

REGIONAL CAMPUSES FACULTY SENATE APRIL 12, 1996
USC-BEAUFORT

Wayne Chilcote called the meeting to order .

Chris Plyler, Dean, USC-B was called to introduce the first speaker, Mr. Emory Campbell, the Executive Director of Penn Center and to give the plans for lunch. Dean Plyler announced the luncheon plans and the meeting place for the afternoon session, which are to be held at the Penn Center on St. Helena Island.

Mr. Campbell gave a history of the Penn Center and described the links between the center and the campus.

The center began as a school for newly freed slaves. At one time it had nearly 2000 acres of land. It played a critical role in developing the skills of local people in developing their community. It closed in 1942.

It reopened in 1962 on the present 50 acres. It served the civil rights efforts of area peoples.

The current challenge is keeping the site in good repair. 1974 it had been designated an historic site. The center affiliated with USC so it could receive help in getting appropriations and grants. \$4 million dollars has been used to redo the buildings. The center will work to preserve the Gullah culture. A museum and cultural studies will work to accomplish this goal. The center serves as an afterschool tutoring center for local elementary children. In conjunction with USC, there is a program in early childhood education.

Judith James, Associate Professor of English and the Director of Women's Studies at USC was introduced by Wayne Chilcote.

Professor James talked about the academic mission of women's studies and how the regional campuses might increase their involvement with women's studies.

What if we knew as much about women as we know about men? was the topic for many of Professor James' comments.

We don't know as much about women as we know about men. This lack of knowledge covers all areas of inquiry and all academic disciplines. Women have been excluded. Women's studies strives to increase the knowledge base of what has been and what is and to bring about some balance within the curriculum of colleges and universities.

In the last ten years there has been major growth at USC in women's studies. She emphasized that women's studies is interdisciplinary. "I am here to encourage a university-wide mission of women's studies." Professor James noted the history of the involvement of Regional Campuses faculty in past programs in women's studies. Research awards have also involved faculty on the Regional Campuses. Carolyn West was noted as an important link between Women's Studies Department and the Regional Campuses. Professor West teaches WOST113 "Women and Their Bodies in Health and Disease".

Professor James noted that Lila Meeks has proposed that the faculty at USC-B is strong enough to support a track in women's studies at USC-B. She supports that effort and encouraged others on the regional campuses to offer the core courses in women's Studies.

WOST 111 "Women and Western Civilization" which can be used to satisfy the history requirement and WOST 112 "Women in Society" which will go toward satisfying the social science requirement.

The women studies program is prepared to support faculty who want to offer such courses. Funding will double in women studies endowments for faculty development and faculty research. She said she wanted to see a portion of that go toward the development of resources on the regional campuses to teach WOST111 and WOST112. That would mean an increase of \$4,000 in the amount available for curriculum development and faculty training.

Professor James had two proposals;

1. Look carefully at your students and their interests and the possibility that women studies courses are courses that could meet their needs. "Our experience on the Columbia campus is that we can fill every women's studies course that we offer and we could fill more. There is a great demand for them."
2. Look carefully at the faculty resources that are already available on your campuses. New hires; people who are coming to us with a good deal of training in the analysis of race class and gender can teach courses that could be a part of a women's studies curriculum. Knowledge may already available to you.

Work with women's studies to explore ways to develop women's studies courses and to support their teaching on the Regional Campuses.

Professor James then asked for questions.

Ellen Chamberlain: What kind of interest do you get from male students?

James: 10-12% male enrollment is the norm. It varies from course to course. There is a larger percentage of male students in the graduate courses.

John Gardner: Our office is very interested in encouraging this effort for a number of reasons. We have a greater proportion of women students than Columbia and I assume the demand for these courses will be good on our campuses. We will be very happy to work with any of our faculty who want to have some professional development experience to qualify them to teach women's studies courses. Faculty Exchange can be used to support this effort.

Professor James thanked the senate for allowing her to speak to the Senate on the relationship between Women's studies and the Regional Campuses.

Wayne Chilcote gave the standing committees their room assignments and the morning session was adjourned.

AFTERNOON BUSINESS SESSION

Wayne Chilcote called the afternoon session to order.

Correction and approval of minutes of February 16, 1996.

Tye Johnson's e-mail address should read AOL not COL.

Larry West e-mail is LARRYSW not LARRYW

Change ITEM 9 just before announcements in the second paragraph. It reads "computer science" in the fourth line. It should be "library faculty" NOT "computer science"

Jane Brewer made the report from Salkehatchie in February.

MINUTES APPROVED WITH CORRECTIONS.

REPORT FROM UNIVERSITY OFFICERS:

Dr. Duffy:

Budget--- The Executive Subcommittee of the Senate Finance Committee has recommended a 3.4% across the board pay raise, effective October 1. This would cost the state approximately 35 million dollars. This is about double the house recommendation. The higher education subcommittee recommended 8 million in new funding for the formula. They moved the 12 million that the house has designated for quality funding to the formula. That would put about 20 million dollars into the formula. For the university system, that means 4.5 million; which would put us considerably ahead of last year. The deans have a break-down by campus as to what this would translate into. The unfortunate part is that the budget is \$300 million out of balance, if the senate actions stand. Much of this has to do with health and human services, public education, natural resources and local government. The capital funding bill has yet to be acted on.

The higher education accountability act passed the Senate. It was amended by two senators from Charleston who wanted to make sure that "women shall not contaminate the citadel". With that amendment, it now goes to the house.

We are still waiting on word from the National Science Foundation on the computer grant for the three campuses. We think we may indeed get the money. On a final note, you may be hearing on your campuses about the visit from Marsha Torr, Vice Provost for Research. She met with deans of the campuses and expressed an interest in visiting each campus. She has already been to Beaufort. She wants to explore the possibilities of research by our faculty in our local communities.

Lancaster has already been hooked up with the Family Service Center in Columbia; you will be hearing more about that.

John Gardner:

My report is written. (SEE ATTACHMENT) Does anyone have any questions?

I want to commend Carolyn West, USC-Sumter, who spoke yesterday at the luncheon to celebrate Norma and John Palms five years at the university. She gave one of the most powerful rationale statements for how the Regional Campuses contributed to the strength of the greater university. It was an outstanding statement which did all of us justice.

Carolyn West: I will attach the text of my comments to the minutes. I only had two minutes for my comments, so I couldn't say all that I wanted.

Gardner: She got more in in her two minutes that I ever could.

Wayne Chilcote: Before we go to the deans report, let me call your attention to the fourth page of the minutes and the report of the Nominating Committee. The slate of nominees for next years officers and members of system and special committees. If you have nominations from the floor, you need to be prepared to make them.

DEANS REPORTS

Dean Plyler, USC-Beaufort

Highlighted the renovations at Carteret Street campus. We just received the site plans for the southern Beaufort County expansion. Those plans have been well received and advised to go forward to the building and grounds committee of the Board of Trustees. Dean Plyler said "good-bye" to Jane Upshaw, mathematics. We are in the middle of a search to hire a replacement. Tonight our student production of "The Mousetrap" will be performed in the Performing Arts Center at eight o'clock. We are quite proud of what John Blair's students are accomplishing. Four members of our legislative delegation have announced that they are not going to seek reelection. Three of them have been strong supporters of the Regional Campuses. Juanita White, Jasper County; Scott Richardson, Hilton Head; Billy Keiserling, Beaufort; and Doug McTeer between Salkehatchie and Beaufort. You are all invited to commencement exercises on May 10. Barbara Nielson, State Superintendent of Education will address the graduates at 7:00 PM at the Performing Arts Center.

Jane Upshaw: Bill Bowers (USC_Salkehatchie) is running for Doug McTeers seat.

Dean May, Continuing Education

No Report.

Dean Pappin, USC-Lancaster

Enrollment up 11.2% for the Spring. 1038 to 1165. 571 to 606 FTE students.

Title III might be in danger due to the budget differences between the democrats and republicans.

We are investing in the networking of our computers on the campus.

John Griffin, English became our first faculty member to receive a sabbatical. He will be working on an intellectual biography of Thomas Wolfe.

We are engaged in a national search for an Associate Dean for Academic and student Affairs. It is presently filled by interim dean, Deborah Curreton.

State Representative Billy Boan will be our commencement speaker. His daughter Anna is graduating this May.

We are in the middle of a fundraising project for our new Arts and Science facility. Mr. Charles Bundy, President of the Springs and Close Foundation has agreed to be our campaign chairman. A steering committee of 36 business and community leaders have set a goal of \$6.2 million goal to bring the total amount of the project to \$8.9 million. Our theme is "Building on a Tradition of Excellence". We are already more than half way toward our total. Our faculty has pledged more than \$20,000.

Danny Faulkner recently attended a session, sponsored by the Moody Institute of Science in California., dealing with "Creationism" and science. A video was produced. Danny is also chair of the Lancaster Republican Party and chair of the USC-L faculty.

GRS enrollments are up 20%, total 709.

Dean Clayton- USC-Salkehatchie

Introduced Melanie Pulaski, new Senator.

Our speaker for May 6 is Professor Emeritus Wade Batson.

April 25 is Feast Day at Salkehatchie. All who can play softball are invited.

Congratulations to Ron Cox who just completed his requirements for his Ph.D.

Dean Carpenter- USC-Sumter

Robert Costello (substituting)

Searches for two vacancies.

Associate Dean for Academic Affairs and Assistant Professor of Finance.

Thanks to Tom Powers for his 2 years of service as interim Associate Dean for Academic Affairs.

Professor Joanne Kline (history) has resigned, effective this summer to accept a position at Salem College in Winston Salem, NC.

A contract has been accepted for the renovation of the Student Union building.

Dean Edwards, USC-Union

Jean Denman, Director of Continuing Education and Sociology Professor has started several programs;

We are working on the concurrent courses in the high schools. They are well received and are excellent opportunities for recruitment.

Awards day is April 17th.

Congressman Bob Ingliss was on our campus this past week to hold a community forum. Susan Smith (library) is working with the congressman's staff. The library will host the congressional high school arts competition.

Commencement will be May 7th. Beryl Dakers of ETV will be our speaker.

We are conducting a search for an Associate Dean for Academic Affairs.

We are also conducting a search for a vacancy in Computer science. Dan Snow is retiring.

We are going to have a Department of Juvenile Justice Center built in our community which is supposed to start after the first of the year. We are working in several directions with Dept. of Juvenile Justice in order to see how we can work with and for the department.

Our CHE is going to fund the upgrade of our computer lab in the amount of 50-70 thousand dollars. They will also fund an upgrade of our phone system, another 20 thousand dollars.

AGENDA ITEM 4: REPORTS OF THE STANDING COMMITTEES

RIGHTS AND RESPONSIBILITIES: Danny Faulkner

The committee has had problems in defining "Scholarship" and the subsequent changes to the *Faculty Manual*. It seems you can't change the manual until you get a definition and you can't make the definition until you change the manual. So we have had a real problem there and some of the things we have brought to the floor of the senate have met with a resounding bit of opposition. We have met twice outside the Senate and we have nothing to report out of committee today except

our progress. we have had a lot of fruitful discussion over the last few meetings and we have been looking at the literature that is out there. This idea of dealing with scholarship is not unique to the USC Regional Campuses. It is something that is being discussed across the nation, and there is already quite a bit of literature out there attempting to define scholarship. What we would like to do is to produce a narrative report of what we think scholarship ought to be. We would like to use definitions already from the literature. There are several out there we would like to make use of. One point we want to make is that the administration in Columbia has viewed Scholarship as research. That is publishable research, and that is true to a point but it is also a very narrow definition. There is movement afoot in the country to broaden the definition and examples of scholarship to include several other areas and we wish to do that using the literature that is out there. We want to give exhaustive examples of scholarship in different areas, like scholarship in teaching. There is a scholarship of teaching that is quite separate from the teaching effectiveness which is a very different item we should be judged upon for tenure and promotion. We want to continue working over that and hopefully come back in September with something more substantial to work with.

Our last item of business. We elected Steve Anderson as chair of the R&R committee.

WELFARE COMMITTEE: Tye Johnson

Faculty overload pay - no final report. campuses are still submitting information. The committee feels there ought to be a common system for all the Regional Campuses. This might not be the same for adjuncts on the various campuses, but ought to be the same for full-time faculty on all campuses.

Change in T&P requirements - In our discussions with Columbia we stated that we feel that changes in the T&P requirements ought to be linked with salary increases. If we are going to have increased standards, for tenure and promotion, then there ought to be some linkage to salary.

Comparison of Columbia faculty pay to system faculty pay - It is apparent that Regional Campuses faculty have been losing ground. Five or six years ago Union was getting 74% of what Columbia was getting paid and the are now down to 70% of what Columbia faculty receive. Salkehatchie was getting 67% of Columbia pay; they are now down to 60%. The data is not complete but the trend seems obvious. We do not want to let this devaluation of regional campus pay to continue. We want

to at least get it up to what it was six years ago. No final conclusions have been reached. We will have a resolution next year.

We will also be looking at increases on the regional campuses which compare administrators to faculty.

Tye Johnson was reelected as chair.

SYSTEM AFFAIRS COMMITTEE: Ellen Chamberlain

Roy Darby (USC-Beaufort) elected committee chair for next year.

We have a number of charges for this committee for next year which we will pass to the Executive Committee.

MOTION: Each unit of the Regional Campuses Faculty Senate will designate a campus e-mail address on that campus, initially for the dissemination of course and curriculum information.

We would hope that this would grow into a discussion *LISTSERV* at some point in time where people from the campuses could subscribe and have a dialogue going back and forth on regional campus faculty issues that would be pertinent at the time.

Wayne Chilcote ruled that we will vote on the motion at the end of the session.

EXECUTIVE COMMITTEE: Jane Upshaw

The Executive Committee met at noon on April 4 at the Faculty House.

Dr. Duffy discussed the budget before the legislature. Accountability standards for higher education are under review in the legislature. There is good indication that the NSF technology grant which will provide T-1 connectivity to the Columbia backbone for Union, Walterboro and Lancaster will be funded. The BAIS proposal is under review by the CHE.

John Gardner discussed;

Promotion from Instructor to Assistant Professor is a procedure that on some campuses is accomplished administratively without faculty approval.

Professor Dockery pointed out that such action violates current Faculty Manual guidelines and that administrators should be advised against doing this.

Some campus applicants continue to submit T&P files that are unimpressive and difficult to support because they contain obvious deficiencies. Examples of deficiencies are ballots with meager or no written justification, hurriedly composed peer reviews that are sketchy or contain grammatical errors and/or misspellings, portfolios that lack documentation, and are unprofessional in appearance. For example loose sheets of paper held together with rubber bands.

The future of developmental courses on the campuses is as follows;

Developmental courses will be phased out at Beaufort and at Sumter by the Fall of 1997. Other campuses may follow suit in 1998 or beyond.

Additional options for meeting student needs were discussed at recent U101 workshops. However U101 will not be turned into a developmental course.

Executive Committee retreat is scheduled for August 18-20 at Ocean Creek, Myrtle Beach.

AGENDA ITEM 6 - REPORTS FROM SPECIAL COMMITTEES

Library Committee - Bruce Nims

Submitted in writing TYPE IN HERE

Courses and Curriculum Committee - Robert Castleberry

The committee met on March 15, March 29, and April 5.

Please see the Columbia Senate minutes of April 3, 1996 for new changes.

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University Committee on Faculty Welfare - Roy Darby

The committee has met twice since our last meeting.

The committee addressed the issue of sabbaticals. The USC Columbia Faculty Manual states that no school, college, or department may have more than 10% of its faculty on sabbatical leave in any given semester. It has been the practice of the last four Provosts to restrict sabbaticals to 10%. It has been the practice of the last four Provosts to restrict sabbaticals to 10% year. This might unfairly restrict availability of sabbaticals for those who only wished a one semester sabbatical. The committee has contacted the acting Provost, Winona Vernberg, who requested that

the issue not be raised while the university the university was having a dialogue with the legislature regarding tenure and sabbatical concepts. We plan to meet with her in the near future.

Secondly the Faculty Welfare Committee successfully secured passage of a motion which would invite the university lobbyist each year to report to the faculty senate on the status of budget matters and other legislative issues of concern to the university.

Professor Darby invited any faculty member who had issues regarding the welfare of the university, to contact him so that the issues could receive system-wide attention.

A suggestion was made from the floor that the name of sabbaticals should be changed to "off-campus duty assignment". The rationale being that when faculty members take leave it is always for research and/or scholarship reasons; not for relaxation.

Faculty-Board of Trustees Liaison Committee - Carolyn West

The Academic Affairs - Faculty Liaison Committee met on April 4 to hear a grievance. That is the only activity that has occurred since the last Regional Campuses Faculty Senate meeting.

Research and Scholarly Productivity - Steven Bishoff

No report.

Savannah River Site Committee - Dan Roof

A written report was submitted.

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Insurance and Annuities - Jerry Dockery

The "official report" will be included in the minutes. I would like my remarks to be off the record.

OTHER COMMITTEES

AdHoc Committee on Teaching Effectiveness - Roy Darby

The task of this committee was to select a student evaluation form to be used on all the Regional Campuses and to write a standard set of guidelines for the

administration of them. And to make recommendations to the Provost regarding the use of classroom observation in the evaluation of faculty performance. The AdHoc Committee has not met as a committee and that responsibility lies with me. These tasks are tedious and exacting ones and ones that I have felt should be grounded in the research literature regarding the proper evaluation of faculty. Having done a considerable amount of exploration in this area, I believe I should first assemble and promulgate what information and research I had before we proceeded.

Today, I have finally given members of this committee this information. I apologize for my delay in this process. I would like to recommend that this committee be carried over into the coming academic year and that its charge remain the same.

Wayne Chilcote: Next year's chair will address the matter of whether to continue this committee.

Jerry Dockery: I would like to address Professor Darby's remarks. I think they are inaccurate. I think that he has done an extremely good job and I think the work he has done on that committee should be praised. He criticized himself, but I was on that committee and I saw his work first-hand and I think that the people who are trying to write the report on scholarship should also look to his example. The only proper way to approach the problem is the way Professor Darby approached the problem of defining "teaching effectiveness" and that is to begin with scholarship. That, in my opinion, is what has been lacking in our trying to get a definition of "scholarship." We are trying to grapple with creating our own definition without doing the proper review of the literature first. I think that committee, if it were to follow the lead of Professor Darby and review the literature first, would get a better idea of what its charge ought to be and also not be re-inventing the wheel, which is one of the things that Professor Darby ran into when doing work on teaching effectiveness. There is a lot of good research out there, but it takes a lot of work to find it.

Committee on Manual Changes - Jerry Dockery

The senate has formalized the manual revisions and made the Vice-Chair responsible for them. I will be turning that task over to Ellen Chamberlain at the conclusion of this meeting. The AdHoc Committee on Manual Revisions has met twice and has gotten quite a bit done but the problem, as Professor Faulkner explained, is which

comes first; the *Manual* or the definition of scholarship? My opinion is, it is the definition of scholarship; other people differ. It looks like both of these two committees are working at the same time on the same things and will probably come to a conclusion at the same time. We have a report that Mary MacDonald put together on motions that this senate has made and passed since the last *Manual* revision. The best we can find from the records is that the only thing that this senate has done, that has been approved by the Board of Trustees, has been the change in the Grievance Procedures. We will incorporate the changes that this body has made since the last *Manual* revision into new pages of the *Manual* which Mary MacDonald and her staff will assemble over the summer. These changes will go forward to the Board of Trustees for their approval so that you will have a new *Manual* in the fall. The changes will only reflect the changes that you have made as a body, that the legislature has made, and that the Board of Trustees has made in redefining their role. There will be no new substantive changes to the *Manual*, there will be only the changes you have voted on since the last revision. I will attach a list of those changes to these minutes.

UNFINISHED BUSINESS

None

NEW BUSINESS

A motion from the System Affairs Committee:

MOTION: Each unit of the Regional Campuses Faculty Senate will designate a campus e-mail address on that campus, initially for the dissemination of course and curriculum information.

Carolyn West: I would like it to be clear who is responsible for carrying this out at each campus. Often we make motions like this and it doesn't get done because somebody thinks someone else is responsible.

Ellen Chamberlain: The plan is for Robert Castleberry to call the Academic Dean on each campus and ask for a designated e-mail.

Robert Castleberry: I have already done that and some deans have responded. The notion was that there would be an address for each campus. I would also suggest that would also include the office in Columbia.

The easiest way to do that would be for each campus to send me an e-mail identifying the address to send back information. If I do not hear from a particular campus, I will follow up with a phone call.

Chairman Chilcote called for a vote on the motion. The motion passed on a unanimous voice vote.

ITEM 9 -- SPECIAL ORDERS

Chilcote: On the 4th page of the February minutes you will find the report of the Nominating Committee.

EXECUTIVE COMMITTEE

Chair -- Jerry Dockery (Continuing Education)

Vice Chair -- Ellen Chamberlain (USC-Beaufort)

Secretary -- Robert Costello (USC-Sumter)

At Large -- Mary Barton (USC-Union)

At Large -- Danny Faulkner (USC-Lancaster)

Past Chair -- Wayne Chilcote (USC-Salkehatchie)

SYSTEM COMMITTEES:

University Outside Professional Activities -- Tandy Willis (USC-Union)

Board of Trustees-Faculty Liaison -- Carolyn West (USC-Sumter)

University Library Committee -- John Catalano (USC-Lancaster)

Research and Productive Scholarship -- Steve Bishoff (USC-Sumter)

There were no nominations from the floor. Nominations were closed and a motion was made to accept the report of the Nominating Committee. The motion passed unanimously.

Chair Chilcote called Jane Upshaw (USC-Beaufort) to the podium.

A resolution proposed:

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OTHER ANNOUNCEMENTS

Dr. John Duffy:

AWARD TO CHILCOTE: TYPE IN TEXT

Carolyn West: I would like say good-bye to Joanne Kline who has been on our campus for about four years. She is leaving to go to Salem College in Winston Salem, NC. We have just gotten to know you Joanne and we will miss you, but we know you will have a brilliant career. Joanne is actively involved in researching the historical aspects of criminal justice. You have contributed a lot to our school and the university. Good luck to you.

Robert Costello: I would like to invite all of you to the Sumter campus on Monday evening the 22nd of April for a lecture by Carolyn West entitled "Menopause Naturally" CHECK TITLE

Chris Plyler: Invited the senators to a reception after the meeting.

Wayne Chilcote: Again I wish to express our thanks on behalf of our senate for your hospitality here in Beaufort. We appreciate it greatly.

Wayne Chilcote called Jerry Dockery to the podium and turned over the leadership of the Senate.

Jerry Dockery:

Thanks folks. Next year is a new year. Wayne Chilcote will get to do what he likes to do best, which is nothing. John Catalano set a really good example as past chair, in doing nothing. With the notable exception, as you heard in Jane Upshaw's minutes of the last Executive Committee meeting, John has decided that once he left being the Chair of the senate he would be the moral conscience for the administration. Joe Pappin, I am certain, is glad that John has decided to branch out into the entire system and not just be on the Lancaster campus. I would also

like to take this opportunity to congratulate Wayne Thurmond. Once again Joe Pappin has shown innovative leadership. He promised 10% of all moneys saved by cutting adjunct faculty salaries into Wayne Thurmond's salary package for the next year.

The retreat this summer will really begin the start of my year as Chair of the Senate. I was pleased this morning with the election of the chairs of the various standing committees. Those of you who have been on the senate know that is where the work is done and unless those committees and unless those chairs do their work nothing seems to get accomplished. I am also encouraged by the track record of a lot of the members who will be coming back next year. Specifically, I am hoping that John Logue is reelected by the Sumter faculty. Ellen Chamberlain is going to need his expertise in her work on the *Manual*. There are a lot of things that have to be addressed in the *Manual* that we have not addressed yet and the difficulties we have had in addressing those issues have to be dealt with in committee. They cannot be dealt with on the floor of the Senate; they are too complicated; they are too time consuming, and a lot of them are just too cantankerous. We do much better being cantankerous in small rooms with the door shut than we do with the tape recorder on. The charges to the committees next year will be very clear. I intend to use the summer communicating with the committee chairs, finding out what they want to do. The Chair has always had an agenda and all of you who know me know; I have an agenda. I would like the input of the committee chairs into their agenda too because without a charge that you want to do, experience has shown us, you are not going to do it. The people who are elected chairs of these committees usually are strong people, which means they are strong minded, which is another description for bullheadedness. I had just soon head that off at the pass before we go on the executive retreat this summer. Also, anybody who is not invited to the retreat that wants something addressed at the retreat, my e-mail address is in the minutes.

Thank you very much Wayne for a good year and I also hope that Dr. Duffy, by next year, will have a ten year plan in effect for the rest of his tenure at the university and he will share it with all of us.

Meeting was adjourned.