  
Jane Upshaw R&R  
John Blair (alternate)  
Absent  
Dave McCollum IUSC  
Graham Tomlinson IUSC

LANCASTER

Present  
-Deborah Cureton Executive  
Shari Lohela IUSC  
Darlene McManus R&R  
Wayne Thurman IUSC  
Wade Chittam Welfare  
Absent  
Noni Bohonak Welfare  
Jerry Currence

LIFELONG LEARNING

Present  
-Linda Allman Executive  
Steve Dalton IUSC  
Nancy Washington R&R  
Doris Geoghegan (alternate)  
Absent  
John Stein

SALKEHATCHIE

Present  
-Greg Labyak Executive  
Marion Preacher R&R  
Ali Pyarali Welfare  
Paul Stone IUSC

SUMTER

Present  
-Robert Costello IUSC  
-Don Curlovic Welfare  
Jean Hatcher R&R  
Jordy Johnson IUSC  
Sal Macias IUSC  
Kay Oldhouser Welfare  
-Tom Powers Executive  
John Varner Welfare  
Carolyn West R&R

UNION

Present  
Mary Barton Welfare  
Julie Fielder IUSC  
-Charles Walker R&R  
-Tandy Willis Executive



UNIVERSITY OF SOUTH CAROLINA

COLUMBIA, S. C. 29208

OFFICE OF THE SYSTEM VICE PRESIDENT  
for University Campuses and  
Continuing Education

(803) 777-7695

REPORT OF THE SYSTEM VICE PRESIDENT  
FOR UNIVERSITY CAMPUSES AND CONTINUING EDUCATION  
FOR  
UNIVERSITY CAMPUSES FACULTY SENATE MEETING  
Columbia, SC  
September 18, 1987

Papal Visit

I want to thank all the Campuses for participating in the Papal Visit. I believe that those of you who attended feel as I do that this was one of the most historic moments in the history of the University of South Carolina and of the state.

Budget

As you are well aware we are now operating with a budget which is 88% of formula. This is involved in the case of Columbia which has a 4% cut in all operating budgets. The Commission on Higher Education has given first priority to securing full formula funding in the next calendar year.

Salaries

In spite of the fact that the state raised salaries only 2%, we will do quite a bit better than this with faculty salaries on our Campuses. The Deans have already reported to you in detail what each campus has done.

Enrollments for Fall 1987

The enrollment statistics for this semester show great improvement. The only campus which is down is Union and all other campuses of the University have recorded significant increases. (See attachment)

CHE Approval of Programs

You should be aware that it is our intent to ask the Commission on Higher Education for approval of our programs at Hilton Head, Walterboro, Laurens, and Camden.

2001 Report

The President did not deliver his 2001 report at the last faculty meeting. We do not know what the status of the report is at this point. We have requested some changes in the report with reference to the University Campuses.

UNIVERSITY OF SOUTH CAROLINA  
ENROLLMENT COMPARISON  
FALL 1987

\*\*\* OFFICIAL FINAL \*\*\*

(Includes Correspondence  
and Late Fall GRS)

	HEADCOUNT		F.T.E.		% CHANGE	
	OFFICIAL AS OF 9/10/86	OFFICIAL AS OF 9/14/87	OFFICIAL AS OF 9/10/86	OFFICIAL AS OF 9/14/87	HD. CT.	F.T.E.
Columbia U/G	14,551	15,011	13,293	13,694	3.2	3.0
Law	758	759	785	789	.1	.5
D.Pharm.	8	70	20	68	775.0	240.0
#Masters			2,989	3,271		9.4
#Doctoral			1,306	1,479		13.2
#Total Grad.	7,368	7,811			6.0	
Sub-Total	22,685	23,651	18,393	19,301	4.3	4.9
Aiken	2,100	2,350	1,531	1,743	11.9	13.8
Coastal	3,176	3,650	2,607	3,004	14.9	15.2
Spartanburg	2,956	3,083	2,168	2,275	4.3	4.9
Beaufort	711	888	409	472	24.9	15.4
Lancaster	970	1,018	573	622	4.9	8.6
Salkehatchie	427	541	291	363	26.7	24.7
Suater	1,233	1,292	850	894	4.8	5.2
Union	319	303	209	186	-5.0	-11.0
Sub-Total	11,892	13,125	8,638	9,559	10.4	10.7
TOTAL	34,577	36,776	27,031	28,860	6.4	6.8
Med. School: M.D.	247	251	247	251	1.6	1.6
: Ph.D.	33	44	31	48	33.3	54.8
Total Med. School	280	295	278	299	5.4	7.6
#Masters:			2,705	2,860		
Columbia			284	411		
GRS						
#Doctoral:			1,198	1,330		
Columbia			108	149		
GRS						
#Total Grad.:			3,903	4,190		7.4
Columbia			392	560		42.9
GRS						

\*\*\* F.T.E. Divisors used:

U/G = 15  
BPHR = 15  
Law = 14  
Mast. = 12  
Doct. = 9

Includes Corresp. and Late GRS FTE:

	1986	1987
U/G :	184	189
MAST.:	260	350
DOCT.:	87	119
(Audit FTE's excluded:	82	83)

SOURCE: E61 Matrix Program.  
Prepared by System Office of Institutional Research

cd - 9/16/87





## UNIVERSITY OF SOUTH CAROLINA

COLUMBIA, S. C. 29208

OFFICE OF THE SYSTEM VICE PRESIDENT  
for University Campuses and  
Continuing Education

(803) 777-7695

REPORT OF THE ASSOCIATE VICE PRESIDENT  
FOR UNIVERSITY CAMPUSES AND CONTINUING EDUCATION  
FOR  
UNIVERSITY CAMPUSES FACULTY SENATE MEETING  
Columbia, SC  
September 18, 1987

Faculty Exchange Program

Prior to the next Senate Meeting, Faculty Exchange applications will be circulated and I wish to call this to your attention. This year, this past summer, we again had exceptionally strong University Campuses' participation in this outstanding program. I hope that many of you will continue to express interest in this important faculty development opportunity.

Washington Office

The President has informed System administrators that steps are being taken to expand the capabilities of the Washington Office of the University. Towards that end, Steven J. Beckham has recently been assigned to provide leadership for that Office. In addition, the University plane will be available one day per week to fly six faculty/administrative members to Washington to conduct business particularly as in the search for alternative funding sources. If any University Campuses personnel have legitimate research interests which might be furthered by a trip to Washington, the University plane can be used for such purposes. You'd need to coordinate that through our Office.

Family Fund

As you all know, the early fall is also the traditional kick-off time for the annual Family Fund campaign. This important in-house charitable organization offers many different types of support for the faculty. We hope you will contribute generously--particularly in light of the fact that the University Campuses salary package was more generous, on the average, than that of our peers at USC-Columbia. I encourage you to contribute at least some portion of your contribution for the unrestricted category within the Family Fund and we would also ask that you consider supporting our own Library Processing Center which is using these contributions to support the retrospective conversion project which will make possible ultimately the realizing of our dream for the on-line

catalogue. Still another category that you might want to consider is our own Office of the System Vice President. We use the funds, in part, to underwrite some of the activities that support the work of the University Campuses Faculty Senate. Most importantly, of course, we know that you will want to remember the funds established to support the work on your campuses.

#### Research Package

The President has informed us that the University will be making a major initiative this year both with the Commission on Higher Education and legislatively for a special funding package to support research initiatives. This will be a state-wide plan for higher education in which approximately 25 million dollars will be sought of which 90% would go to the three universities. Of that USC would get approximately 40%. To be eligible to derive some of the benefits of such a package should it materialize, University Campuses faculty would need to pursue joint applications with the Columbia Campus faculty. The funding will be earmarked for baccalaureate level institutions only. We will provide you with more details on this as we have them.

#### Conference On the Freshman Year Experience

Many of you in previous years have attended the National Conference on the Freshman Year Experience which we traditionally host in February. If any of you would like to do a presentation at this year's February Conference, you need to contact the University 101 Office (or me) and request the call for proposals form on which to submit your own proposal. Later in the fall semester, you will receive a formal invitation to attend the Conference with your expenses being covered by this Office. If you want to be a presenter, I wanted you to know that that opportunity also exists but you need to take action on that now.

#### Reorganizational Changes

A more official communication will be forthcoming shortly on this subject. However, the President has informed the System administrators that a number of administrative reorganization steps will be taken following the resignation of Mr. Vlahoplus as Executive Vice President for Administration and Secretary of the Board of Trustees. Mr. Tom Stepp has been appointed to succeed Mr. Vlahoplus as Secretary of the Board. As stated above, Mr. Beckham will assume responsibilities for the Washington Office. Dr. Ken Schwab will assume responsibilities as Chief Executive Assistant to the President. The University has also appointed a new Vice President for Institutional Advancement, James Edwards, who will report directly to the President. Under the reorganization, Information Services will also report directly to the President. Financial Aid, Placement, and Admissions will now report to the Vice President for Student Affairs, Dennis Pruitt.



UNIVERSITY OF SOUTH CAROLINA

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OFFICE OF THE SYSTEM VICE PRESIDENT  
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(803) 777-7695

September 17, 1987

Professor Tandy R. Willis, Chair  
University Campuses Faculty Senate  
USC-Union  
P.O. Drawer 729  
Union, SC 29379

Dear Tandy:

This constitutes the written response of the Office of the System Vice President for University Campuses and Continuing Education to the motions passed at the April 24, 1987 Senate meeting in Beaufort.

1. We accept the recommended changes for the System Tenure and Promotion Committee composition and procedures. The new procedure for electing both representatives would be in effect this fall.
2. a. The determination of faculty raises is an administrative responsibility/prerogative and while we are willing to listen to the recommendations of the Senate, the ultimate decisions will be made by the appropriate administrative officials as directed by the President of the University. We wish to assure you that particular attention is given to length of service and years experience on making these decisions but want to remind you that all monies for faculty raises are technically "merit" monies. We will also continue to be as sensitive and responsive to Faculty Senate recommendations as possible while simultaneously maintaining appropriate administrative prerogatives for final determination of salary actions.  
b. This Office will gladly provide the annual salary study information to the Welfare Committee in compliance with the Freedom of Information Act regulations.
3. a. This Office accepts the approved Associate Degree requirements for USC-Fort Jackson.

Professor Tandy Willis  
September 17, 1987  
Page 2

- b. This Office accepts the approved changes for the associate degree in secretarial science at USC-Union.

I wish to thank the Senate for its recognition of the support from this Office and in particular Dr. Milton Baker. We look forward to another productive academic year.

Sincerely,

  
John J. Duffy  
System Vice President

mkh

REPORT TO THE UNIVERSITY CAMPUSES FACULTY SENATE  
FOR THE FACULTY/BOARD OF TRUSTEES ADVISORY COMMITTEE

September 18, 1987

This report will cover three meetings.

I. Board of Trustees Meeting, June 11.

A. The Board of Trustees approved 23 capital improvements to the USC System. The approvals pertinent to the University Campuses are:

1. Renovations to the newly acquired elementary school building at USC-Beaufort.
2. A maintenance building at USC-Lancaster.
3. A library/computer building at USC-Salkehatchie.
4. A library extension at USC-Sumter.
5. Renovation of the main building at USC-Union.

These projects were all ranked priority 1 and okayed by the Board for fiscal year 1989 recommendations.

B. The Board was notified by President Holderman of the likelihood of a tuition increase in the fall of 1988.

C. The Board approved the following tenure and promotion recommendations for the University Campuses:

1. Beaufort

- a. Tenure as Assistant Professor:  
Rick D. Boulware and Vincent P. Mesaric.
- b. Promotion to Professor: Dr. Gordon D. Sproul.
- c. Promotion to Associate Professor:  
Lila N. Meeks.

2. Lancaster

- a. Tenure as Assistant Professor: Thomas H. Fox.
- b. Promotion to Associate Professor:  
Dr. Daniel R. Howard-Greene.
- c. Promotion to Assistant Professor:  
Darlene N. McManus.

3. Salkehatchie

- a. Promotion to Associate Professor and Tenure: Gregory J. Labyak.
- b. Promotion to Professor: Dr. Larry D. Strong.
- c. Promotion to Associate Professor: Dr. Carl A. Clayton.

4. Sumter

- a. Tenure as Associate Professor: Cara-Lin Getty.
- b. Promotion to Professor: Porter H. Adams, Jr. and Dr. John E. McDavid, Jr.
- c. Promotion to Associate Professor: Jean E. Gray and Dr. Laura M. Zaidman.

5. Union

- a. Promotion to Assistant Professor: Dr. Mary T. Barton and Brenda L. Broome.

- D. The Board approved a one-year extension of service for Marion Preacher, an associate professor of sociology at USC-Salkehatchie.
- E. The Board okayed revisions in the USC-Aiken Faculty Manual.
- F. The Board okayed and revised student government constitution and a revised student organizational discipline system.
- G. The Board ratified the nomination of Heyward L. King, Jr. to the USC Board of Visitors.
- H. The Board presented a resolution to Alberta T. Grimes, praising her service as the gubernatorial designee to serve on the USC Board of Trustees.

II. The Academic Affairs and Faculty Liaison Committee met on Thursday, July 23, 1987.

- A. In open the following were passed:
  - 1. The Masters Degree Program in Media Arts recommended to be reinstated.
  - 2. The College of Journalism's name change to The College of Journalism and Mass Communications was recommended.

B. Other matters of a confidential nature were discussed.

The Board of Trustees met in full that afternoon and subsequently approved the aforementioned recommendations.

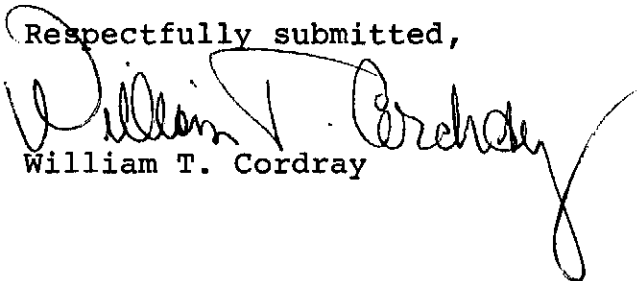
III. The Academic Affairs and Faculty Liaison Committee met on Thursday, August 27, 1987.

A. The following items were recommended in the open session:

1. Proposed Educational Specialist Degree (Ed.S.) in Teaching, College of Education, USC-Columbia.
2. Proposed Bachelor of Arts in Sociology, USC-Coastal Carolina.
3. Proposed Bachelor of Arts in Studio Art, USC-Coastal Carolina.
4. Proposed Bachelor of Science in Recreation and Leisure Services, USC-Coastal Carolina.

B. Other matters of a confidential nature were discussed in executive session.

Respectfully submitted,



William T. Cordray