

**THE UNIVERSITY OF SOUTH CAROLINA**  
**Regional Campuses Faculty Senate**  
**USC Sumter**

Friday, November 21, 1997

Coffee ..... 9:30 - 10:00 AM  
Upstairs Vestibule, Administration Building

Morning Session ..... 10:00 - 10:30 AM  
Room #211, Administration Building

Welcome

Guest Speaker: General Thomas Olson (Member of CHE)

Standing Committees ..... 10:30 - 12:30 PM

I. Rights and Responsibilities  
Room 120 (Round Conf. Room), Schwartz Building

II. Welfare  
Room 108, Anderson Library (Conference Room)

III. System Affairs  
Room 105C, Nettles Building

Executive Committee  
Room 211, Administration Building

Deans Meeting  
Room 201 (Bultman Conf. Room), Administration Building

Luncheon ..... 12:30 - 1:30 PM  
Nettles Gym

Afternoon Session ..... 1:30 - 4:00 PM  
Room 211, Administration Building

Reception ..... 4:00 PM  
Nettles Lobby

# REGIONAL CAMPUSES FACULTY SENATE ACADEMIC YEAR 1997-98

## REGIONAL CAMPUSES AND DEANS

USC-Beaufort - Chris Plyler  
USC-Lancaster - Joseph Pappin  
Continuing Education - John P. May  
USC-Salkehatchie - Carl A. Clayton  
USC-Sumter - C. Leslie Carpenter  
USC-Union - Jim Edwards

## MEETING DATES AND LOCATIONS

September 19, 1997, USC-Columbia  
November 21, 1997, USC-Sumter  
February 20, 1998, USC-Salkehatchie  
April 10, 1998, USC-Beaufort

## USC OFFICERS

President - John M Palms  
Executive Vice-President for Academic Affairs and Provost -  
Jerome Odom  
Vice Provost & Executive Dean Region Campuses &  
Continuing Education - John J. Duffy

## REGIONAL CAMPUSES FACULTY SENATE OFFICERS

Chair - Ellen Chamberlain  
Vice-Chair - Robert C. Costello  
Secretary - Mary T. Barton  
Member-at-Large - Danny Falkner  
Member-at-Large - Larry West

## STANDING COMMITTEE CHAIRS

Executive Committee - Ellen Chamberlain  
Rights and Responsibilities Committee - John F. Logue  
System Affairs Committee - Steve Bishoff  
Welfare Committee - Tye Johnson

## AD HOC COMMITTEES

Ad Hoc Committee on Teaching Effectiveness - Roy Darby

## SPECIAL COMMITTEE REPRESENTATIVES

University Library Committee - John Catalano  
University Curricula and Courses Committee - Robert B. Castleberry  
University Faculty Welfare Committee - Bruce Nims  
Faculty Board of Trustees Liaison Committee - Carolyn West  
Research and Productive Scholarship Committee - Steve Bishoff  
Insurance and Annuities Committee - Jerry Dockery  
Committee on Conflict of Interest - Tandy Willis

THE UNIVERSITY OF SOUTH CAROLINA  
REGIONAL CAMPUSES FACULTY SENATE MINUTES  
USC SUMTER CAMPUS  
NOVEMBER 21, 1997

**MORNING SESSION**

**CALL TO ORDER:** Ellen Chamberlain, Chair

I. Professor Chamberlain welcomed the senators and introduced Dean Carpenter. (ATTACHMENT 1) Dean Carpenter introduced the speaker, retired General Thomas Olsen.

II. Major Olsen addressed the Senate and answered questions. (ATTACHMENT 2)

III. Provost Jerome Odom addressed some brief remarks to the Senate and answered questions. (ATTACHMENT 3)

**STANDING COMMITTEES MET.**

**AFTERNOON SESSION**

I. **CALL TO ORDER:** Professor Chamberlain.

II. **CORRECTIONS AND APPROVAL OF THE MINUTES OF SEPTEMBER 19, 1997.**  
The following corrections were made in the minutes.

Professor West wanted her remarks in ATTACHMENT 2, page 5, to reflect clearly that the Sumter community as a whole rarely has the opportunity to honor those of African American heritage. The programs at USC Sumter are an important opportunity for individuals who do not share in the African American heritage.

Professor Logue corrected the motion made by the Rights and Responsibilities Committee on page 4 of the minutes. The correction was as follows:

"no one who participates in administrative review of candidates or who serves on the local tenure and promotion committee or regional campuses grievance committee shall be elected to this committee."

This change should also appear on page 8 where this motion is restated.

The minutes were approved as corrected.

#### IV. DEANS' REPORTS (ATTACHMENT 4)

Beaufort - Dean Plyler reported on the Bachelors Degree in Criminal Justice, the HRTA Program, the MAT program in the Lowcounty, personnel changes and facility modifications. (ATTACHMENT 4A)

Sumter - Dean Carpenter reported that Dr. Joe Gagne from the Sumter campus has been designated the Governor's Professor of the Year. He also announced that Professor Jean Hatcher would be retiring and gave an update on the 1997 Fall Semester enrollment figures. (ATTACHMENT 4B)

Salkehatchie - Dean Clayton announced personnel changes, described their new Sunday Cultural Series, the grant from Bell South to support the USC Salkehatchie South Carolina Leadership endeavor, and discussed expansions in their educational programs. (ATTACHMENT 4C)

Union - Dean Edwards reported on the Union Art Council Art Exhibit, the Community Art Series, and the search for personnel for the TRIO program. He described the negotiations with USC Spartanburg and updated the development in prospective facility improvements.

Continuing Education - Associate Vice-Provost May did not have a report, but Fort Jackson has a computer lab with an impressive instruction station, on wonderful ergonomically-designed furniture, that both protects the equipment and prevents repetitive stress injuries.

Lancaster - Professor Faulkner presented the written report for Dean Pappin. (ATTACHMENT 4D)

#### V. REPORTS FROM THE STANDING COMMITTEES:

##### A. Rights and Responsibilities -- John Logue, Chair (ATTACHMENT 5)

Professor Johnson (Salkehatchie) inquired whether there was the goal to present the post-tenure review motion this year. Professor Logue stated that while this was the goal, it was only a goal.

Professor Costello (Sumter) inquired whether there were more than one draft of this proposal. Professor Logue replied that a single draft was circulated and others were allowed to have input into the changes to that draft so that it would reflect the views of all the committee members.

**B. University Committee on Curricula and Courses – Robert Castleberry  
(ATTACHMENT 9)**

Professor Johnson (Salkehatchie) wanted to know if the computer proficiency requirements were for the students or for the faculty. Professor Castleberry indicated that this proficiency requirement was for the students only.

**C. University Faculty Welfare – Bruce Nims (ATTACHMENT 10)**

**D. Board of Trustees: Academic Affairs and Faculty Liaison Committee – Carolyn West  
(ATTACHMENT 11)**

Professor West noted that President Palms has a special committee on the Columbia campus examining the need to upgrade standards for tenure and promotion. This is a faculty advisory committee to him. She suggested that it might be possible that the Board of Trustees would no longer be involved in the process, when tenure or promotion is denied, so that Academic Affairs will no longer sit in on the grievance procedure when a promotion or tenure is denied.

Professor Catalano (Lancaster) asked whether Professor West had been in any of the discussions about this change. Professor West replied that she had no information that was not generally available. When asked if she planned to voice a concern about this change when the Board of Trustees discussed this issue, she replied she did not, but if Professor Catalano had concerns she would be happy to discuss them with him. Professor Catalano suggested that the Regional Campuses Faculty Senate should discuss this issue.

Professor Willis wanted to know which office would make the final decision for grievances on promotion and tenure. Professor West replied that she thought that the Provost and President would be the terminal decision makers.

**E. Research and Productive Scholarship Committee -- Steve Bishoff**

This committee met on November 18, and he could not attend. Professor Privett represented the Regional Campuses Faculty Senate. There were 25 applicants. Eight applicants were funded resulting in 33% funding with a total of \$32,000. None of the recipients were from the Regional Campuses. Dr. Duffy inquired whether any proposals were from the faculty from the Regional Campuses. Professor Bishoff replied that while there were several applications from the Regional Campuses, but they were not funded.

**F. Insurance and Annuities Committee – Jerry Dockery      No report.**

**G. Ad Hoc Committee on Teaching Effectiveness – Roy Darby      No report.**

A reminder was made that the Columbia Senate proceedings are now being broadcast over closed-circuit television to all of the Regional Campuses.

The Web Master, Steve Anderson (Sumter) sent a message to the Senate indicating that the September Minutes are on the Web Page. Also available are the new senator information page and the handbook for new senators. He requests that all chairs of committees send him any motions or announcements that the senate should see on the web page.

Chair Chamberlain recognized and thanked the staff and students from the Sumter campus, who provided the Regional Campuses Faculty Senate with food and drink.

Professor Bishoff wanted assurance from the Chair that, if the Advisory Committee finds it necessary to organize some sort of response to the proposed changes in the grievance procedure, that an ad hoc committee would be set up to prepare something for the February meeting. Chair Chamberlain assured him that she would do that.

Professor Castleberry announced that anyone wishing a direct report sent to their office on Courses and Curricula Committee activities, he would be happy to E-mail this information to anyone providing him with an address.

Chair Chamberlain wished to recognize the efforts of the Secretary, Professor Mary Barton, for providing some useful information about the members of the Senate. She requests that you inform Professor Barton of any changes that need to be made in E-mail addresses as soon as possible.

Professor West noted that the Sumter campus was having difficulty with truncated messages. She recommended that all individuals double check to insure that the message was received. This problem may be fixed during the next semester.

#### X. THE SENATE ADJOURNED

Respectfully,



Mary Thomas Barton  
Secretary

## ATTACHMENT 2

### REMARKS BY MAJOR GENERAL THOMAS OLSEN TO THE REGIONAL CAMPUSES FACULTY SENATE NOVEMBER 21, 1997

After describing his audience as having a total of over a thousand years of experience in South Carolina education, General Olsen went on to describe his experience with developing the criteria for the Performance Funding Indicators and with the Commission on Higher Education as personally rewarding. He feels that the Commission on Higher Education has a mission to develop world class educational facilities, institutions, and programs in this state which will encourage the best of our students whether they are recent high school graduates or adults who are returning to school to enhance their capabilities. This mission involves having an educational process in South Carolina which not only supports the population within our state, but which also meets the requirements of the world. General Olsen described several goals that should be accomplished, including providing an educational system that produces graduates that will support the economic development of the state, and providing the opportunities that will keep the best and brightest students in South Carolina.

General Olsen then mentioned Act 329, which was passed by the South Carolina Legislature and given to the Commission on Higher Education to implement. He noted that South Carolina is the only state that has moved to 100% performance based funding, and the other states are carefully observing the results. He feels that the current progress is due to a combination of the efforts of the institutions, the efforts of the CHE and the legislature, and the recent changes in the reorganized CHE. He lauded the efforts of Austin Gilbert, Chair, and Dalton Floyd, Vice-Chair, of the CHE in this endeavor. He thinks the addition of Dr. Ray Barton who has experience in education administration and in some forms of performance funding will provide leadership which will assist in making performance funding successful.

General Olsen described the following three areas of focus: 1) make education accessible to individuals in the state; 2) make education affordable for anyone who wants to obtain an education; and 3) develop accountability for the expenditure of state funding. Accessibility not only means that the institutions must be available and open to students, but the students must have the skills to pursue a college education. The CHE is working with the school districts to improve the quality of the students graduating from the high schools. The input of the professionals from the institutions is necessary for the success of this program. In addition, many individuals are interested in decreasing the cost of education. He described this activity as involving an increase in the percent of state support combined with an increase in the cooperation between institutions to encourage donors, alumni, businesses, and industries to make funds available to each of the campuses for additional scholarships to encourage these students to seek more education. The CHE must work closely with the General

Professor West (Sumter) inquired whether the Performance Indicators would be a rolling target or whether a time could come when the goals will be achieved. The current procedure of increases/decreases does not seem to indicate an end point. General Olsen stated that when they were working on Benchmark Factors and attempting to come up with measurements, they discovered that many of the factors did not have suitable data. Some numbers may change in the next three to five years, as we do not have the data to support the decisions. Professor West commented that in some areas South Carolina is so outstanding that we should be the standard against which others are measured. She suggested that the situation is analogous to the Air Force resolving areas of uncertainty by using information from Saudi Arabia. Comparing the number of students in a class in South Carolina to Pennsylvania, Ohio, or Wisconsin may not take into account the differences in their educational systems. General Olsen replied that in the process of becoming a leader in the educational community of our country, we must use the recognized standards, but these are only numbers. Improvement will not be based on meeting those numbers but will be based on meeting the numbers based on the aspirations of our campuses. He reiterated that to be the best, we must know what others are doing. He feels that if it is better not to meet those numbers then we should not, but we will need a rolling process.

Dean Clayton (Salkehatchie) inquired about the strategy to be used if the study reveals a negative impact on one or more institutions. General Olsen replied that a strategic statement should be developed by the universities and the CHE to deal with these problems and presented to the legislature. The law requires the three-year implementation, and if that will be onerous on all or many of our institutions, we need to determine whether we can get some different guidance or some adjudication of the impact. He then clarified that the study would be an outside study, as the CHE would still be dealing with the final 15 factors.

Professor Chamberlain (Beaufort) commented that the CHE Staff in the past had taken charge of several issues and had not involved the Commissioners to any degree. General Olsen responded that the previous Commissions gave responsibility to the Staff for certain areas. As accountability increases, the Commission must be more involved in the process. Professor Chamberlain then noted that after all the information had been gathered, the Staff organized and in the process put their spin on the information. She asked whether the process would change. General Olsen indicated that the new executive understood that he had the responsibility of changing that procedure.

Professor Castleberry (Sumter) indicated that much of the work on the performance indicators relates to the mission statements that have not yet been approved. General Olsen stated that the CHE Staff is working with each of the institutions to produce a similar product that adequately and accurately states the mission of that institution. Professor Castleberry questioned whether the desire was to have standardized wording or to restrict the mission statements of the institutions. General Olsen answered that they wanted some common ingredients but that within a framework there would be



ATTACHMENT 3

PROVOST JEROME ODOM'S REMARKS  
TO THE REGIONAL CAMPUSES FACULTY SENATE  
NOVEMBER 21, 1997

While the Provost had not prepared any formal remarks, he indicated that he enjoyed his visits to the various campuses. He has found that the Commission Planning and Assessment Committee on Performance Funding includes many thoughtful individuals and he has enjoyed working with this group.

Provost Odom appreciated the concerns about the BAIS program and described his discussions regarding this program with Marsha Welsh, David Hunter, and on one occasion, with several CHE Staff members.

The Provost mentioned the problems with the Graduate Regional Studies program on the Lancaster campus. There seems to have been a breakdown in the vigilance of the administration. This problem will be addressed. The individual running the program and serving as an admissions officer had tenure in the Columbia Education Department and was uniquely in control of the program on that campus. A Commission has been set up by the Provost and the President, and will be chaired by George Reeves, to investigate the GRS programs on the other campuses. The commission consists of eight individuals including Chris Plyler who will represent the Regional Campuses. The internal auditor has not audited the GRS program in the past, and will now audit that program.

He noted that the Performance Funding in South Carolina which involves 100% of the institutional funding is being scrutinized by individuals throughout the country. The Columbia campus has had difficulty in locating a peer institution. The President selected an AAU institution, and in many cases the Columbia campus does not compare very well with the numbers. In many cases the numbers are not the same kind of numbers as the Performance Indicators. When comparing the number of full-time faculty, they discovered that the Colorado institution reported post-doctorates as faculty. Other institutions do not report these individuals as faculty, so we must return and request the number of post-doctorates so that these numbers can be removed from the total number of faculty. He described the process as very time-consuming.

Professor Powers (Sumter) inquired about the BAIS program and expressed concern about the program being changed so that it would not be usable by the Regional Campuses. The Provost denied being aware of any specific proposal that would have this impact, and requested that anyone having information about such a proposal to communicate this information to the administration of USC.

Professor West (Sumter) suggested that the Provost assist the Regional campuses and Columbia in coming to an agreement about the vision for the campuses. She described

**Report of USC Beaufort Dean, Chris Plyler**  
**USC Regional Campuses Faculty Senate**  
**November 21, 1997**

**Program:** USCB, in cooperation with the College of Criminal Justice, has negotiated a plan to deliver the Bachelors Degree in Criminal justice at the Beaufort Campus, effective fall, 1998. Assuming a successful experience with USCB, the Criminal Justice Faculty indicate that the degree will be offered University-wide in the future.

The HRTA Program is growing exponentially in response to our cooperative program on Hilton Head Island. Interest from students in Australia and Switzerland is materializing into potential enrollments beginning this summer.

We are beginning to put together the third cohort for the MAT program in the Lowcountry. This degree program has been embraced enthusiastically by students from both the USCB and Salkehatchie service areas.

**Personnel:** Dr. Harriett Hilton has joined the USCB program as Director of Continuing Education. She comes to us from North Carolina State University, where she coordinated Educational Travel and Interest Studies and was the Assistant Director of the Encore Center for Lifelong Learning.

Dr. MaryAnn Shreck-Casey has accepted an appointment to direct the TRIO Programs on the Beaufort Campus. Dr. Casey received her EdD from the University of South Alabama in Instructional design and Development.

There are three faculty searches underway-- tenure track positions in Art History, English and Business Management--to be filled by the end of spring semester

**Facilities:** Renovation work on phase 1 of the Sandstone Building will be completed in two weeks, phase 2 will take until midApril.

Renovations on the Beaufort college building will begin next April.

The design phase of our New River project is underway. *Sign is up*

ATTACHMENT 4C



OFFICE OF THE DEAN

USC SALKEHATCHIE  
REGIONAL CAMPUS FACULTY SENATE REPORT  
NOVEMBER 21, 1997

1. Ms. Janet Dubois retired September 30, Ms. Terrie Summers to replace.
2. USC Salkehatchie started a Sunday Cultural Series, opening event was the Red Toppers.
3. Bell South via Allendale Chamber of Commerce awarded a grant in support of USC Salkehatchie Leadership South Carolina endeavors.
4. Legislative Dinner---Salkehatchie Caucus November 17 a success.
5. Expanded USC Salkehatchie ETV offerings for 1997-98 now broadcasting to 6 schools.
6. USC Salkehatchie Teacher Cadet Program added 9th school for 1997-98.
7. Dr. Les Carpenter and Dr. Anthony Coyne visited Salkehatchie.

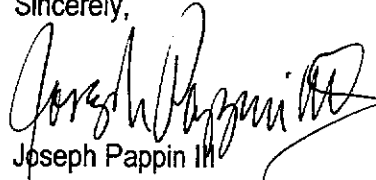
Carl A. Clayton

- Professor Ian Crowe, an Oxford-educated scholar from England, is visiting our campus through November 28. His visit, and the ensuing activities, is the main reason I am unable to be with you today. Professor Crowe has taught within the history, philosophy, and religious studies disciplines, but his most recent emphasis has been on Edmund Burke.

While in Lancaster, he is conducting a forum on "The Future of Political Conservatism in Britain and America;" a Title III presentation on "The Oxford Model for University Teaching;" an Honors Convocation talk on "Tabloid Journalism: Impact on Democracy;" and a faculty colloquium on "The Politics of Edmund Burke: Conservatism vs. Liberalism." As you can see, we plan to keep him busy while he is stateside. For anyone interested in attending the faculty colloquium, you are invited to our Medford Library on Monday, November 24 at 3:00 p.m.

As always, we appreciate the interest and support of our fellow campuses and colleagues. Best wishes for a happy and healthy Holiday season.

Sincerely,



Joseph Pappin III  
Dean

ATTACHMENT 6

Average Salaries for Assistant Professors *						
Years	Columbia	Beaufort	Lancaster	Salkehatchie	Sumter	Union
92-93	38259	29874	29718	26926	31889	**
93-94	38502	29509	29415	26667	32752	**
94-95	40966	31035	32040	27915	34478	**
95-96	42454	32485	33692	30424	36241	**
96-97	43053	34010	34505	31489	38496	**

Average Salaries for Associate Professors *						
Years	Columbia	Beaufort	Lancaster	Salkehatchie	Sumter	Union
92-93	42986	33427	34471	32016	34397	33760
93-94	43600	33223	34305	32628	34039	33760
94-95	47353	36189	36849	35450	35287	36137
95-96	49545	37606	38353	35389	36573	37224
96-97	50959	38773	39966	37082	38259	38559

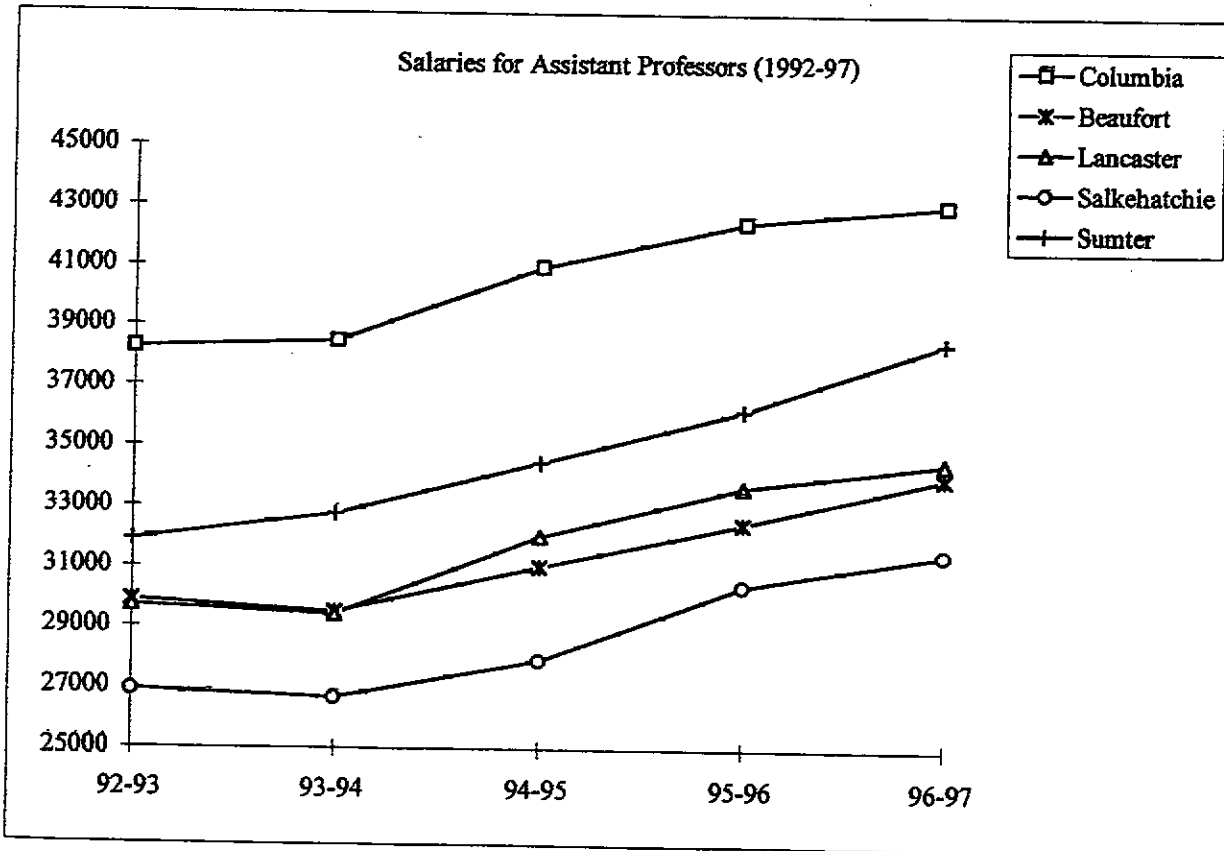
Average Salaries for Full Professors *						
Years	Columbia	Beaufort	Lancaster	Salkehatchie	Sumter	Union
92-93	58048	41630	40058	41030	41631	43707
93-94	58502	42402	40058	39930	41330	43707
94-95	63718	44469	43838	42685	44616	46106
95-96	65850	46692	46563	44195	46107	47400
96-97	68641	46901	49233	45593	47861	47698

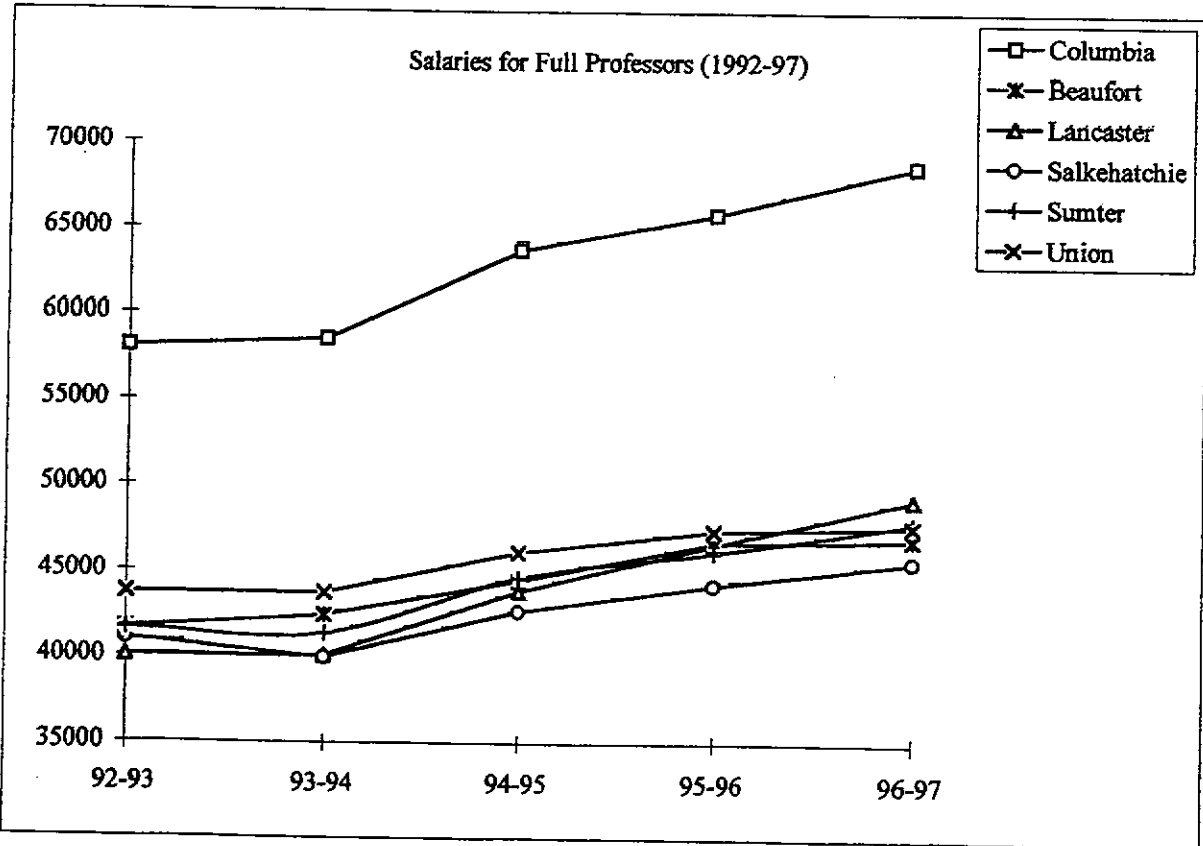
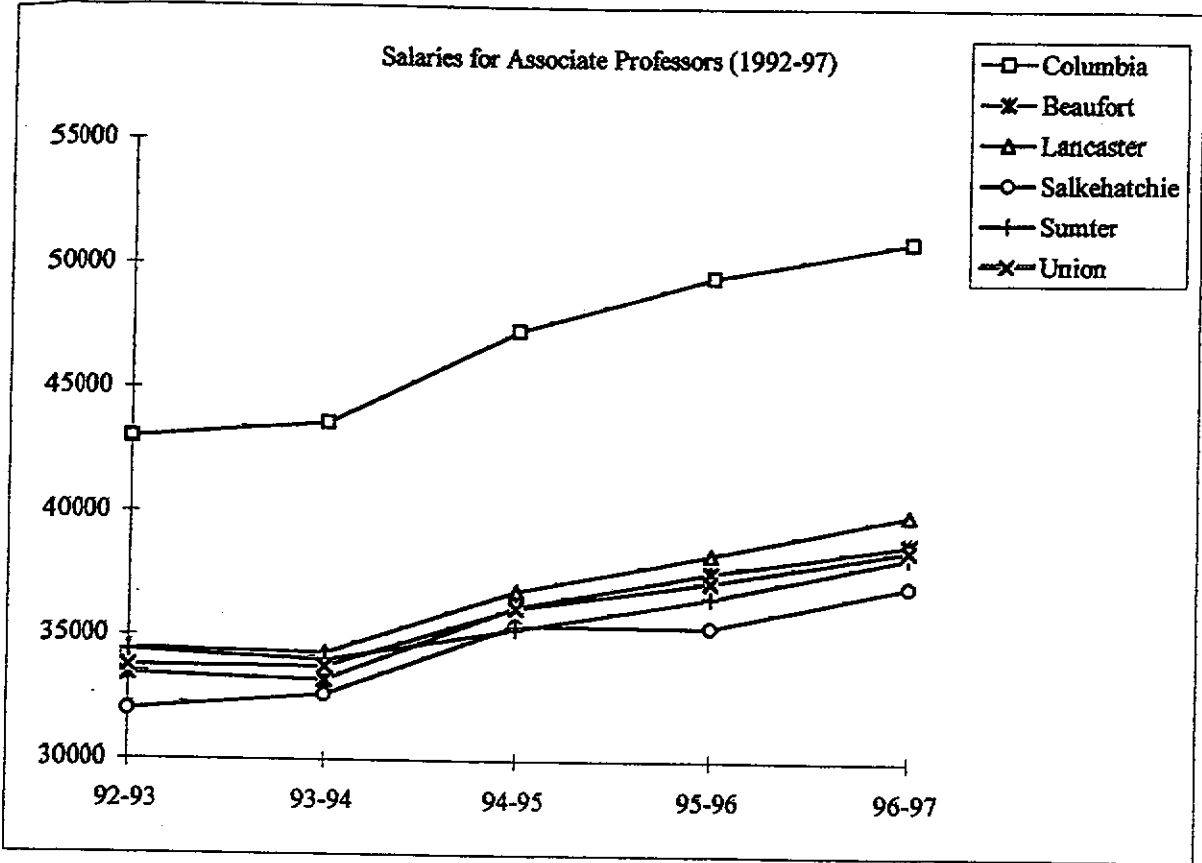
Notes

\* Data for regional campuses was obtained from: <http://kudzu.ipr.sc.edu/97fact/regsaly.htm>

\* Data for Columbia campus was obtained from: <http://kudzu.ipr.sc.edu/97fact/cavgsal.htm>

\*\*Data for average salaries for Assistant Professors at USC Union were not available





ATTACHMENT 8

Faculty Committee on Libraries  
Report to RCFS  
Submitted by John Catalano  
November, 1997

The committee met for the first time this academic year on October 13, 1997. Reports were given concerning the budget, remote storage, serial inflation, department visitations, and efforts to deal with overcrowding. The gradual restoration of the South Caroliniana Library is ongoing. Other items for discussion this year include development activities, electronic resources, film resources, AAU assessment, ILL, and government documents. There was a second meeting on November 13, 1997 at which the remote storage facility was discussed but which I was unable to attend. Please let me know if there are issues from the regional campuses that you would like me to take to the committee.

ATTACHMENT 10

TO: Regional Campuses Faculty Senate

FROM: Bruce G. Nims, USC-Lancaster

SUBJECT: USC-Columbia Faculty Welfare Committee Report

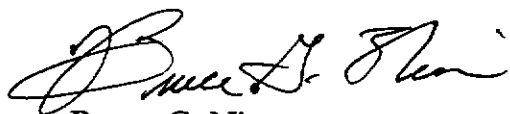
DATE: November 21, 1997

The Faculty Welfare Committee met on September 25, 1997, in the Faculty House at USC-Columbia. The primary item of business was proposed university computing policies which many faculty members had felt were unduly restrictive and arbitrary. University Academic Computing Committee members C. J. Cambre (chair) and Patrick Calhoun met with the committee and indicated by some proposed revisions of their own that their committee was reconsidering the matter. The Welfare Committee's recommendations will be submitted with this report as an attachment.

The committee also met on October 23, 1997, in the Faculty House. After a short discussion about the availability of flu shots, the committee again addressed the computing issue, questioning ~~the~~ a uniform policy on computer security for all university computers. Password policies seem arbitrarily restrictive in many circumstances. The consensus of the committee was that a multi-level security system was more logical. The consensus of the committee is reflected in Item 1 of the Attachment. The Committee also agreed to take up the matters of salary compression and post-tenure review. Chairman Robert Wilcox agreed to obtain AAUP and administrative input on these matters, and the committee agreed to consider these issues at future meetings.

The Welfare Committee met on November 20, 1997, at the Faculty House. Chairman Wilcox distributed materials on salary compression and post-tenure review. The committee agreed to devote a meeting to post-tenure review on December 11. The committee also gave input to the Faculty Advisory Committee on proposed changes to the composition of the USC Columbia UCTP and Grievance Committees. The changes were that no one presently holding or under consideration for an administrative position involved in faculty evaluation could serve on the UCTP and that only full professors could serve on the Grievance Committee. The Welfare Committee agreed with the UCTP proposal but had reservations about having only full professors on the Grievance Committee. The committee also discussed the possibility of forming a University committee to oversee computing policy.

Respectfully submitted,



Bruce G. Nims  
USC-Lancaster

*Attachment*



ATTACHMENT 11

University of South Carolina  
BOARD OF TRUSTEES  
Academic Affairs and Faculty Liaison Committee  
Friday, November 14, 1997, 2:00 p.m.  
Room 107-C, Osborne Administration Building

- I. Program Proposals:
  - A. Modification of Master of Mass Communications by Offering Newspaper Leadership Specialization, College of Journalism and Mass Communications, USC Columbia
  - B. Master of Science in Biomedical Science, School of Medicine
- II. Discussion of Performance Based Funding with Dalton B. Floyd, Member of the Commission on Higher Education

III. Other Matters

Executive Session

- I. CONTRACTUAL MATTER
  - Report on Proprietary Information Aspects of Enrollment Management
- II. PERSONNEL MATTERS
  - A. Honorary Faculty Titles
  - B. Tenure and Promotion Recommendations
  - C. Naming Opportunity

Return to Open Session

Adjournment

*Too long to graduate -*