

**THE UNIVERSITY OF SOUTH CAROLINA**  
**Regional Campuses Faculty Senate**  
**USC COLUMBIA**  
**Russell House**

Friday, September 20, 1996

Coffee ..... 9:30 - 10:00 AM  
Room 303, Russell House

Morning Session ..... 10:00 - 11:00 AM  
Rooms 322 - 326, Russell House

Welcome

President Palms ..... 10:00 - 11:00 AM  
Interim Provost Greiner ..... 10:00 - 11:00 AM

Standing Committees ..... 11:00 - 12:30 PM

I. Rights and Responsibilities  
Room 203, Russell House

II. Welfare  
Room 205, Russell House

III. System Affairs  
Room 201, Russell House

Executive Committee ..... 11:00 - 12:30 PM  
Rooms 322 - 326, Russell House

Deans Meeting ..... 11:00 - 12:30 PM  
Golden Key Room, Russell House

Luncheon ..... 12:30 - 1:30 PM  
Preston Dining Hall, Russell House

Afternoon Session ..... 1:30 - 4:00 PM  
Rooms 322 - 326, Russell House

## AGENDA

- I. Call To Order
- II. Correction/Approval of Minutes: April 12, 1996  
USC Beaufort, Beaufort, SC
- III. Reports from University Officers
  - A. Dr. John J. Duffy, Vice Provost & Executive Dean
- IV. Reports from Standing Committees
  - A. Rights and Responsibilities - Professor Stephen Anderson
  - B. Welfare - Professor Tye Johnson
  - C. System Affairs - Professor Roy Darby
- V. Executive Committee - Professor Robert Costello
- VI. Reports from Special Committees
  - A. Committee on Libraries - Professor John Catalano
  - B. Committee on Curricula and Course - Professor Robert B. Castleberry
  - C. Committee on Faculty Welfare - Professor Roy Darby
  - D. Faculty-Board of Trustees Liaison Committee - Professor Carolyn West
  - E. Research and Productive Scholarship Committee - Professor Steve Bishoff
  - F. Savannah River Site Committee - Professor Dan Ruff
  - G. Other Committees
    - 1. Insurance and Annuities - Professor Jerry Dockery
    - 2. Ad Hoc Committee on Teaching Effectiveness - Professor Mary Barton
- VII. Special Orders
- VIII. Unfinished Business
- IX. New Business
- X. Announcements
- XI. Adjournment

**REGIONAL CAMPUSES FACULTY SENATE MINUTES**  
**SEPTEMBER 20, 1996**  
**USC COLUMBIA**

**Morning session**

Professor Jerry Dockery (Continuing Education), Chair, called the meeting to order and noted three procedural changes. Minutes will be posted on the new homepage for the Faculty Senate set up by Steve Anderson of USC Sumter. Deans' reports have been eliminated from the agenda. Written reports submitted to the Secretary will be posted on the homepage. Deans can contribute announcements as called for in the agenda for the afternoon session. Introduction of new Senators by Deans is being replaced by self-introductions.

President Palms shared with the Senate an updated and refined version of a slide presentation he has been giving for the past year and a half which he delivered at CHE on budget day. His presentation is not included in these minutes as its verbal content was closely tied to slides which we cannot reproduce herein. Following his presentation, the President responded to questions from those in attendance.

Professor Sheila Tombe (Beaufort) requested that the President clarify the relationship between SAT scores and percentage of South Carolinians in student body membership.

President Palms: Schools in this state that have higher SAT scores for entering freshmen have a higher percentage of out of state students. USC is committed to in state students, too high a percentage of whom leave the state.

Professor Carolyn West (Sumter): I think it's clear that to achieve AAU status we have to increase our state support; and I think I've heard clearly from you what needs to happen on the Columbia campus for us to achieve AAU status; but are there changes that come to mind that you think need to occur on our campuses for that to be achieved?

President Palms: Well, you have your challenges. You need to continue to be a campus of choice for students in your areas or for a special purpose. You have to offer something that's quite distinctive, that's perceived as being of high quality, and that's not far removed from what we're doing on this campus. For a particular student with a particular kind of need, that is traditional or non-traditional, you must offer the best quality program for their particular need; and that could be tied to the Columbia Campus very easily.

Professor Robert Castleberry (Sumter): On a lot of the campuses that we represent as the campus of choice it seems to me that one of the things that would facilitate that is to deliver better

opportunity for access to four year degree programs through our own campuses, not necessarily the degree from that campus but from the System. Have there been changes in that direction?

President Palms: No, we have not made any changes in that direction but we encourage our campuses to try to accomodate more four year degree programs in affiliation with our accredited four year campuses, i.e., Aiken or Spartanburg. I hope we stay in our family to do that. I think politically it is unrealistic to think that any of us will become free-standing four year campuses for the time being.

Professor Ellen Chamberlain (Beaufort): Have you noticed any difference with the members of the legislature or the new members of the newly appointed commission in terms of a possible change in attitude regarding funding that they would be more willing in the future to fund higher education than in the past? Does there seem to be an openness in their reaction to you?

President Palms: I get some mixed signals from the newer members. I think that the members that are involved with economic development and trying to lure major industries here are very supportive of the research university getting some additional funding. I think they are going to be much more interested in outcomes. There are more industries that are pressing our graduates. They are not satisfied with the quantitative and verbal skills of our graduates and are really pressing whether we are producing what we say we are producing; the quality is going to be emphasized. We need some way of certifying that we are producing what we say we are producing. I think that there's a general feeling that it's gotten way out of hand as far as the total funding for all of higher education in the state. Now, who's going to get additional funding? They will not be satisfied with graduation rates of 26% in some institutions. They're going through an educational process in regard to the non-traditional four year campuses like Spartanburg, a metropolitan University where people come and go and graduation rates don't mean as much. The indications are they've got a sense of that; but we've got a challenge to define our performance outcomes to satisfy that particular kind of institution. If we could make a strong enough case for them, I think we could make a stronger case for all of us.

Professor Steve Bishoff (Sumter): You mentioned Aiken. Recently transferability of some equivalent courses within the USC System has come under scrutiny. Do you see a University-wide policy involved?

President Palms: Yes, we already have policies throughout the University. Do I think there is a major change in policy on transferability? Right now, the CHE has adopted that policy on transfer of technical college credits, etc., but we still have

our entrance requirements, grade point averages, and all that; so it's not just the course transferability...

Professor Dockery (Continuing Education): Excuse me, Dr. Palms. Blanche Premo-Hopkins from USC Aiken in the hearings this past week at CHE pretty much got put down by some members of the panel because in the legislation as it's moving through right now that committee is stating very clearly that those kinds of problems are going to cease and it's going to be a legislative mandate; so look for real changes in that area. The kind of problems we're having; and it's students - really when we say "we're having" we're talking about students having. The legislature has heard these horror stories from students and they're going to dictate that through legislation it appears at this point.

President Palms: As you know the four year campuses all have requirements for continuation into the junior and senior years like we have, and that's not going to be under the jurisdiction of the legislature.

Professor Dockery (Continuing Education): But they're trying. I'm sure Carol's told you what's happening.

President Palms: Well, you take our nursing school. There's no way if you don't make the average (a 3.3 or 3.4 now) that you can continue into the junior year; and the legislature can do all they want: it's just not going to happen.

Professor Dockery: No, what they're concentrating on is specific courses being able to transfer.

President Palms: Well, that's a different matter. Courses will transfer but you still have to satisfy program requirements.

Professor John Catalano (Lancaster): Dr. Palms, you talked on the improved teaching going on on our campuses and the improved peer review process. you also said something about being dissatisfied when you see the rich get richer and the poor stay where they are. The faculty on our campuses have gone in 1991 from making approximately 70% of Columbia's faculty salary to a point right now where we make about 65% of Columbia's faculty salary because each year we get the same percent raise; and when you give a percent of \$30,000 it's a little less than that percent of \$40,000, and the rich get richer and the poor get poorer. When are you going to step in and say we need to do some equity studies for these Regional Campuses. I've asked you several years about this and you say it's not time, it's not time.

President Palms: Well, the equity issues are obvious; it doesn't take a study to do that. We know what they are. They're all driven by market forces; and I'm trying to keep the best faculty on the campus. With 3.4% salary increase I can't do that; and so

we've had to readjust in our own departments, with chairmen giving up positions and using money to raise salaries to be nationally competitive. That's been the first priority during these five just horrible years of funding, so that's been a sort of year-to-year situation. I'm not even at liberty to move money from one campus to the other; and I don't think the campuses want me - certainly Aiken and Spartanburg don't want me to include their budgets in the overall University budget so I can do some shifting around ... they'd run me right out of town. We have a little bit of that ability for the Regional Campuses but we're so underfunded everywhere it's made it very difficult. The salary increases we have received have all cost us money which we don't get: the fringe benefits and the money for faculty who are not paid from State funds. So when they say 3.4%, if half my faculty are being paid by the tuition income from students I have to come up with that raise; I don't get that from Legislature. So it sounds wonderful they can be very generous with their raises. I have great sympathy for you but I just can't do anything about it... I'd welcome your suggestions. We can talk about this mainly for just general support unless we get a differential - and we tried to do that with the State Legislature and it's very difficult. They tried to do this a couple of times to give salaries below a certain level a higher percentage; but it never makes it through the House and Senate. This is a very egalitarian State, but they don't realize what they're doing as far as creating these differentials; and it's not just a problem in this State, this is a national problem in higher education.

Give me a question I can handle on a positive note. This is a tremendous battle, as you know and we appreciate the hard work of all of you on the campuses. I know this is not a profession that you're supposed to get rich with, but you're supposed to certainly have enough of an income; and we understand that.

Professor Robert Costello (Sumter): I wonder if you could share with us a little bit about how your concept of the System and vision for the System has evolved during your five years as President.

President Palms: Well, the main thing is I have really a tremendously felt appreciation for what these campuses have meant to the communities in South Carolina. In this assessment, I have found no alternative to the way we're doing it now. If somebody suggests a better way of operating these campuses with a different kind of cultural sense of themselves that would be better than what we have now, I have not seen it. I think it's a bargain for the State. I think the administrative costs are minimal. If you close all these campuses and distribute them into the tech schools and you funded them according to a formula you'd save maybe less than a million dollars; but you'd disrupt the value of these institutions to the State. I think people are proud to be affiliated with the University of South Carolina - it

says something that goes beyond the quantitative; and I'm just totally committed to them.

Professor Costello: That's a nice positive note. Thank you.

President Palms: Our distinguished Mr. Sheheen is still committed to the other system and is not shy to admit that. We just have an open battle; and I've asked him to put down the sword like those two warriors have - the shield is down and the sword is down and we're getting on to humanizing character; and if he would just drop his sword and be quiet about it we could get along but you've just got to watch it. There's guerilla warfare going on every day. And guerilla warfare is hard to match, especially if your full attention is to that; and we've got other things to do. So be vigilant like the Gamecock, would you; and if anything goes on there that is suspicious, let me know.

Professor John Logue (Sumter): You indicated earlier that modern technology had allowed us to tap in to more of the alumni across the United States. Is there any possibility that we could share that technology so as to track alumni of the individual campuses? I think they could help to better promote us within the communities.

President Palms: I think enough examples of students that started out on one of our campuses are known.

Professor Dockery: Thank you, Dr. Palms. Some of you probably heard Dr. Palms talk about Carol Garrison monitoring CHE meetings. She does more than that. Carol has had significant impact and in fact has been responsible for a number of changes in draft legislation language since she's been at those meetings. Thank her for us.

President Palms: I sure will.

Professor Dockery: Provost Greiner is with us this morning and I know he'll get more questions than the President did. Don.

Interim Provost Greiner: Thank you Jerry. Good morning. John Duffy asked me to speak on three topics: my vision for the University and the role of the Regional Campuses, the question of whether we'd continue the System Advisory Committee, and revision of T & P criteria.

My vision for the University has developed over the two and a half decades that I've been here. One of my goals was more faculty-student **intellectual** contact outside the classrooms and outside the laboratory. I've heard student after student tell me over the decades that one of the problems is that they are eager to continue discussion of a topic but they have no opportunity

following the conclusion of a class. The other goal was more intellectual experiences in common for our students. How did I put it together? The First Year Reading Experience was one way. The other is something I'm very proud of but it can happen on your campuses in a different way. I wanted a residential college; it happens to be Preston which is just across the street. The idea was to get students and faculty together outside of the classroom, outside the lab. We had to have the common dining experience; so we just took a chunk of the Russell House and built the common private dining room. The key, though, was recruiting Faculty Associates who were willing to eat dinner there at least once Monday through Thursday, who would hold office hours there, who would teach in the building, who would spend their time, who would go over and drink coffee. This thing has been a huge success. We had six hundred and some odd applicants this year, the second iteration of it, for only two hundred and fifty spots. Now you may not have the residence hall, but I already know - I think I read about it at Beaufort - you can though have the kind of coffee, doughnuts, lunch, etc. the kind of thing we had at Salkehatchie last year following the convocation. That's exactly what I'm talking about, the faculty and the students together; that's my vision for you. In my judgement the Regional Campuses play a key role in this. For one, it's obvious to almost all of you that I think of our University as the University, not just Columbia; many of your students who are freshmen and sophomores become my students as juniors and seniors, and I would like for them to have had some of these experiences that I'm mentioning. One final example of this before I move to point two that was the Carolinian Creed which speaks to what Dr. Palms was talking about. I couldn't do all twenty six hundred freshmen - that I think we will end up doing eventually - in the reading experience. I still wanted one common experience for all of them, so I asked John Gardner to help me with this. I wanted the Carolinian Creed to mean something. We asked every University 101 instructor, 80% of the freshman class, at the first class meeting to read this out in a formal way and then, one by one, call the students to walk up and sign it. Then the instructor frames it and puts this on the wall, either in the classroom or in the instructor's office.

Will the System Advisory Committee continue? Absolutely! What was the source of it? The source was those guys at Salkehatchie. I had a wonderful time down there last year, but after my wonderful time we had, in a closed-off room, what the UN negotiators would call frank and open discussions; and I loved it. I thought it was great; and out of that came this idea of the System Advisory Committee. I want discussion of ideas. I want to learn from one another, particularly how our individual campus cultures affect and impinge on one another.

I'm sorry, but I'll have to leave right after this - the revision of T & P criteria. In my opinion - I'm not even speaking as



Provost - I'm speaking as a long-time faculty member who has been in the trenches on T & P at least in the Columbia system. There have been two general issues since I became a fixture in the Provost's Office a couple of years back, two general issues regarding not only Regional Campus criteria but also Columbia. The first one is **haphazardly organized files**. And **imprecisely defined criteria**; that's the toughest one to fix. We've hammered out a standard format for organizing tenure and promotion files on the Columbia Campus. It doesn't mean it has to be your format, but if it would be useful for you to see, I'd certainly be glad to share it with you. The problem of imprecisely defined criteria is much more difficult to solve. Let me first say, and I am grinning when I say it because I know that there is some scepticism, but it is true, no one in Columbia wants to impose Columbia's standards on other campuses. Now, how can I convince you of that? Because we follow the same rule on the Columbia Campus with our own departments. On the Columbia Campus, each department writes its own statement of criteria and procedures, subject to approval by the Provost and by the University Committee on Tenure and Promotion. There is a lot of jawboning going on, as you can imagine. Now this does affect you, my next statement. I wanted to write down a few uses of such terms as "outstanding teacher," significant scholarly achievement," "meaningful service." The academic unit: English, Chemistry, it makes no difference, the Regional Campuses, I don't care 1) has to define what the terms mean and 2) how they are to be measured and judged. Just because English, for example, revised doesn't mean it is etched in stone. Now I realize, of course, that you are hired under one standard; that's the stone for you - that you go up with. I know you've been working on a definition of scholarship; and I really congratulate you for tackling that tough chore. That is a tough one; it's the toughest on the Columbia Campus too; and I'm more than willing to meet with you if you think it would be useful. I know you can teach me about your culture and the differences, but I really urge the precision of terms.

Professor Robert Costello (Sumter): Your current System Advisory Committee includes no one from the four year campuses which actually interact with us quite a bit academically with degrees conferred on our campuses. What avenues for communication regarding problems with the four year campuses now exist?

Interim Provost Greiner: This problem is solved, at least from my perspective, but maybe not from yours. First I need to say that when Wayne and I talked about the possibility of a System Advisory Committee we just made the call that we would do the 2 (did I say 2?) that we would do the Regional Campuses and not include the four years. There is a committee called Provost's Council which I have to call together twice a semester - I just had it last week - and we have Blanche and Jane on that. Blanche often drives up but we have the connection by telephone and we

sit around and talk for an hour so I have that direct communication with the four years. I much prefer this kind of communication, though, with an advisory group. Thank you very much for a good meeting.

Professor Dockery (Continuing Education): The Grievance Committee needs to elect a chair at this meeting. That usually is done at lunch: and the Grievance Committee sits at a table by themselves and elects a chair.

### Afternoon session

#### I. Call to Order

Professor Jerry Dockery called the meeting to order.

#### II. Correction and Approval of Minutes: April 12, 1996 USC Beaufort

Professor Roy Darby (Beaufort) noted that the wrong Attachment 7 from the Ad Hoc Committee on Teaching Effectiveness was included. He agreed to provide the correct one. The minutes were approved as corrected.

#### Introduction of New Senators

Professor Dockery requested that each of the newly elected Senators introduce themselves. The list of new Senators is tabulated below.

name	campus	discipline
Mary Whisnant	Beaufort	Art
Carolyn West	Sumter	Biology
Melanie Pulaski	Salkehatchie	Dir. of Ed.
Ron Tuttle	Beaufort	Math
Steve Bishoff	Sumter	Biology
John Catalano	Lancaster	Philosophy & Library Science

#### III. Reports from University Officers

A. Dr. John Duffy, Vice Provost & Executive Dean

Dr. Duffy called the attention of the Senate to the

application deadline of October 7 for Research & Productive Scholarship proposals, and to their desire for applications from Regional Campuses. Dr. Duffy also noted that information regarding Faculty Exchange is forthcoming. John Gardner and John Olsgaard serve on that committee.

The CHE's performance funding will receive a great deal of attention this year. Task forces have nearly completed their work applying criteria to the thirty seven performance indicators. Sector Committees are being set up; and we will have a Sector Committee on Regional Campuses. The task of the Sector Committee is to establish the benchmarks and criteria that will apply to us.

Interim Provost Greiner addressed Tenure & Promotion criteria. He was clear on what his office expects.

Enrollment data for the Regional Campuses shows that all but one are down slightly. The FTE results are Beaufort: -2.63%, Lancaster: +1.10%, Salkehatchie: -8.89%, Sumter: -3.94%, and Union: -7.71%. Feedback from the Deans on the meaning of these data will be solicited.

Use of the Technology Fee for contract courses on the Regional Campuses is under discussion with the Finance Office.

Columbia has decided to do away with Central Supply, meaning that the Campuses will be responsible for their own purchasing.

The status of the Bachelor of Arts in Interdisciplinary Studies is that the CHE has done nothing about it. As long as the Commission does nothing about it, we continue to offer it. And then, speaking as Dean of Applied Professional Sciences in this case, I want to assure you that the rumor that we were going to do away with the offering of the Retailing distance education courses is totally inaccurate. We will continue to do that. Thank you. Any questions, comments?

Professor Robert Castleberry (Sumter): What is going to be the University's plan for pursuing the BAIS degree through CHE?

Dr. Duffy: It's been over there now for six months.

Professor Robert Castleberry: Is there going to be pressure put on CHE to please address this or is it just going to remain?

Dr. Duffy: From my perspective, as long as they do nothing

it's status quo. They did something recently, though, that may be a bellweather. They routinely approved a request that I sent over to offer a Bachelor of Arts in Interdisciplinary Studies at Fort Jackson, so it may be that they're not going to fight us on that one, frankly. Thank you.

Professor Dockery (Continuing Education), Chair, thanked John Catalano, John Logue, and Mary MacDonald for their hard work on identifying needed revisions of the old Faculty Manual for the Executive Committee at its retreat last summer.

### III. Reports from Standing Committees

#### A. Rights and Responsibilities - Professor Stephen Anderson

The Rights and Responsibilities Committee met this morning and it was an extremely well attended and interesting meeting in that we have a charge that is quite potent in that our main charge will be to define scholarship and attending changes to the T & P manual that may come from such discussions. There was a second charge that was requested by one of the members dealing with a look at the T & P procedures. Since last year there were some procedural questions that arose, it was felt that our committee should take that into its agenda as well. There were two other charges presented at the Retreat; but those were taken care of through the hard work of John Logue, John Catlano, and Mary MacDonald dealing with Regional Campus Faculty Manual internal inconsistencies and possible inconsistencies between it and the Columbia manual. They have forwarded their suggestions already and they are in process. We have formed a subcommittee that will be meeting next Friday and probably every Friday thereafter for the time to come to deal with the scholarship question: the definition of scholarship as it relates to the mission statements of the Regional Campuses and in particular addressing the issue of a myopic view of scholarship vs. a more broad view that the literature suggests. Anybody who has any feedback with respect to the document that every campus received - it is about a ten page document on scholarship that is not necessarily meant to be mass-produced and put in the mailboxes because we're not sure that would be the best feedback mechanism - but if you could share that. Those of you who received that on each campus, if you could share that with the most opinionated of your faculty members, that would probably be the most efficient way to get good feedback and it might make the passing of formal motions go much more easily when they do finally come up before the Senate. I do have one request: any faculty members who might not have been able to attend today who are on the Rights and

Responsibilities Committee, please give me their names so I can include them in our mailing list. We also have a kind of new homepage that I'm kind of webmaster for; and I will not bore you with trying to write down the address verbally. If you'd like it, I'll be glad to give it to you in writing. See me after the meeting or during the meeting any time. Any questions?

Professor Ellen Chamberlain (Beaufort): inquired as to the scheduling of next week's meeting and as to input mechanisms for interested faculty.

Professor Anderson: identified the meeting time as 1:30 PM Friday in a location TBA in Columbia, and suggested communication via the committee member from each campus.

Professor Dockery reiterated the need for each speaker who asks a question to identify themselves for the benefit of the Secretary.

B. Welfare: Professor Tye Johnson (Salkehatchie)

The Committee discussed charges developed at the Executive Committee retreat last summer. Charges continued from last year included Regional Campus faculty salary comparisons with Columbia faculty salaries and criteria for determining overload pay among the Regional Campuses. An additional charge was to receive information on deviations from procedures specified by the Faculty Manual. Data have been distributed (Attachment 1) on relative faculty salaries prepared by Professor Hemant Kher (Sumter). These data led the Committee to establish a subcommittee to study the somewhat expanded issue of salary slippage of Regional Campus vs. Columbia faculties. A motion pertaining to this issue will be presented at the November 20 meeting of the Senate.

C. System Affairs: Professor Roy Darby (Beaufort)

A written report was submitted (Attachment 2)

An elaboration of the origin of the charge pertaining to evaluation of the current structure and procedures for communication between the RCFS and the respective faculties was presented. The charge arose in part from an incident in which a senator on the Columbia Faculty Senate did not vote in accordance with a motion passed by his own campus Faculty Organization.

V. Executive Committee: Professor Robert Costello (Sumter)

A written report was submitted on the Executive Committee

retreat. (Attachment 3)

In this morning's meeting we discussed the CHE Task Forces at work, and mission statements dictated by CHE or by the Legislature. We set the date for the final meeting of the Spring which had not been set at the retreat. **This meeting will be April 4, at USC Beaufort.**

VI. Reports from Special Committees

Professor Dockery, Chair, exercised his parliamentary prerogative to rearrange the order of reports for the convenience of Professor West, who had to leave early to attend another event.

D. Faculty-Board of Trustees Liason Committee: Professor Carolyn West (Sumter)

The Academic Affairs and Faculty Liason Committee of the Board of Trustees will meet September 25. Its agenda items include the Regional Campuses Faculty Manual and a mandated report to CHE about our cooperation with technical college campuses.

A long campaign is being waged with the active involvement of Dean Pappin to eliminate the term "two year" from the vocabulary of Interim Provosts. Some progress was noted this morning.

The Committee previously met on June 13 to consider several grievances.

Professor Henry Price, Chair of the Columbia Faculty Senate, is a colleague on the Faculty Liason Committee and a really good guy.

Professor Ellen Chamberlain (Beaufort): Inquired as to whether the term "two year" could be removed from the CHE performance funding mission statements. A lengthy discussion ensued. It was concluded that it would be difficult to change terminology in legislation that had already been passed by the Legislature.

A. Committee on Libraries: Professor John Catalano (Lancaster)

The Committee has not met. Its first meeting is in October.

B. Committee on Curricula and Courses: Professor Robert Castleberry (Sumter)

A written report was submitted. (Attachment 4)

C. Committee on Faculty Welfare: Professor Roy Darby  
(Beaufort)

A written report was submitted (Attachment 5)

Professor Rob Wilcox is the Chair of the USC Faculty Welfare Committee, which met on September 3. Prof. Wilcox provided minutes to Prof. Darby, who was unable to attend.

Professor Tandy Willis (Union) noted duplication in the activities of the Welfare committees of the two Senates.

E. Research and Productive Scholarship Committee:  
Professor Steve Bishoff (Sumter)

Proposals that were funded last year had some common characteristics. They were very detailed in their plans. The budgets were carefully justified, and, perhaps most important, the writers kept in mind that this committee is composed of people from as many disciplines as there are members; so don't bury us in jargon that we cannot understand. You'll probably have one representative presenting your thoughts to the rest of the group.

F. Savannah River Site Committee: Professor Dan Ruff

Professor Dockery, Chair, invited Professor Logue, a former member of this committee to discuss the position, informing the Senate that its elected representative, Professor Dan Ruff, had been a casualty of reduction in force.

Professor John Logue (Sumter) outlined the history of the SRS Committee as a faculty oversight committee primarily concerned with research monies and issues of greater interest to the larger universities involved in a consortium.

Professor Dockery, Chair, referred the issue of whether the Regional Campuses should continue to send a representative to this committee to System Affairs, chaired by Professor Roy Darby.

G. Other Committees

1. Insurance and Annuities: Professor Jerry Dockery

The Committee has not met since our April meeting. There is a meeting scheduled for next month.

2. Ad Hoc Committee on Teaching Effectiveness:  
Professor Mary Barton

While this committee has not met, I am in the process

of distributing to members a summary of an excellent research carried out by Professor Darby. This committee will have met by the next meeting of the Regional Campuses Faculty Senate; and I expect to be able to report at that meeting a recommendation from the Ad Hoc Committee regarding a valid and reliable method of student evaluations of faculty performance.

Professor Dockery: Thank you Mary. It should also be noted by that committee that there are items coming out of this CHE Task Force that are going to be mandated as part of that evaluation instrument, so even though you may settle on a standard instrument, we may have to modify that to satisfy the dictates of the legislation.

3. Conflict of Interest: Professor Tandy Willis

The Conflict of Interest Committee has not met this year. The form that faculty members have to fill out each year is "Outside Professional Activities."

4. Grievance Committee: Professor Tandy Willis

The Committee met two or three times last summer to hear three grievances and passed recommendations along to Dr. Duffy. One of these elicited some questions from a Dean regarding committee procedures. This was referred to the Executive Committee for disposition at its retreat. Other current members of the Grievance Committee are:

Wayne Thurman (Lancaster)  
Robert Castleberry (Sumter)  
Bill Bowers (Salkehatchie)  
Billy Cordray (temporary, Beaufort).

VII. Special Orders

none

VIII. Unfinished Business

none

IX. New Business

Professor Tandy Willis (Union) noted discrepancies between a P & T timetable distributed by Interim Provost Greiner and that given in the Regional Campuses Faculty Manual.

Professor John Logue (Sumter): That timeline was for Columbia only. (confirmed by others)



Professor Dockery, Chair: This is something that the manual revision committee - Rights and Responsibilities - needs to look at, though.

Professor Ellen Chamberlain (Beaufort): I was wondering if there is anything in place to give the faculty any kind of feedback on administrative evaluations or whether action is taken as a result of the faculty evaluations of administrators.

Professor Dockery: Under the CHE guidelines I know that faculty evaluations have to be used as a basis for pay increases. How about administrators, John?

Dr. Duffy: The Deans' evaluations come to me and I sit down and discuss with the Dean his evaluation. Obviously the Dean's salary is somewhat contingent upon his evaluation.

Professor Chamberlain: What about the other administrators?

Dr. Duffy: I don't read those; I do not sit down with the Head Librarian or the Associate Dean. I just sit down with the Dean.

Professor Dockery: Does your question ask what about the administrators on your campus? To what use does your Dean put those evaluations? Is Chris Plyler here; can he answer? Not here. OK.

#### X. Announcements

Carl Clayton, Dean (Salkehatchie): Announced the candidacy of Bill Bowers for the State House of Representatives. The dove shoot at Salkehatchie is November 25.

Professor Sal Macias (Sumter): The South Carolina Psychological Association will hold its annual Academic Day October 17 at Columbia College.

Jim Edwards, Dean (Union): It is sad for me to have to report that a long time friend of the University has passed away. Mr. T. D. Truluck, who was the founder of our campus and who has been very, very beneficial to the System as well died last week. Mary and Bill Turner from here came up. President and Mrs. Palms attended; and it's just a great loss to us. Jack Whitener has been named the chairman of our CHE. Mr. Truluck will be sorely missed.

(unidentified speaker): There will be a Criminal Justice Conference October 4 at Union.

Professor Mary Barton (Union): USC Union looks forward to

hosting the RCFS meeting in November.

Deans' reports submitted in writing by Dean Pappin (Lancaster) and Dean Carpenter (Sumter) are attached to these minutes. (Attachments 6 and 7, respectively)

XI. Adjournment

Professor Dockery, Chair, adjourned the meeting.

**INCREASE IN FACULTY SALARIES FOR 1991-1996**

**Increase in Average Salaries for Full Professors**

	Columbia	Change	Beaufort	Change	Lancaster	Change	Salkehatchie	Change	Sumter	Change	Union	Change
1991-92	56996	-	40571	-	40491	-	40226	-	41601	-	39875	-
1992-93	58048	1.85	41630	2.61	40058	-1.07	41030	2.00	41631	0.07	43707	9.61
1993-94	58502	2.64	42402	4.51	40058	-1.07	39930	-0.74	41330	-0.65	43707	9.61
1994-95	63718	11.79	44469	9.61	43838	8.27	42685	6.11	44616	7.25	46106	15.63
1995-96	65850	15.53	46692	15.09	46563	15.00	44195	9.87	46107	10.83	47400	18.87

**Increase in Average Salaries for Associate Professors**

	Columbia	Change	Beaufort	Change	Lancaster	Change	Salkehatchie	Change	Sumter	Change	Union	Change
1991-92	42184	-	32774	-	33656	-	31285	-	33614	-	33364	-
1992-93	42986	1.90	33427	1.99	34471	2.42	32016	2.34	34397	2.33	33760	1.19
1993-94	43600	3.36	33223	1.37	34305	1.93	32628	4.29	34039	1.26	33760	1.19
1994-95	47353	12.25	36189	10.42	36849	9.49	35450	13.31	35287	4.98	36137	8.31
1995-96	49545	17.45	37606	14.74	38353	13.96	35389	13.12	36573	8.80	37224	11.57

**Increase in Average Salaries for Assistant Professors**

	Columbia	Change	Beaufort	Change	Lancaster	Change	Salkehatchie	Change	Sumter	Change	Union	Change
1991-92	36925	-	28656	-	29136	-	27483	-	31097	-	NA	NA
1992-93	38259	3.61	29874	4.25	29718	2.00	26926	-2.03	31889	2.55	NA	NA
1993-94	38502	4.27	29509	2.98	29415	0.96	26667	-2.97	32752	5.32	NA	NA
1994-95	40966	10.94	31035	8.30	32040	9.97	27915	1.57	34478	10.87	NA	NA
1995-96	42524	15.16	32485	13.36	33692	15.64	30424	10.70	36241	16.54	NA	NA

**Increase in Average Salaries for Instructors**

	Columbia	Change	Beaufort	Change	Lancaster	Change	Salkehatchie	Change	Sumter	Change	Union	Change
1991-92	25310	-	NA	NA	24905	-	23759	-	27010	-	NA	NA
1992-93	25718	1.61	NA	NA	25403	2.00	24037	1.17	NA	NA	NA	NA
1993-94	26873	6.18	NA	NA	NA	NA	24275	2.17	NA	NA	NA	NA
1994-95	29198	15.36	33538	-	NA	NA	25607	7.78	30000	11.07	25488	-
1995-96	29789	17.70	NA	NA	NA	NA	26138	10.01	28041	3.82	27784	9.01

**Increase in Average Total Salaries**

	Columbia	Change	Beaufort	Change	Lancaster	Change	Salkehatchie	Change	Sumter	Change	Union	Change
1991-92	45522	-	33197	-	33439	-	30312	-	35074	-	33259	-
1992-93	46973	3.19	34976	5.36	34153	2.14	31637	4.37	36217	3.26	35707	7.36
1993-94	47797	5.00	34476	3.85	34475	3.10	31637	4.37	36696	4.62	35707	7.36
1994-95	51439	13.00	36881	11.10	37844	13.17	33130	9.30	39037	11.30	37764	13.55
1995-96	53366	17.23	38042	14.59	39719	18.78	34285	13.11	41025	16.97	39275	18.09

\* Percentage change computation is based on 1991-92 average salary.

**COMPARISON OF FACULTY SALARIES FOR 1991-1996**

**Average Salaries for Full Professors**

	Columbia				Beaufort				Lancaster				Salkehatchie				Sumter				Union				
	Actual	Difference	% Difference		Actual	Difference	% Difference		Actual	Difference	% Difference		Actual	Difference	% Difference		Actual	Difference	% Difference		Actual	Difference	% Difference		
1991-92	56996	40571	16425	29	40491	16505	29		40226	16770	29		41601	15395	27		39875	17121	30						
1992-93	58048	41630	16418	28	40058	17990	31		41030	17018	29		41631	16417	28		43707	14341	25						
1993-94	58502	42402	16100	28	40058	18444	32		39930	18572	32		41330	17172	29		43707	14795	25						
1994-95	63718	44469	19249	30	43838	19880	31		42685	21033	33		44616	19102	30		46106	17612	28						
1995-96	65850	46692	19158	29	46563	19287	29		44195	21655	33		46107	19743	30		47400	18450	28						

**Average Salaries for Associate Professors**

	Columbia				Beaufort				Lancaster				Salkehatchie				Sumter				Union				
	Actual	Difference	% Difference		Actual	Difference	% Difference		Actual	Difference	% Difference		Actual	Difference	% Difference		Actual	Difference	% Difference		Actual	Difference	% Difference		
1991-92	42184	32774	9410	22	33656	8528	20		31285	10899	26		33614	8570	20		33364	8820	21						
1992-93	42986	33427	9559	22	34471	8515	20		32016	10970	26		34397	8589	20		33760	9226	21						
1993-94	43600	33223	10377	24	34305	9295	21		32628	10972	25		34039	9561	22		33760	9840	23						
1994-95	47353	36189	11164	24	36849	10504	22		35450	11903	25		35287	12066	25		36137	11216	24						
1995-96	49545	37606	11939	24	38353	11192	23		35389	14156	29		36573	12972	26		37224	12321	25						

**Average Salaries for Assistant Professors**

	Columbia				Beaufort				Lancaster				Salkehatchie				Sumter				Union				
	Actual	Difference	% Difference		Actual	Difference	% Difference		Actual	Difference	% Difference		Actual	Difference	% Difference		Actual	Difference	% Difference		Actual	Difference	% Difference		
1991-92	36925	28656	8269	22	29136	7789	21		27483	9442	26		31097	5828	16		NA	NA	NA						
1992-93	38259	29874	8385	22	29718	8541	22		26926	11333	30		31889	6370	17		NA	NA	NA						
1993-94	38502	29509	8993	23	29415	9087	24		26667	11835	31		32752	5750	15		NA	NA	NA						
1994-95	40966	31035	9931	24	32040	8926	22		27915	13051	32		34478	6488	16		NA	NA	NA						
1995-96	42524	32485	10039	24	33692	8832	21		30424	12100	28		36241	6283	15		NA	NA	NA						

**Average Salaries for Instructors**

	Columbia				Beaufort				Lancaster				Salkehatchie				Sumter				Union				
	Actual	Difference	% Difference		Actual	Difference	% Difference		Actual	Difference	% Difference		Actual	Difference	% Difference		Actual	Difference	% Difference		Actual	Difference	% Difference		
1991-92	25310	NA	NA	NA	24905	405	2		23759	1551	6		27010	-1700			NA	NA	NA						
1992-93	25718	NA	NA	NA	25403	315	1		24037	1681	7		NA	NA	NA		NA	NA	NA						
1993-94	26873	NA	NA	NA	NA	NA	NA		24275	2598	10		NA	NA	NA		NA	NA	NA						
1994-95	29198	33538	-4340	-15	NA	NA	NA		25607	3591	12		30000	-802	-3		25488	3710	13						
1995-96	29789	NA	NA	NA	NA	NA	NA		26138	3651	12		28041	1748	6		27784	2005	7						

**Average Total Salaries**

	Columbia				Beaufort				Lancaster				Salkehatchie				Sumter				Union				
	Actual	Difference	% Difference		Actual	Difference	% Difference		Actual	Difference	% Difference		Actual	Difference	% Difference		Actual	Difference	% Difference		Actual	Difference	% Difference		
1991-92	45522	33197	12325	27	33439	12083	27		30312	15210	33		35074	10448	23		33259	12263	27						
1992-93	46973	34976	11997	26	34153	12820	27		31637	15336	33		36217	10756	23		35707	11266	24						
1993-94	47797	34476	13321	28	34475	13322	28		31637	16160	34		36696	11101	23		35707	12090	25						
1994-95	51439	36881	14558	28	37844	13595	26		33130	18309	36		39037	12402	24		37764	13675	27						
1995-96	53366	38042	15324	29	39719	13647	26		34285	19081	36		41025	12341	23		39275	14091	26						

\* Actual and percentage difference computations are based on Columbia average salary.

Report of the RCFS System Affairs Committee  
September 20, 1996

The Committee met to discuss and adopt its charges for the year and to develop a general strategy for their accomplishment. The following charges were adopted:

- I. Evaluate the committee structure and functioning of the Regional Campuses Faculty Senate and recommend changes in structure and procedures to increase the efficiency and effectiveness of the body. In addition, the Committee was charged by the chair with evaluating the advisability of the regional campuses continued participation in the Savannah River Site Committee.  
Projected completion date: February, 1997, RCFS meeting.
  
- II.
  - a) Evaluate the current structure and procedures for communications between the Regional Campuses Faculty Senate and the regional campuses. Generate policies and procedures to improve these processes.
  
  - b) Delineate rights and responsibilities of senators to their home campuses.  
Projected completion date: November, 1997, RCFS meeting.
  
- III. Make policy recommendations regarding the development and approval of courses and curricula on the regional campuses: to include
  - a) clarifying the procedures and communication processes for generating new courses and the appropriate use of designators,
  
  - b) the creation and appropriate uses of distance education in support of degree  
Projected completion date: April, 1997, RCFS meeting.

Report of the Executive Committee of the Regional Campuses  
Faculty Senate. Robert C. Costello, Secretary

The Executive Committee met for its annual planning retreat August 18-20 at Ocean Creek in Myrtle Beach. Vice Provost Duffy, representatives from his office, Senate Committee chairs, and invited members of ad hoc committees met with members of the Executive Committee.

I. On August 18 four principal activities were conducted. First, in the absence of Dr. Duffy, John Gardner met with the Committee and shared some of his insights regarding the past and future of the Senate. A preliminary discussion of proposed committee charges was held. Dates for future Executive Committee and Senate meetings, with the exception of the final Spring meeting of this academic year, were set. In addition, Wayne Chilcote reported briefly on the role of Women's Studies on the Regional Campuses and it was suggested that he chair an ad hoc committee to conduct a general survey of the role of interdisciplinary courses on our campuses.

A brief recapitulation of some of the major points covered by John Gardner follows.

1. First, he suggested that we give serious thought to the future of the publication The Teaching Professor.

2. He reported that Academic Deans would meet soon to consider the present and future role of distance education on our campuses.

3. He brought us up to date on the status of the BAIS proposal and its mistreatment by CHE staff. It was pointed out that increasing numbers of the actual commission *members* are business people to whom our **cost effective** BAIS approach to baccalaureate education is appealing.

4. He was reported that Joe Pappin will represent our campuses on the new Provost Search Committee.

5. Professor Gardner emphatically stated that this Senate should set as a major goal the clarification of what we mean by our criteria for rank. He described our previous failure on this as explainable, but not excusable, with part of the explanation being the archaic structure of the Senate.

6. Professor Gardner suggested that the current structure of the Senate met our needs of 25-30 years ago; but that four meetings per year is now a barrier to accomplishment unless a great deal of work can be done outside of the floor of actual meetings of the body. This usually is not accomplished by 1 to 1.5 hour committee meetings before lunch. He cited ad hoc committees which have held extra meetings as the most productive in recent history. He also observed that we spend most of our time on faculty issues other than academic matters; and that we should spend more time on how we are teaching. Although our campuses show isolated packets of innovation, we don't use nearly the theoretical flexibility that we can.

7. He reported his recent role in new faculty orientation.

8. Professor Gardner explained some of the reasons for his resignation. They included the following.

- He will not be a candidate to succeed Dr. Duffy when he retires; and the University needs to line up new leadership in order to preserve its declining corporate memory.

- It is becoming increasingly difficult for him to hold two jobs.

- Some very fine people remain in the office of Vice Provost

- He could well be succeeded by a senior faculty member from one of the regional campuses; and felt that his successor would need the freedom to speak what they think.

9. He responded to a cited concern that after the future retirement of the Vice Provost, the office would be abolished with Deans reporting directly to the Provost. It was noted that before the Palms era, Deans reported directly to the President. The aforementioned concerns were to be addressed in a scheduled meeting between the President, the Vice Provost, and the Deans.

10. Another Regional Campus concern to which Professor Gardner responded was that the College of Applied Professional Sciences might be phased out with Dr. Duffy's retirement. In response to this concern, Professor Gardner cited the high level of influence of APS faculty and alumni. Mary Macdonald assured those present that Dr. Duffy would not be a custodian of APS' demise.

On this same day, committee charges were discussed; these are covered in a later section of this report.

Meeting dates for 1996-1997 were set as follows.

<u>Senate meetings and locations</u>	<u>Executive Committee dates</u>
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9/20/96	USC Columbia	
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11/15/96	USC Union	11/1/96
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2/21/97	USC Lancaster	2/7/97
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4/11/97	USC Beaufort	3/28/97
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(tentative date, subsequently reset to 4/4/97)

II. August 19 was our main full day of work.

A. First, an extensive discussion of issues pertaining to the development of committee charges for the 1996-1997 academic year was held on August 19. It was agreed that committees would write these charges up along with developing specific goals and timetables for achieving them and bring them back for review the following morning.

B. Dr. Duffy attended the meeting on August 19 and reported to the Executive Committee. Some of the highlights of his report and discussion were as follows.

1. The Provost search has been reconstituted; Joe Pappin, Dean of USC Lancaster represents the Regional Campuses on the new committee.

2. The new budget contains an average 3.4 % raise. However, handling the \$100 million surplus by putting it up for grabs didn't work out too well for the University or for the Regional Campuses.

3. Better connectivity of campuses & buildings is needed;

Beaufort and Union have taken some noteworthy initiatives in this area. Matching funds may be available.

4. The Applied Professional Sciences Dean position no longer is being listed. Dr. Duffy has been asked to remain in the position for at least one more year.

5. John Gardner still is helping Dr. Duffy in his areas of expertise. There probably is money to refill the position, by mid-year is a target. Someone with the rank of full Professor is sought; the Deans and faculty leadership will be consulted. Someone who understands promotion & tenure, welfare, and faculty development is needed.

6. The new CHE has new criteria, including graduation rates. CHE is on network, involves a huge number of people and reports. There is some sentiment on their part to close Union, Salkehatchie, and Williamsburg Tech, all of which have budgets about equal to that of the CHE office. It was emphasized that **contact with the CHE should basically be through Columbia via the Provost's office**. If we call in ourselves it will lead to undesirable consequences such as lots of wasted time by University officials. Typically, CHE reports don't include non-traditional or even Tech students. Most Commission members attended four year residential colleges in the 1950's and are interested in issues such as Greek housing which affect only 10% of the students.

7. In response to a question regarding new construction money that was lost, Dr. Duffy asserted that many renovation needs are more evident within the system than are needs for new construction.

C. Following Dr. Duffy's remarks, campus reports were delivered.

1. Ellen Chamberlain reported for USC Beaufort. The campus is in Phase II of renovation. Jane Upshaw has assumed new responsibilities for development. Dot Wrede died of cancer.

2. Danny Faulkner reported for USC Lancaster. Fund raising for the new building is progressing very well, with more than \$4 million of the \$6 million to be raised locally already donated. Deborah Cureton was awarded the Academic Dean position.

3. Wayne Chilcote reported for USC Salkehatchie that Frank Shelton has left and Bob Group is interim Academic Dean.

4. Several of those in attendance from USC Sumter contributed to the campus report. New searches are underway for Academic Dean and Assistant Dean for Administrative and Financial Services. The issue of expectations of senators to vote as directed by the faculty organization aroused heated discussion and a faculty organization motion. A third position in Computer Services will allow all students access to Internet. USC Sumter has a Staff Organization which currently is chaired by Bob Thompson of Computer Services.

5. Mary Barton reported for USC Union that Harold Sears has returned to the classroom and been replaced by Ann Bowles as Academic Dean and that Dan Snow's former computer sciences position has been filled.



6. Jerry Dockery reported for Continuing Education that compensation for adjuncts has been raised to \$1400/course, resulting in fewer courses being offered. On the non-credit side, Mike Schoen took over Marion Reid's job in evening programs & community courses.

III. Our final meeting of the retreat was on August 20

A. Committee charges for the 1996-1997 academic year were communicated by committee chairs to the Secretary. They are summarized below.

Faculty Rights and Responsibilities Committee  
Steve Anderson, Chair

1. The committee will present a motion at the September meeting which proposes a manual change which replaces the word **research** with the word **scholarship** and then defines the term scholarship in a document to be appended to the Regional Campuses Faculty Manual.

2. The Rights & Responsibilities Committee will present a motion to modify the Regional Campuses Faculty Manual to include a maximum time limit for the Provost to respond to a recommendation by the Grievance Committee.

3. The Rights & Responsibilities Committee continues to expand the membership of the ad hoc committee to:

- locate discrepancies between the Regional Campuses Faculty Manual and the Columbia faculty manual and submit them to the R & R Committee.
- locate discrepancies WITHIN the Regional Campuses Faculty Manual and submit them to the R & R Committee.

The R & R Committee will then deliberate and offer motions to alleviate discrepancies if appropriate.

Faculty Welfare Committee  
Tye Johnson, Chair

1. will complete salary study and present motion to encourage the redressing of the devaluation of regional campus faculty salaries *vis a vis* Columbia faculty salaries
2. will present motion to standardize th basis of overload pay across the regional campuses system
3. will present motion to encourage the integration and fair treatment of adjunct faculty
4. will investigate alleged violations of the faculty manual as brought to the Committee's attention and write appropriate letters to the offending parties

System Affairs Committee  
Roy Darby, Chair

1. Evaluate committee structure and function of the Regional Campuses Faculty Senate and recommend changes in structure and procedures to increase the effectiveness of the body.
2. Evaluate relationships between the Regional Campus Faculty Senate and the regional campus faculties.
  - a. Evaluate the current structure and procedures for communication between the Regional Campuses Faculty Senate and the regional campus faculties. Generate policies and procedures to improve these processes.
  - b. Delineate rights and responsibilites of Senators to their home campuses.
3. Make policy recommendations regarding the development and approval of courses and curricula on the regional campuses, to include:
  - a. clarifying the procedures and communication processes for generating new courses and the appropriate use of designators
  - b. the creation and appropriate uses of distance education in support of degree programs

B. John Catalano and John Logue reported on the activities of the ad hoc Committee on Manual Revision. One of their major undertakings has been to propose changes in the wording of criteria for rank in the Manual, with the term "research" being replaced by the term "scholarship" and a definition of scholarship being developed from an essay written by John Logue. This and other important issues are to be channeled through the Faculty Rights and Responsibilities Committee and will be a significant topic of work

at the September 20 meeting of the Senate.

C. Steve Anderson of USC Sumter reported that he is establishing a Regional Campuses Faculty Senate homepage on Internet to improve communications.

D. Next year's Executive Committee retreat was scheduled for August 15-17, 1997 at Ocean Creek. That is a Friday, Saturday, and Sunday instead of the Sunday-Tuesday schedule previously used.

**Report on Courses & Curriculum Committee  
Regional Campuses Faculty Senate: Sept. 20, 1996  
Professor Robert Castleberry (Sumter) *RBC***

Since this Senate's last meeting the Committee has met three times (May 17, June 7, and September 6). I remind you that the Courses & Curriculum Committee recommends actions to the Columbia Senate; you should consult the minutes of that body to determine the final actions on our recommendations. For those with access to an internet browser, the minutes of the Columbia Senate can be found in USC's home page:

<http://www.csd.scarolina.edu>

The recommendations of the Committee's September meeting will be acted on by the Columbia Senate in October. Of potential interest are some small changes to the ANTH curriculum.

For your information, USC Sumter has just created (as of yesterday) a LISTSERV for the Courses & Curriculum Committee. I will begin posting to this list over the next few weeks, and then will make regular posting after each Committee meeting. If you have e-mail capability and wish access to this information (and I hope each of our campuses will make use of this opportunity) then you can

Subscribe CCC-I

at

[majordomo@uscsu.sc.edu](mailto:majordomo@uscsu.sc.edu)

I am the moderator of this LISTSERV.... It's mine, all Mine I Tell You....HAH, HAH, HAH, HAH, HAH. [sorry, I just always wanted to do that]. If you have any questions, please feel free to contact me at:

[robertc@uscsumter.uscsu.sc.edu](mailto:robertc@uscsumter.uscsu.sc.edu)

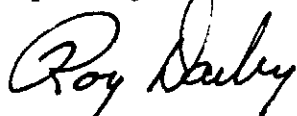
Report to the Regional Campuses Faculty Senate  
September 20, 1996

USC Faculty Welfare Committee

The Committee did not meet after the April RCFS meeting, nor during the summer months. The first meeting of the 96-97 academic year was September 3, 1996. The Committee identified several items of new business to be addressed this coming academic year:

- 1) The Committee will investigate the impact of the "concealed carry" law on existing University policies and determine whether faculty members should receive information on the subject.
- 2) The Committee will contact the Provost's office to determine the availability of information regarding, benefits, services, rights, etc. One suggestion was to post all such information on the University homepage.
- 3) Follow-up to the faculty salary study done several years ago will be undertaken to determine if there has been a response by the university. A question arose as to whether anyone in the University monitors the progress of faculty salaries in comparison to other similar institutions.
- 4) The Chair of the Committee has sent a letter to the Provost inquiring as to whether the Provost intends to pursue a suggestion that an assistant professor be allowed to toll the tenure clock for one year due to family care needs.
- 5) The Committee will once again consider summer school compensation and the feasibility of raising it to 20%.
- 6) The Committee will study early partial retirement possibilities and offer recommendations to the University.
- 7) The Chair of the Committee will remind the Chair of the Faculty Senate that the University lobbyist should update the Senate at its November meeting.

Respectfully submitted,



Roy Darby  
RCFS Representative  
USC Faculty Welfare Committee

## ***USCL DEAN'S REPORT***

- I. **This year's Regional Campus Faculty Senators from USCL are:  
John Catalano, Bruce Nims, Noni Bohonak, Carolyn Taylor, Wayne  
Thurman, Kim Covington and Nancy Hazam**
  
- II. **Our Fall Convocation featured Dean Lester Lefton, Dean of the College of Liberal  
Arts.**
  
- III. **Our Freshman Year Experience Program featured internationally-acclaimed author  
Dori Sanders, who is from Clover, SC. Her written books include *Clover, Dori  
Sanders' Country Cooking*, and *Her Own Place*. The latter work was provided for  
each entering Freshman student, discussed in class in preparation for Dori Sanders'  
visit, with a reading and provided by Ms. Sanders, and commentary provided by  
Prof. Walter Edgar, Director of the Institute for Souther Studies.**
  
- IV. ***NEW ARTS & SCIENCES PROJECT:* The fund raiser for our new Arts & Sciences  
Building is nearing completion, with a special celebration scheduled for October 1st, to  
be attended by President Palms. The total raised thus far is **\$5,271,000**. This brings the  
total for the project to **\$7.9 million thus far**. Our goal is \$8.9 million. We have several  
outstanding potential donors yet to commit.**
  
- V. **Our Title III grant was renewed for this year. We are in the fourth year of a \$1.3 million  
grant.**
  
- VI. **Dr. Bruce Nims received promotion to **full Professor**. He is also serving as Division  
Chair of Humanities.**

**USC Sumter Dean's Report**

**9/20/96**

1. USC Sumter Delegation

Executive Committee:

Bob Costello (Secretary)

Senators:

\* = newly elected

\*Robert Castleberry

\*Carolyn West

\*John Logue

\*Steve Bishoff

Steve Anderson

Chris Borycki

Hemant Kher

Susan Hendley

2. Faculty departures since last Spring]

(Senator) Joanne Kelin - resigned to accept a new position

Asst. Dean Gary Kendrick - resigned to accept a new position

Al Mohn - retired

Porter Adams - retired

3. New hires

Bill Tucker (Business) - McDavid Endowed Professorship

4. Work continues on renovation & expansion of Student Union Building - anticipated late October or early November completion