

REPORT OF THE VICE CHANCELLOR
UNIVERSITY CAMPUSES AND CONTINUING EDUCATION

TO THE UNIVERSITY CAMPUSES FACULTY SENATE
APRIL 19, 1991
USC-COLUMBIA

SALARY STUDY

The Salary Study for this year was forwarded to Dr. Mary Barton during the first week of April. Clarification is being sought on whether providing a list of names included would violate any individual's right to privacy. We will respond appropriately when a decision has been made.

Additionally, a random check has indicated that the data being used in the study has not been reported consistently from each campus. Teaching outside of higher education has been included in the non-USC experience category on some campuses and not on others. Also part-time teaching has been included in the data from some campuses and excluded on others. We feel it might be helpful to take a look at the kind of information the Senate is looking for from this Study and reevaluate whether the process as it currently exists is meeting that need. We know that the data being studied must be resubmitted with guidelines clearly established and circulated to all campuses.

STATUS OF FACULTY MANUAL REVISIONS

The Manual has been reviewed by the System Legal Department and upon their recommendation it was the Chancellor's decision that the faculty's recommendation of the inclusion of the AAUP guidelines should not go forward with the Manual. This is because we are not contractually obligated to the AAUP guidelines although we certainly adhere to virtually all of them in principle. Therefore, the Chancellor will forward through his channels to the Board the Manual which hopefully will be approved by the Board at its June meeting. Per the February recommendation of the Senate, we will see that enough copies of the Manual are printed to be made available to all members of the faculty and to newly appointed members of the faculty. We will also ask the Deans of the University to provide copies of the new manual to new faculty members upon the occasion of their initial appointment.

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The Chancellor's Office has obtained the services of a very successful external grant-seeking faculty member from Clemson University to work with two of our University Campuses, Salkehatchie and Beaufort. Specifically, we will be obtaining assistance from Dr. Robert Becker who has great success over the

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STATUS OF AFFIRMATIVE ACTION OFFICER SEARCH

The Affirmative Action Officer Search Committee has interviewed three candidates and will be interviewing two more before the end of April. It is our plan to make a final recommendation of three unranked names to President Palms by the end of the month.

SHOWCASE

The Office of University Campuses and Continuing Education was again represented at the annual USC Showcase. The turnout was good. The weather this year was most cooperative. We were happy to assist the campuses in representing them in this fashion.

COMMENCEMENTS

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May 8	Lancaster	William J. Whitener, Chair, South Carolina Commission on Higher Education; Dean Emeritus, USC-Union
May 13	Union	Olin Phillips, Member of the State House of Representatives, District 29
May 14	Sumter	Donald Rice, Secretary of the Air Force
May 16	Beaufort	Davidson Nicol, Visiting Professor of Government and International Studies at USC-Columbia, former UN Ambassador from Sierra Leone

SYSTEM ACADEMIC COORDINATING COMMITTEE

As you know you are represented on this committee by the Chair of the University Campuses Faculty Senate and Professor Robert John

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Kellogg Grant to USC-Salkehatchie

It is with great pleasure that I can now confirm the grant from the W.K. Kellogg Foundation to USC-Salkehatchie in the amount of \$42,000. This is an extraordinary coup given the extremely prestigious nature of a Kellogg Foundation grant. Salkehatchie is the first of the University Campuses ever to receive this kind of support. The grant will be used to improve educational opportunities for youth in the five service area counties by increasing the number of aides for public school teachers we will be able to "home grow." This will be done by increasing educational opportunities for our teacher aide education project. Dean Carl Clayton is to be especially commended for his initiative in this regard.

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UNIVERSITY CAMPUSES FACULTY SENATE

USC-Columbia
Columbia, SC
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Vice Chair Rick Boulware presented the report of the nominating committee.

The senate meeting continued with Standing Committee meetings.

THE FORMAL SESSION

I. CALL TO ORDER

Chair Nancy Washington called the afternoon session to order at 2:01 pm. She suspended the order of the agenda for the day in order to accommodate the visit of President Palms.

II. CORRECTION/APPROVAL OF MINUTES

The minutes of the February 15, 1991 meeting were approved as corrected.

III. REPORTS FROM SPECIAL COMMITTEES

A. University Library Committee
Professor John Catalano

The Library Committee met on April 5, 1991. The Dean's report discussed budget concerns and security changes on the Columbia campus in response to increasing problems. The second item discussed at the meeting was collection development which included serials acquisition, departmental allocations, special collections and approval plans. RECON project problems were discussed by Art Young and the committee with the possibility of Thomas Cooper Library assuming responsibility for this as a special project. President Palms was scheduled to speak to the Thomas Cooper Society at its meeting on the evening of April 19, 1991. The meeting included a discussing of the committee meeting once a year at an alternate campus site. The suggestion met with approval and was anticipated to begin with the coming year. The next Library Committee meeting was scheduled for September 13, 1991 at 3 pm.

B. University Committee on Curricula and Courses
Professor Robert Castleberry

The Curricula and Courses Committee met on March 6, March 18, April 10 and April 17, 1991. The report that Professor Castleberry presented is provided as an attachment to the minutes of the April 19, 1991 minutes of the Senate.

C. University Faculty Welfare Committee
Professor Carolyn West for Professor Don Curlovic

The University Faculty Welfare Committee was scheduled to meet with President Palms on April 22, 1991. Topics to be discussed include faculty salaries, morale, summer salaries and fringe benefits.

D. Academic Planning Committee
Professor Bruce Nims

The committee met with President Palms and Provost Arthur Smith on April 17, 1991. In a broad discussion the President emphasized that he did not wish for this committee to waste its potential and that a clearly defined role was forth coming.

E. Faculty/Board of Trustees Liaison Committee
Professor Kay Oldhouser

The committee met on April 11, 1991 and approved a change in membership for the University Athletic Advisory Committee. A Report of the Task Force on the Enhancement of Teaching was approved. Professor Oldhouser commented that this report will not have a significant impact on University Campuses.

F. Research and Productive Scholarship Committee
Professor B. H. Carraway

No report.

G. Savannah River Site Committee
Professor W. O. Lamprecht, Jr.

No report was available. Professor West indicated that Professor Lamprecht was preparing a report to be given at the Senate meeting in September.

H. System Academic Policy Coordinating Committee
Professor Robert Costello

The System Academic Policy Coordinating Committee met on March 19, 1991. Memos from the Criminal Justice and Journalism departments in which system students were referred to as transfer students were a topic of discussion. These are being clarified with the respective programs. Three academic forgiveness proposals were submitted to the committee. All involve a four year waiting period. Discussion will continue on these matters.

I. Other Committees

Insurance and Annuity Committee Professor Jerry Dockery

The next meeting of the committee is scheduled for April 30, 1991. Subjects under consideration include coverage for disability, Whole Life and Term policies. A variety of carriers was being considered. The committee has been hampered by the transition from the Holderman to Palms administration. Professor Dockery expressed the hope that by the November meeting that additional coverage will be made available in all of these areas.

IV. REPORTS FROM UNIVERSITY OFFICERS

A. John N. Gardner, Vice Chancellor

The Vice Chancellor indicated that he had no additional comments to his written report. He entertained questions. Discussion included problems in responding to inquiry relative to the salary study. He expressed the possibility that this report may have out-lived its usefulness in light of FOI provisions for access to such information. He asked the Senate to consider what information is desired and whether the definition of categories currently used is operational.

Chancellor John Duffy joined the Senate for coffee prior to the morning session and then had departed to attend NACEA meetings in New Orleans.

B. Deans of the University Campuses

Campus reports were heard from the following: Dean Chris Plyler, Beaufort. The agenda was then suspended to permit President Palms to speak to the Senate.

President Palms indicated that he had just come from attending his first Board of Trustees meeting. Additionally, he has visited all campuses in the system and indicated that the discussions on each campus have been beneficial. He expressed concern for funding for the system during the coming year. He challenged the Senate to consider how it could enrich the concept of faculty governance within the System to provide stronger linkages between all components of the System. The President indicated that the sharing of resources and information were desirable goals for the System. He expressed appreciation of developing System compatibility in programs, curricula, core curriculum and movement between campuses. This will be a significant task to adequately address all of these issues. He was concerned about the impression upon reviewing T & P files of significant variation between colleges and campuses relative to T & P criteria. While each campus has a very different mission, the definition of a minimal criteria would be valuable. He anticipated an inaugural event which would span a variety of campus locations and events rather than a single ceremony. This will probably occur during the late fall. Discussion included the need to make faculty governance within the System more effective.

Campus reports continued as follows: Dean Sally Boyd, Lifelong Learning; Dean Carl Clayton, Salkehatchie; Dean Ken Davis, Union. Professor Gardner indicated that Dean Jack Anderson, Sumter was ill and that Dean Pete Arnold,

Lancaster was absent due to working on responses to recommendations from the Self-Study visit.

V. REPORTS FROM STANDING COMMITTEES

A. Rights and Responsibilities Committee Professor Gordon Haist, Chair

The Rights and Responsibilities Committee report was given by the secretary for the committee, Professor Danny Faulkner. The agenda for the committee meeting of the day was to discuss the evaluation procedures on each campus and to additionally introduce Tenure and Promotion information.

The committee was made aware that an evaluation procedure has been introduced on the Lancaster campus. Sumter is conducting extensive discussions concerning their evaluation procedures. Developments are to be monitored over the next several months and any decisions are to be sent to the Secretary of the Rights and Responsibilities committee. This will constitute the bulk of the agenda for this committee for September, 1991.

Tenure and Promotion summary information did not arrive until lunch time from the Chancellor's office. This included information from 1986 through 1990 but not information from 1991 (which was apparently not yet available). The committee decided the information was of little value to the committee without the current data. This will be discussed at the November, 1991 meeting.

The committee received an update on the manual revision for Professor Dockery. In this connection, the committee passed a resolution. The resolution was presented by Professor Dockery who also presented a memo from Clifford Scott, University Counsel.

RESOLUTION: WHEREAS, THE USC LEGAL DEPARTMENT HAS DETERMINED THE "MANUAL DOES NOT CONTAIN ANY LEGALLY PROHIBITIVE OR OBJECTIONABLE TERMS"

AND WHEREAS, THE RECOMMENDATION FROM THE USC LEGAL DEPARTMENT THAT "A STATEMENT TO THE EFFECT THAT THE UNIVERSITY ADHERES IN PRINCIPLE TO THE AAUP POLICIES WOULD SERVE THE SAME PURPOSE" IS ALREADY IN PLACE ON PAGE 19 OF THE MANUAL.

AND WHEREAS, THE SAME SAID LEGAL DEPARTMENT HAS ALREADY LOST MORE THAN ONE T. AND P. CASE ON THE PROVISIONS IN APPENDIX SEVEN WHICH THEY TAKE EXCEPTION TO.

BE IT, THEREFORE, RESOLVED THAT THE RIGHTS AND RESPONSIBILITIES COMMITTEE ENCOURAGES THE UNIVERSITY CAMPUSES FACULTY SENATE TO VOTE TO DIRECT THE CHAIR OF THE RIGHTS AND RESPONSIBILITIES COMMITTEE TO PURSUE ADVISE AND COUNSEL FROM THE LEGAL SEGMENT OF THE AAUP FOR THE PURPOSES OF MAINTAINING APPENDIX SEVEN AS PART OF THE SUPPORTING DOCUMENTATION FOR THE UNIVERSITY CAMPUSES FACULTY MANUAL.

Professor Dockery paused to comment on Mr. Scott failing to appear at a manual revision meeting convened at Mr. Scott's request in the fall of 1990 and to generally question Mr. Scott's competence.

During discussion of the resolution Professor Haist clarified that the Rights and Responsibilities committee sees a real distinction between actually publishing the statement versus simply stating that the statement is adhered to in principle. Appendix seven is absolutely necessary in the eyes of the committee. The motion carried.

Professor Castleberry stated that the action on T. and P. requests at each level needs to be provided. This was not discussed in the meeting of the committee because of the limited information provided.

Professor Tandy Willis inquired concerning the content of a letter from Professor Robert Group suggesting establishment of uniform files and submissions to the University Campus T. and P. committee. He inquired as to the status of the letter contents relative to the Senate. Professor Haist said that there was little clear evidence that campuses were discontented with the current T. and P. processes. The committee felt this lack of response may represent an already over-worked committee rather than reality and that is why the process has been put on the agenda of the committee for the coming fall. The intent of this is to see what kind of problems individual campuses may be having.

Because it appeared that at least one, and perhaps several campuses had not received the letter from Professor Group, the Chair of the Senate directed the Rights and Responsibilities Committee to address this problem, obtain the letter and other information from the different local T. and P. committees.

Vice Chancellor Gardner spoke on problems in the T. and P. process at the system level. He emphasized that there has been little evidence or documentation from local committees concerning why they vote as they do on a particular tenure or promotion decision. This lack of a statement has resulted in statements from administrators, concerning a file, carrying considerable weight when decisions must be made at the Chancellor's level. He called for a mature tenure and promotion system to match maturity of the System. He expressed concern about the manual going forward and not being delayed by consideration of Appendix seven.

Chair Nancy Washington congratulated Professor Dockery and his committee on the quality of the new manual.

Professor Logue re-emphasized the extreme need for an in-depth examination of many problems currently existing in the process. Professor Castleberry spoke of a need for SYSTEM CRITERIA for tenure and promotion. He justified this belief because tenure decisions are made at the System level in the Chancellor's Office. He interpreted numerous statements from the Chancellor's office as asking the campuses to be much clearer in communicating back, in a timely manner, what each level has done in a decision process on a particular file. This need not include what the Provost and Board of Trustees has done. The data of decisions on each file should be available to the Rights and Responsibilities Committee and movement in studying the problems in our T. and P. process must move forward. Vice Chancellor Gardner said that the Chancellor's office has heard this request and expects that some sort of letter will be forthcoming from Senator Castleberry addressing his request. Vice Chancellor Gardner indicated that information on current files could not be released at this time because the Board of Trustees had not reviewed the files. The information requested should be available by mid-June. Professor Haist concurred that System criteria should be developed.

A discussion ensued in which Vice Chancellor Gardner responded that the Chancellor is the Chief Academic Officer for the University Campuses and it is the responsibility of the faculty to establish T. and P. criteria and publish them. Professor Nims expressed a need for a strong foundation at the local level to the T. and P. process through clear criteria at the local level.

Chair Washington asked the Rights and Responsibilities Committee to meet and report concerning T and P to the Executive Committee early in the year. Vice Chancellor Gardner suggested not waiting until immediately before the Senate meeting to discuss these matters especially if inquiry is to be made of individuals at the System level.

B. Welfare Committee

Professor Mary Barton, Chair

The committee thanked the Chancellor's Office and Mary Derrick for the salary study and noted inconsistencies in reporting. The next study is requested to include the following modification in format: delete the reports 5 and 6 on Teaching experience in higher education and Teaching experience in higher education and academic degree; listing of faculty members included in the data with information concerning number of years at USC, degree, academic division and rank. The committee felt that this information could be provided without violating individual privacy. The committee also requested the expansion of the information provided to include the high, low and average salary for each campus by rank and average length of service comparison. Additionally, the committee requested that the category PhD be changed to Doctorate. For the purposes of the salary study each division should include consist reporting for disciplines. The committee suggested that categories include Humanities (English, Music, Theater and Speech, Art, Foreign Languages, Anthropology, History, Government, Psychology, Sociology, Geography, Philosophy, Physical Education, Education, Criminal Justice, Women's Studies and University 101), Natural Science (Math, Biology, Physics, Chemistry, Nursing, Computer Science, Marine Science, Geology, Engineering, Earth Science and Astronomy), Business (Economics, Business Statistics, Accounting, Business, Secretarial Science, Management, Marketing and Finance). These categories should include reports only on full-time faculty and employees.

The Welfare Committee agenda for the coming year will include: consideration of a format for salary study with modifications to include gender and race to show possible discrimination; comparison with other similar institutions; funding for scholarly activity.

The Chair for the coming year was elected and Noni Bohanek was elected.

Discussion followed concerning the suggestion that the committee obtain information the normal FOI channels. Professor Haist expressed concern over the level of salaries we are able to offer and qualifications we can command with such offers.

C. System Affairs

Professor John Catalano

The committee had discussed academic forgiveness policies and made no

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PRESIDENTIAL VISITS TO THE CAMPUSES

John Gardner and I recently completed the tour of the campuses with President John Palms. I was impressed by the turnout of faculty, students, and leaders of the community at each of our locations. I feel that the President has had an excellent opportunity to make judgments on the strengths of each of the campuses.

OUTCOMES OF THE SELF-STUDY

The Self-Study process is continuing. At this stage we have received an unedited document from Dr. Prados. We are being given the opportunity to review the document only for errors. We cannot at this point in time refute or argue with the committee's findings in any way. There were an inordinate number of recommendations reported to this office. However, none of them seem to be of that great a significance.

CHE PRESSURE ON ADMISSIONS STANDARDS/
HIGH SCHOOL COURSE PREREQUISITES

We have recently received an inquiry from CHE concerning the admissions standards CHE had propounded for four-year institutions. The question seems to be the number of exceptions we are making at all the campuses. The issue was on the agenda for the last CHE Academic Advisory Committee meeting but did not come up for discussion at that time.

BUDGET

FY 90-91: As you are aware budgets were cut in February impacting our campuses as follows. There are rumors that the Budget & Control Board will be making a decision next week on whether to further reduce this year's budgets. An additional cut this late in the year would of course be disasterous.

	Beginning FY 90-91 Base	Reduction	Ending FY 90-91 Base
Beaufort	\$1,709,935	\$38,092	\$1,671,843
Lancaster	2,415,029	57,186	2,357,843
Salkehatchie	1,712,289	52,300	1,659,989
Sumter	3,376,510	84,883	3,291,627
Union	913,493	35,353	878,140

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FY 91-92: Next year's budget picture is no better. The current House and Senate recommendations are as follows:

	House Allocation	Senate Allocation
Beaufort	\$1,816,545*	\$1,785,290*
Lancaster	2,478,544	2,433,440
Salkehatchie	1,807,779	1,774,881
Sumter	3,409,113	3,347,075
Union	961,715	944,214

*Both allocation recommendations for Beaufort include \$99,000 for Penn Center

BOND BILL

The bond bill is currently in the Senate. The University has about \$41 million in projects in it including the Sumter library project and an auditorium for the Lancaster Campus and some campus development money for Salkehatchie as well as an item for the renovation of the Penn Community Center at Beaufort.

CHE/ETV CONTROL OF TV AIR TIME

There seem to be some efforts on the part of CHE and a committee from the Budget and Control Board to regulate the use of television air time. At this stage, the regulatory power remains with South Carolina ETV as it has in the past. There is also some discussion on user charges beginning about two years from now. If the users are charged, the users will have to pass those costs on to the students taking the television courses.

SECOND MEETING OF THE AD HOC BOARD COMMITTEE ON THE SYSTEM

This meeting was held recently at the Aiken Campus. I had the opportunity to brief the committee on the history of the System and its development. The meeting, from my perspective, was quite successful. The Aiken Campus did an excellent job of presenting themselves in the best light possible.

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Report to UCFS from Robert Castleberry (Sumter), Courses & Curriculum

On March 6 the Columbia Faculty Senate met and approved the changes to the BADM curriculum. Please note, you really need to peruse the Columbia Senate minutes to keep abreast of USC-Columbia actions that eventually affect your campus. During that meeting questions concerning the interpretation of the University Core Requirement in Fine Arts were raised. These questions were directed to the attention of the Courses & Curriculum Committee.

On March 18th the Courses and Curriculum Committee had a regular meeting and approved several changes for consideration by the Columbia Faculty Senate: we approved changes to the CSCI and STAT curricula; two new courses, CLIT 270 - World Literature and GINT 475 - Survey Research, and several number changes (from GINT 539 to 420 and from GINT 540 to 421) were approved as well. Please note, I have some syllabi for new courses on file if anyone is interested.

There was a Columbia Faculty Senate Meeting on April 3, but I don't have the copy of that meeting as yet.

On April 10 and 17 the Courses & Curriculum Committee had marathon meetings. My emotional response to this is that somebody owes me BIG TIME for being on this Committee, but if I'm crazy enough to be on it, I guess that I deserve what I get.

In the April 10 meeting we passed changes to the ENGR curriculum in Mechanical Engineering, EXSC (Exercise Science), PHAR, SPTA (not Speech Therapy but Sports Administration!...alright, I blew that one in the oral report) and approved significant course changes in JOUR, NURS, and MART. Apparently, the GINT 475 came back to committee with a sense that it is dead in the water. SOCY 453 had a name and number change to SOCY 326 - Sociology of Adolescence. change. Two new courses, GEOG 343 - Human Impact on the Environment - and IDST 497 - a "capstone" course in the BAIS program - were approved). Some time was spent in discussing the Fine Arts core requirement for the University; Professors Curry and Mould shared some concerns with the Committee. This issue (the possible liberalization of the courses capable of fulfilling the core requirement) will be looked at in greater detail by a special ad hoc committee.

In the April 17 meeting we acted on a number of items. Of some relevance might be the proposed prerequisite changes to a variety

of JOUR courses. A great deal of time was spent discussing the Foreign Language requirement for the University. There were two aspects of this discussion:

- 1) the use of the language "equivalent to two years of high school course work" as part of the University requirement, and
- 2) complications with the numbering system (109-110-122 or 121-122).

The first problem should be resolved now with some version of the new wording proposed to be used in the University Catalog:

Current

Students shall demonstrate ability in a foreign language equivalent to that which can normally be gained through two years of high school study of one language. Those failing to do so must satisfactorily complete equivalent study foreign language at USC.

Proposed

Students shall demonstrate in one foreign language the ability to comprehend the topic and main ideas in written and, with the exception of Latin and Ancient Greek, spoken texts on familiar subjects. This ability can be demonstrated by achieving a score of two (2) on a USC Foreign Language Proficiency Test. Those failing to do so must satisfactorily complete equivalent study of foreign language at USC.

The number problem is a can of worms. For example, if you score a 1 on the language proficiency test you might take FREN or SPAN 109 and follow this with 110 if necessary (to satisfy the core requirement). If you are in the College of Humanities and Social Sciences or in the College of Science and Mathematics, you will need to continue through 122 (to satisfy the College requirement). On the other hand, if you take ITAL (since they don't offer 109-110), you take 121 and 122. This completes the College requirement, but when is the University requirement completed? The numbering system for the foreign language courses is under active study.

There were some changes to the course descriptions of FREN 121, LATN 121, GERM 121, and SPAN 121 (to clean up the language [pun] problem).

Some of the actions of the Courses and Curriculum Committee will be acted on in the May meeting of the Columbia Faculty Senate.

The next meeting of the Courses & Curriculum Committee will be at 1 pm of Friday, June 14.

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B. University Committee on Curricula and Courses
Professor Robert Castleberry

The Curricula and Courses Committee met on March 6, March 18, April 10 and April 17, 1991. The report that Professor Castleberry presented is provided as an attachment to the minutes of the April 19, 1991 minutes of the Senate.

C. University Faculty Welfare Committee
Professor Carolyn West for Professor Don Curlovic

The University Faculty Welfare Committee was scheduled to meet with President Palms on April 22, 1991. Topics to be discussed include faculty salaries, morale, summer salaries and fringe benefits.

D. Academic Planning Committee
Professor Bruce Nims

The committee met with President Palms and Provost Arthur Smith on April 17, 1991. In a broad discussion the President emphasized that he did not wish for this committee to waste its potential and that a clearly defined role was forth coming.

E. Faculty/Board of Trustees Liaison Committee
Professor Kay Oldhouser

The committee met on April 11, 1991 and approved a change in membership for the University Athletic Advisory Committee. A Report of the Task Force on the Enhancement of Teaching was approved. Professor Oldhouser commented that this report will not have a significant impact on University Campuses.

F. Research and Productive Scholarship Committee
Professor B. H. Carraway

No report.

G. Savannah River Site Committee
Professor W. O. Lamprecht, Jr.

No report was available. Professor West indicated that Professor Lamprecht was preparing a report to be given at the Senate meeting in September.

H. System Academic Policy Coordinating Committee
Professor Robert Costello

The System Academic Policy Coordinating Committee met on March 19, 1991. Memos from the Criminal Justice and Journalism departments in which system students were referred to as transfer students were a topic of discussion. These are being clarified with the respective programs. Three academic forgiveness proposals were submitted to the committee. All involve a four year waiting period. Discussion will continue on these matters.

I. Other Committees

Insurance and Annuity Committee
Professor Jerry Dockery

The next meeting of the committee is scheduled for April 30, 1991. Subjects under consideration include coverage for disability, Whole Life and Term policies. A variety of carriers was being considered. The committee has been hampered by the transition from the Holderman to Palms administration. Professor Dockery expressed the hope that by the November meeting that additional coverage will be made available in all of these areas.

IV. REPORTS FROM UNIVERSITY OFFICERS

A. John N. Gardner, Vice Chancellor

The Vice Chancellor indicated that he had no additional comments to his written report. He entertained questions. Discussion included problems in responding to inquiry relative to the salary study. He expressed the possibility that this report may have out-lived its usefulness in light of FOI provisions for access to such information. He asked the Senate to consider what information is desired and whether the definition of categories currently used is operational.

Chancellor John Duffy joined the Senate for coffee prior to the morning session and then had departed to attend NACEA meetings in New Orleans.

B. Deans of the University Campuses

Campus reports were heard from the following: Dean Chris Plyler, Beaufort. The agenda was then suspended to permit President Palms to speak to the Senate.

President Palms indicated that he had just come from attending his first Board of Trustees meeting. Additionally, he has visited all campuses in the system and indicated that the discussions on each campus have been beneficial. He expressed concern for funding for the system during the coming year. He challenged the Senate to consider how it could enrich the concept of faculty governance within the System to provide stronger linkages between all components of the System. The President indicated that the sharing of resources and information were desirable goals for the System. He expressed appreciation of developing System compatibility in programs, curricula, core curriculum and movement between campuses. This will be a significant task to adequately address all of these issues. He was concerned about the impression upon reviewing T & P files of significant variation between colleges and campuses relative to T & P criteria. While each campus has a very different mission, the definition of a minimal criteria would be valuable. He anticipated an inaugural event which would span a variety of campus locations and events rather than a single ceremony. This will probably occur during the late fall. Discussion included the need to make faculty governance within the System more effective.

Campus reports continued as follows: Dean Sally Boyd, Lifelong Learning; Dean Carl Clayton, Salkehatchie; Dean Ken Davis, Union. Professor Gardner indicated that Dean Jack Anderson, Sumter was ill and that Dean Pete Arnold,

Lancaster was absent due to working on responses to recommendations from the Self-Study visit.

V. REPORTS FROM STANDING COMMITTEES

A. Rights and Responsibilities Committee Professor Gordon Haist, Chair

The Rights and Responsibilities Committee report was given by the secretary for the committee, Professor Danny Faulkner. The agenda for the committee meeting of the day was to discuss the evaluation procedures on each campus and to additionally introduce Tenure and Promotion information.

The committee was made aware that an evaluation procedure has been introduced on the Lancaster campus. Sumter is conducting extensive discussions concerning their evaluation procedures. Developments are to be monitored over the next several months and any decisions are to be sent to the Secretary of the Rights and Responsibilities committee. This will constitute the bulk of the agenda for this committee for September, 1991.

Tenure and Promotion summary information did not arrive until lunch time from the Chancellor's office. This included information from 1986 through 1990 but not information from 1991 (which was apparently not yet available). The committee decided the information was of little value to the committee without the current data. This will be discussed at the November, 1991 meeting.

The committee received an update on the manual revision for Professor Dockery. In this connection, the committee passed a resolution. The resolution was presented by Professor Dockery who also presented a memo from Clifford Scott, University Counsel.

RESOLUTION: WHEREAS, THE USC LEGAL DEPARTMENT HAS DETERMINED THE "MANUAL DOES NOT CONTAIN ANY LEGALLY PROHIBITIVE OR OBJECTIONABLE TERMS"

AND WHEREAS, THE RECOMMENDATION FROM THE USC LEGAL DEPARTMENT THAT "A STATEMENT TO THE EFFECT THAT THE UNIVERSITY ADHERES IN PRINCIPLE TO THE AAUP POLICIES WOULD SERVE THE SAME PURPOSE' IS ALREADY IN PLACE ON PAGE 19 OF THE MANUAL.

AND WHEREAS, THE SAME SAID LEGAL DEPARTMENT HAS ALREADY LOST MORE THAN ONE T. AND P. CASE ON THE PROVISIONS IN APPENDIX SEVEN WHICH THEY TAKE EXCEPTION TO.

BE IT, THEREFORE, RESOLVED THAT THE RIGHTS AND RESPONSIBILITIES COMMITTEE ENCOURAGES THE UNIVERSITY CAMPUSES FACULTY SENATE TO VOTE TO DIRECT THE CHAIR OF THE RIGHTS AND RESPONSIBILITIES COMMITTEE TO PURSUE ADVISE AND COUNSEL FROM THE LEGAL SEGMENT OF THE AAUP FOR THE PURPOSES OF MAINTAINING APPENDIX SEVEN AS PART OF THE SUPPORTING DOCUMENTATION FOR THE UNIVERSITY CAMPUSES FACULTY MANUAL.

Professor Dockery paused to comment on Mr. Scott failing to appear at a manual revision meeting convened at Mr. Scott's request in the fall of 1990 and to generally question Mr. Scott's competence.

During discussion of the resolution Professor Haist clarified that the Rights and Responsibilities committee sees a real distinction between actually publishing the statement versus simply stating that the statement is adhered to in principle. Appendix seven is absolutely necessary in the eyes of the committee. The motion carried.

Professor Castleberry stated that the action on T. and P. requests at each level needs to be provided. This was not discussed in the meeting of the committee because of the limited information provided.

Professor Tandy Willis inquired concerning the content of a letter from Professor Robert Group suggesting establishment of uniform files and submissions to the University Campus T. and P. committee. He inquired as to the status of the letter contents relative to the Senate. Professor Haist said that there was little clear evidence that campuses were discontented with the current T. and P. processes. The committee felt this lack of response may represent an already over-worked committee rather than reality and that is why the process has been put on the agenda of the committee for the coming fall. The intent of this is to see what kind of problems individual campuses may be having.

Because it appeared that at least one, and perhaps several campuses had not received the letter from Professor Group, the Chair of the Senate directed the Rights and Responsibilities Committee to address this problem, obtain the letter and other information from the different local T. and P. committees.

Vice Chancellor Gardner spoke on problems in the T. and P. process at the system level. He emphasized that there has been little evidence or documentation from local committees concerning why they vote as they do on a particular tenure or promotion decision. This lack of a statement has resulted in statements from administrators, concerning a file, carrying considerable weight when decisions must be made at the Chancellor's level. He called for a mature tenure and promotion system to match maturity of the System. He expressed concern about the manual going forward and not being delayed by consideration of Appendix seven.

Chair Nancy Washington congratulated Professor Dockery and his committee on the quality of the new manual.

Professor Logue re-emphasized the extreme need for an in-depth examination of many problems currently existing in the process. Professor Castleberry spoke of a need for SYSTEM CRITERIA for tenure and promotion. He justified this belief because tenure decisions are made at the System level in the Chancellor's Office. He interpreted numerous statements from the Chancellor's office as asking the campuses to be much clearer in communicating back, in a timely manner, what each level has done in a decision process on a particular file. This need not include what the Provost and Board of Trustees has done. The data of decisions on each file should be available to the Rights and Responsibilities Committee and movement in studying the problems in our T. and P. process must move forward. Vice Chancellor Gardner said that the Chancellor's office has heard this request and expects that some sort of letter will be forthcoming from Senator Castleberry addressing his request. Vice Chancellor Gardner indicated that information on current files could not be released at this time because the Board of Trustees had not reviewed the files. The information requested should be available by mid-June. Professor Haist concurred that System criteria should be developed.

A discussion ensued in which Vice Chancellor Gardner responded that the Chancellor is the Chief Academic Officer for the University Campuses and it is the responsibility of the faculty to establish T. and P. criteria and publish them. Professor Nims expressed a need for a strong foundation at the local level to the T. and P. process through clear criteria at the local level.

Chair Washington asked the Rights and Responsibilities Committee to meet and report concerning T and P to the Executive Committee early in the year. Vice Chancellor Gardner suggested not waiting until immediately before the Senate meeting to discuss these matters especially if inquiry is to be made of individuals at the System level.

B. Welfare Committee

Professor Mary Barton, Chair

The committee thanked the Chancellor's Office and Mary Derrick for the salary study and noted inconsistencies in reporting. The next study is requested to include the following modification in format: delete the reports 5 and 6 on Teaching experience in higher education and Teaching experience in higher education and academic degree; listing of faculty members included in the data with information concerning number of years at USC, degree, academic division and rank. The committee felt that this information could be provided without violating individual privacy. The committee also requested the expansion of the information provided to include the high, low and average salary for each campus by rank and average length of service comparison. Additionally, the committee requested that the category PhD be changed to Doctorate. For the purposes of the salary study each division should include consist reporting for disciplines. The committee suggested that categories include Humanities (English, Music, Theater and Speech, Art, Foreign Languages, Anthropology, History, Government, Psychology, Sociology, Geography, Philosophy, Physical Education, Education, Criminal Justice, Women's Studies and University 101), Natural Science (Math, Biology, Physics, Chemistry, Nursing, Computer Science, Marine Science, Geology, Engineering, Earth Science and Astronomy), Business (Economics, Business Statistics, Accounting, Business, Secretarial Science, Management, Marketing and Finance). These categories should include reports only on full-time faculty and employees.

The Welfare Committee agenda for the coming year will include: consideration of a format for salary study with modifications to include gender and race to show possible discrimination; comparison with other similar institutions; funding for scholarly activity.

The Chair for the coming year was elected and Noni Bohanek was elected.

Discussion followed concerning the suggestion that the committee obtain information the normal FOI channels. Professor Haist expressed concern over the level of salaries we are able to offer and qualifications we can command with such offers.

C. System Affairs

Professor John Catalano

The committee had discussed academic forgiveness policies and made no

REPORT OF THE CHANCELLOR
 UNIVERSITY CAMPUSES AND CONTINUING EDUCATION
 TO THE UNIVERSITY CAMPUSES FACULTY SENATE
 APRIL 19, 1991
 USC-COLUMBIA

PRESIDENTIAL VISITS TO THE CAMPUSES

John Gardner and I recently completed the tour of the campuses with President John Palms. I was impressed by the turnout of faculty, students, and leaders of the community at each of our locations. I feel that the President has had an excellent opportunity to make judgments on the strengths of each of the campuses.

OUTCOMES OF THE SELF-STUDY

The Self-Study process is continuing. At this stage we have received an unedited document from Dr. Prados. We are being given the opportunity to review the document only for errors. We cannot at this point in time refute or argue with the committee's findings in any way. There were an inordinate number of recommendations reported to this office. However, none of them seem to be of that great a significance.

CHE PRESSURE ON ADMISSIONS STANDARDS/
 HIGH SCHOOL COURSE PREREQUISITES

We have recently received an inquiry from CHE concerning the admissions standards CHE had propounded for four-year institutions. The question seems to be the number of exceptions we are making at all the campuses. The issue was on the agenda for the last CHE Academic Advisory Committee meeting but did not come up for discussion at that time.

BUDGET

FY 90-91: As you are aware budgets were cut in February impacting our campuses as follows. There are rumors that the Budget & Control Board will be making a decision next week on whether to further reduce this year's budgets. An additional cut this late in the year would of course be disasterous.

	Beginning FY 90-91 Base	Reduction	Ending FY 90-91 Base
Beaufort	\$1,709,935	\$38,092	\$1,671,843
Lancaster	2,415,029	57,186	2,357,843
Salkehatchie	1,712,289	52,300	1,659,989
Sumter	3,376,510	84,883	3,291,627
Union	913,493	35,353	878,140

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Faculty Senate
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FY 91-92: Next year's budget picture is no better. The current House and Senate recommendations are as follows:

	House Allocation	Senate Allocation
Beaufort	\$1,816,545*	\$1,785,290*
Lancaster	2,478,544	2,433,440
Salkehatchie	1,807,779	1,774,881
Sumter	3,409,113	3,347,075
Union	961,715	944,214

*Both allocation recommendations for Beaufort include \$99,000 for Penn Center

BOND BILL

The bond bill is currently in the Senate. The University has about \$41 million in projects in it including the Sumter library project and an auditorium for the Lancaster Campus and some campus development money for Salkehatchie as well as an item for the renovation of the Penn Community Center at Beaufort.

CHE/ETV CONTROL OF TV AIR TIME

There seem to be some efforts on the part of CHE and a committee from the Budget and Control Board to regulate the use of television air time. At this stage, the regulatory power remains with South Carolina ETV as it has in the past. There is also some discussion on user charges beginning about two years from now. If the users are charged, the users will have to pass those costs on to the students taking the television courses.

SECOND MEETING OF THE AD HOC BOARD COMMITTEE ON THE SYSTEM

This meeting was held recently at the Aiken Campus. I had the opportunity to brief the committee on the history of the System and its development. The meeting, from my perspective, was quite successful. The Aiken Campus did an excellent job of presenting themselves in the best light possible.

REPORT OF THE VICE CHANCELLOR
UNIVERSITY CAMPUSES AND CONTINUING EDUCATION

TO THE UNIVERSITY CAMPUSES FACULTY SENATE
APRIL 19, 1991
USC-COLUMBIA

SALARY STUDY

The Salary Study for this year was forwarded to Dr. Mary Barton during the first week of April. Clarification is being sought on whether providing a list of names included would violate any individual's right to privacy. We will respond appropriately when a decision has been made.

Additionally, a random check has indicated that the data being used in the study has not been reported consistently from each campus. Teaching outside of higher education has been included in the non-USC experience category on some campuses and not on others. Also part-time teaching has been included in the data from some campuses and excluded on others. We feel it might be helpful to take a look at the kind of information the Senate is looking for from this Study and reevaluate whether the process as it currently exists is meeting that need. We know that the data being studied must be resubmitted with guidelines clearly established and circulated to all campuses.

STATUS OF FACULTY MANUAL REVISIONS

The Manual has been reviewed by the System Legal Department and upon their recommendation it was the Chancellor's decision that the faculty's recommendation of the inclusion of the AAUP guidelines should not go forward with the Manual. This is because we are not contractually obligated to the AAUP guidelines although we certainly adhere to virtually all of them in principle. Therefore, the Chancellor will forward through his channels to the Board the Manual which hopefully will be approved by the Board at its June meeting. Per the February recommendation of the Senate, we will see that enough copies of the Manual are printed to be made available to all members of the faculty and to newly appointed members of the faculty. We will also ask the Deans of the University to provide copies of the new manual to new faculty members upon the occasion of their initial appointment.

EXTERNAL FUND-RAISING ASSISTANCE FROM CLEMSON UNIVERSITY PROFESSOR

The Chancellor's Office has obtained the services of a very successful external grant-seeking faculty member from Clemson University to work with two of our University Campuses, Salkehatchie and Beaufort. Specifically, we will be obtaining assistance from Dr. Robert Becker who has great success over the

John Gardner
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Faculty Senate
April 19, 1991
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past decade in raising monies for rural development/community development type projects. Jim Edwards from our office will also be involved in working with him to pursue a number of opportunities for external funding--particularly in light of the state's current and future economic prospects. It is all the more imperative that we engage in these types of activities.

STATUS OF AFFIRMATIVE ACTION OFFICER SEARCH

The Affirmative Action Officer Search Committee has interviewed three candidates and will be interviewing two more before the end of April. It is our plan to make a final recommendation of three unranked names to President Palms by the end of the month.

SHOWCASE

The Office of University Campuses and Continuing Education was again represented at the annual USC Showcase. The turnout was good. The weather this year was most cooperative. We were happy to assist the campuses in representing them in this fashion.

COMMENCEMENTS

May 7	Salkehatchie	Jim Moore, President, Savannah River Site
May 8	Lancaster	William J. Whitener, Chair, South Carolina Commission on Higher Education; Dean Emeritus, USC-Union
May 13	Union	Olin Phillips, Member of the State House of Representatives, District 29
May 14	Sumter	Donald Rice, Secretary of the Air Force
May 16	Beaufort	Davidson Nicol, Visiting Professor of Government and International Studies at USC-Columbia, former UN Ambassador from Sierra Leone

SYSTEM ACADEMIC COORDINATING COMMITTEE

As you know you are represented on this committee by the Chair of the University Campuses Faculty Senate and Professor Robert John

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Costello of USC-Sumter. I will essentially defer to them for reporting. This Office looks forward to working with this committee and the new presidential administration on such topics as the academic forgiveness policy and problems in student movement from campuses to schools in Columbia--from University Campuses to four-year campuses.

STATUS OF BAIS PROPOSAL

We have recently learned that the BAIS proposal had been submitted to CHE for informal review and it hopefully will be revised in time to be submitted for formal review in advance of the May 1 deadline to keep the proposal in the May-November 1991 cycle. This would mean that it would be acted upon by CHE at the November 1991 meeting. We had previously been under the assumption that it was to have been acted upon at the May meeting but this is not the case.

Kellogg Grant to USC-Salkehatchie

It is with great pleasure that I can now confirm the grant from the W.K. Kellogg Foundation to USC-Salkehatchie in the amount of \$42,000. This is an extraordinary coup given the extremely prestigious nature of a Kellogg Foundation grant. Salkehatchie is the first of the University Campuses ever to receive this kind of support. The grant will be used to improve educational opportunities for youth in the five service area counties by increasing the number of aides for public school teachers we will be able to "home grow." This will be done by increasing educational opportunities for our teacher aide education project. Dean Carl Clayton is to be especially commended for his initiative in this regard.



of JOUR courses. A great deal of time was spent discussing the Foreign Language requirement for the University. There were two aspects of this discussion:

- 1) the use of the language "equivalent to two years of high school course work" as part of the University requirement, and
- 2) complications with the numbering system (109-110-122 or 121-122).

The first problem should be resolved now with some version of the new wording proposed to be used in the University Catalog:

Current

Students shall demonstrate ability in a foreign language equivalent to that which can normally be gained through two years of high school study of one language. Those failing to do so must satisfactorily complete equivalent study foreign language at USC.

Proposed

Students shall demonstrate in one foreign language the ability to comprehend the topic and main ideas in written and, with the exception of Latin and Ancient Greek, spoken texts on familiar subjects. This ability can be demonstrated by achieving a score of two (2) on a USC Foreign Language Proficiency Test. Those failing to do so must satisfactorily complete equivalent study of foreign language at USC.

The number problem is a can of worms. For example, if you score a 1 on the language proficiency test you might take FREN or SPAN 109 and follow this with 110 if necessary (to satisfy the core requirement). If you are in the College of Humanities and Social Sciences or in the College of Science and Mathematics, you will need to continue through 122 (to satisfy the College requirement). On the other hand, if you take ITAL (since they don't offer 109-110), you take 121 and 122. This completes the College requirement, but when is the University requirement completed? The numbering system for the foreign language courses is under active study.

There were some changes to the course descriptions of FREN 121, LATN 121, GERM 121, and SPAN 121 (to clean up the language [pun] problem).

Some of the actions of the Courses and Curriculum Committee will be acted on in the May meeting of the Columbia Faculty Senate.

The next meeting of the Courses & Curriculum Committee will be at 1 pm of Friday, June 14.

FS Note Book

THE UNIVERSITY OF SOUTH CAROLINA
University Campuses Faculty Senate Meeting
USC-Columbia
Russell House
April 19, 1991

Friday, April 19, 1991

Rights and Responsibilities Committee----- 9:30-10:00 a.m.
Room 303

Welfare Committee----- 9:30-10:00 a.m.
Room 304

Coffee-----10:00-10:30a.m.
Russell House, lobby outside of Room 303

Morning Session-----10:30-10:45 a.m.
Russell House, Room 303

Welcome
Report from the Nominating Committee

Standing Committees-----10:45-12:15 p.m.

I. Rights and Responsibilities
Room 302

II. Welfare
Room 304

III. System Affairs
Room 305

Executive Committee-----10:45-12:15 p.m.
Room 303

Deans Meeting-----10:45-12:15 p.m.
Room 203

Luncheon-----12:20- 1:20 p.m.
Ball Room Section A

Afternoon Session----- 1:30- 4:00 p.m.
Room 303

Deans' Remarks
Greetings from President John Palms

Reception----- 4:00- 5:00 p.m.
HRTA Food Lab, Capstone

AGENDA

- I. Call To Order
- II. Correction/Approval of Minutes: February 15, 1991
USC-Salkehatchie
Allendale, SC
- III. Reports from University Officers
 - A. Deans of the University Campuses
 - B. Dr. John J. Duffy, Chancellor
 - C. Professor John N. Gardner, Vice Chancellor
- IV. Reports from Standing Committees
 - A. Rights and Responsibilities - Professor Gordon Haist
 - B. Welfare - Professor Mary Barton
 - C. System Affairs - Professor John Catalano
- V. Executive Committee - Professor Carolyn West
- VI. Reports from Special Committees
 - A. University Library Committee - Professor John Catalano
 - B. University Committee on Curricula and Courses - Professor Robert Castleberry
 - C. University Faculty Welfare Committee - Professor Don Curlovic
 - D. Academic Planning Committee - Professor Bruce Nims
 - E. Faculty/Board of Trustees Liaison Committee - Professor Kay Oldhouser
 - F. Research and Productive Scholarship Committee - Professor B. H. Caraway
 - G. Savannah River Site Committee - Professor W. O. Lamprecht, Jr.
 - H. System Academic Policy Coordinating Committee - Professor Robert Costello
 - I. Other Committees
- VII. Special Orders
Election of Officers for Academic year 1991-92
- VIII. Unfinished Business
- IX. New Business
- X. Announcements
- XI. Adjournment