

**UNIVERSITY OF SOUTH CAROLINA**  
**Regional Campuses Faculty Senate**  
**USC SALKEHATCHIE – Allendale Campus**  
**Allendale, SC**

Friday, April 27, 2007

Coffee ..... 9:30 - 10:00 AM  
The Atrium – Science/Administration Building

Morning Session ..... 10:00 - 10:30 AM  
The Atrium – Science/Administration Building

Welcome

Guest Speaker ..... Mr. Danny Black  
President and CEO of Southern Carolina Regional Development Alliance

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

I. Rights and Responsibilities  
Leadership Institute Conference Room

II. Welfare  
Library – Room #109

III. System Affairs  
Library - Room #121

Executive Committee ..... 11:00 - 12:30 PM  
Library Conference Room

Deans Meeting ..... 11:00 - 12:30 PM  
Science Building Conference Room

Luncheon ..... 12:30 - 1:30 PM  
The Atrium – Science/Administration Building

Afternoon Session ..... 1:30 - 4:00 PM  
The Atrium – Science/Administration Building

## AGENDA

- I. Call To Order
- II. Correction/Approval of Minutes: February 16, 2007  
USC Columbia, Columbia, SC
- III. Reports from University Officers
  - A. Dr. Chris P. Plyler, Vice Provost and Executive Dean
  - B. Regional Campus Deans
  - C. Assistant Vice Provost for Continuing Education Credit Programs
- IV. Reports from Standing Committees
  - A. Rights and Responsibilities – Professor Steve Bishoff
  - B. Welfare - Professor Walt Collins
  - C. System Affairs - Professor Mary Hjelm
- V. Executive Committee - Professor Teresa Smith
- VI. Reports from Special Committees
  - A. Committee on Libraries - Professor Bruce Nims
  - B. Committee on Curricula and Courses - Professor Robert Castleberry
  - C. Committee on Faculty Welfare - Professor Darris Hassell
  - D. Faculty-Board of Trustees Liaison Committee – Professor Noni Bohonak
  - E. Regional Campuses Research and Productive Scholarship Committee – Professor Lisa Rashley
  - F. Regional Campuses Academic Advisory Council – Professor Kate Fritz
  - G. Other Committees
    1. Conflict of Interest Committee – Professor Noni Bohonak
- VII. Special Orders & Elections
- VIII. Unfinished Business
- IX. New Business
- X. Announcements
- XI. Adjournment



**Meeting of Friday, April 27, 2007  
USC Salkehatchie, Allendale Campus**

***Morning Session***

1) The Senate Chair, Kate Fritz, called the meeting to order at 10:12 A.M. She thanked the Student Government Association for greeting the Senators. Dean Carmichael introduced the speaker, Danny Black, a USC Salkehatchie graduate.

2) Mr. Black discussed the South Carolina Regional Development Association, which was started when the Savannah River Site laid-off 10,000 workers. The mission is to create jobs to improve the economic status of people in the region. The focus is on marketing and recruitment, product development, community development, and structure and financing. Mr. Black also discussed the importance of higher education in attracting and retaining industry and new people to the region. He announced the upcoming 10 year celebration of the Association, which will be held on May 27<sup>th</sup>, with Darla Moore as the keynote speaker. More information about the Association is available at their website: [www.southcarolina.org](http://www.southcarolina.org).

3) Chair Fritz thanked the speaker for his presentation and reminded everyone to sign up for the door prizes. She also announced that officer elections for the next academic year would be held in the afternoon session. Ballots were passed out to be collected in the afternoon. She then announced room assignments and dismissed senators to the committee meetings at 10:40 A.M.

***Afternoon Session***

**I. Call to Order**

The senate was reconvened at 1:20 P.M. Chair Fritz thanked Dean Carmichael and her staff for the delicious lunch.

**II. Correction/Approval of Minutes**

The minutes of the February 16 meeting were approved by voice vote.

**III. Reports from University Officers**

***A. Vice Provost and Executive Dean, Chris Plyler***

Dr. Plyler congratulated Professor Fritz on her 10 years of service with USC and thanked Dean Carmichael and the students, faculty and staff of USC Salkehatchie for the excellent lunch and hospitality. He then gave his report as follows:

**Legislative:**

- There will be no capitol bond bill passed in this year's session
- Salary recommendation projected to be 3%

**SACS Reaffirmation:**

- Actual visit will take place in 2011; written report due fall 2010
- Key components: strategic planning-(Blueprints for Academic Excellence; focused planning for health science units; annual budget planning meetings with deans and vice presidents), faculty roster- (courses taught, relevant academic degrees and course credits, transcripts available in electronic format, applies to all faculty including full and part-time and adjuncts), assessment plans-(this year's program assessments will be part of the SACS report for reaffirmation; deans are responsible for the quality of the program assessment plans, general education—(making the current general education curriculum SACS compliant; assessing the current curriculum and make changes), quality enhancement plan-(5 year plan to enhance some aspect of student learning—major emphasis of the on-site SACS team), new programs-(all program changes/additions must be reported to SACS; some new programs may require a prospectus; penalty for noncompliance = restitution of all federal financial aid given to students in the unapproved programs , undergraduate and graduate bulletins-(major problem last self-study; contradictory information; omitted information; confusing format)

The University has begun serious discussion of the goals of student learning and general education at USC. Chairman (of the General Education Committee) Fred Medway was asked by the provost to work with key stakeholders in this process. The major charge is to try and develop a coherent general education program that moves toward identifying and defining common cores of knowledge, skills, and attitudes that we can expect from all undergraduates and provide learning experiences, both coursework and out of class experiences to meet the objectives.

There were several faculty focus groups which identified six initial areas that faculty felt were important for the general education curriculum. These six areas provide an initial focus for discussion. Over time other areas may be added or areas consolidated in some fashion. For each area, a senior faculty member was engaged to facilitate and organize the work of the teams. The teams, leaders and participating members of the Regional Campuses faculties are:

**Effective and Persuasive Communication:** Professor Heidi Mills, College of Education; RC faculty – Robert Castleberry, USC Sumter

Emphasis is placed on students' acquiring oral, written, and graphic skills that result in clear, rich, and confident communications that not only demonstrate proper mechanical and organizational skills but also demonstrate skill in critically analyzing information and developing arguments and conclusions. Communication and critical thinking skills will be demonstrated in both general education and discipline specific courses.

**Global Awareness and Multicultural Understanding:** Professor Martin Roth, Moore School of Business; RC faculty – Lisa Rashley, USC Lancaster

Emphasis is placed on understanding contemporary issues and the interrelationships of political, economic, and cultural systems from a global perspective. Emphasis also is placed on the recognition of diversity as a characteristic of South Carolina and the nation, and on students' ability to understand and effectively interact with and take the perspective of diverse individuals in group and individual settings.

**Life-Long Learning:** Professor Cynthia Colbert, Department of Art; RC faculty – Pearl Fernandes, UC Sumter; Roberto Refinetti, USC Salkehatchie

Emphasis is placed on the development of key skills that support students' engagement in life-long learning.

**Effective Mathematical Reasoning and Problem Solving:** Professor Don Stowe, College of Hospitality, Retail and Sport Management; RC faculty – Fran Gardner, USC Lancaster,

Emphasis is placed on the ability to take basic mathematics and algebraic skills and apply them to problems that students will face in their everyday lives as knowledgeable citizens and to problems relevant to their particular major or discipline.

**Scientific Literacy and Technological Skills:** Professor Tangali Sudarshan, College of Engineering; RC faculty – Bruce Nims, USC Lancaster

Emphasis is placed on all students understanding scientific methods and being comfortable with current advances in technology that can support and advance effective problem-solving, and further the creation of new knowledge through research and discovery.

**Values, Ethics and Social Responsibility:** Professor Allen Miller, College of Arts and Sciences; RC faculty – Avery Fouts, USC Union; Hayes Hampton, USC Sumter, Mary Hjelm, USC Salkehatchie

Emphasis is placed on the development of ethics, values, personal and social responsibility, and citizenship. Students are expected to make a meaningful contribution to their world through a hands-on experience that includes either a research or service project. In this manner students will apply and extend their knowledge to improve the human condition and make decisions in an ethical fashion with a particular emphasis on serving underrepresented groups within the state such as children, minorities, and the poor.

## **End of Report**

- Professor Anderson asked how Palmetto Programs was viewed by SACS. Dr. Plyler said that he didn't know yet, but that he expected approval from the CHE and was excited about that.

## ***B. Regional Campus Deans***

*USC Lancaster, John Catalano*

### **STUDENTS**

Final numbers for Spring are ahead of last year by approximately 12% in both headcount and FTE. Fall 2007 application numbers are up compared to the same date last year. There was a ceremony in the Crawford Rose Garden Wednesday evening in memory of the victims of the terrible VT shootings. Spring Fling was a big success despite inclement weather. The success can be attributed in large part to the efforts of our new Student Activities Director, Lora Humphrey. The USC Lancaster Lancers men's golf team will travel to New York to play for the NJCAA national title in June.

### **FACULTY**

The following is an update of faculty hires for the Fall 2007 Semester:

New tenure track Assistant Professors:

Philosophy, David Roberts, PhD Southern Illinois University

English & Director of Native American Studies, Stephen Criswell, PhD Louisiana Lafayette University

English, Nicol Nixon Auguste, PhD UNC Greensboro

Exercise Physiology, Sarah Hunt, PhD University of Pittsburgh

Mathematics, Andy Yingst, PhD North Texas University and Jason Holt, PhD UNC Charlotte

New full time instructorships have also been offered in English (Claudia Priest), Spanish/French (Tim McAteer), Geology/Geography/Meteorology (Lynn Martek), Criminal Justice (John Rutledge), Nursing (Courtney Catledge), and Chemistry (Fernanda Burke).

### **STAFF**

Karen Faile has accepted the position of Director of Enrollment Management. Searches are underway for several positions in maintenance, and for clerical help in HR and business.

### **FINANCES & PLANNING**

Parity remains an issue. New figures show USCL at 51.4% of MRR (for comparison, USC Sumter is at 81.7% of MRR. Three separate provisos in the 2006-7 state budget added \$950,000 (divided among deferred maintenance, parity, and paving) to our budget this year. The Governor's 2007-8 budget eliminates all three provisos plus an additional amount resulting in a \$1.04 million reduction for the campus. The House budget would reduce our total from last year by \$23,000. The Senate budget is even worse than the House budget. Paul Johnson and the Planning Committee are continuing the comprehensive planning process for the campus. They have been working very hard to try to complete the process sometime this summer.

### **FACILITIES**

The Hubbard Hall HVAC replacement, funded by three separate General Assembly deferred maintenance appropriations, has been postponed until Summer 2008. Several small landscaping and office remodeling projects are in the works. Planning is underway for an additional parking

lot. We will soon begin work on the soccer field behind the CRDC. Preliminary studies for a dormitory are underway.

### COMMUNITY

Tickets are available for the second season of the Bundy Performing Arts Series. Feature acts include the Atlanta Rhythm Section, Ricky Scaggs, Karla Bonoff, Temptations, Tams, and more. The second annual Native American Studies week just concluded on campus and by all accounts was a big success.

#### *USC Salkehatchie, Ann Carmichael*

USC Salkehatchie English faculty recently received notice that they were awarded a grant from The Center for Teaching Excellence. They will receive four Tablet PCs, with the objective of increasing the use of technology in the classroom. Dr. Mary Hjelm submitted the grant proposal.

Dr. Roberto Refinetti has been selected as the new Dean for Academic Affairs. Congratulations Dr. Refinetti.

Dr. Arthur Mitchell, history professor, has had his book, *Hitler's Mountain*, published, and Dr. Refinetti, psychology professor, recently had an article published in *Physiology & Behavior*.

Dr. Jim Rex, South Carolina Superintendent of Education, has accepted our invitation to address this year's graduates at the May 7 commencement. This will be his first commencement address as Superintendent of Education.

The Salkehatchie Leadership Institute was awarded \$33,000 in grant funding from the Donnelley Foundation to offer a summer arts and science camp to local youth. Salkehatchie has been awarded over one million dollars in grant funding this year.

Camille Nairn, Director of the Salkehatchie Healthy Communities Collaborative, was presented the "In All Things Charity" award by the Sisters of Charity Foundation of South Carolina at their annual meeting in March.

The Southern Carolina Regional Development Alliance will hold their annual meeting on the Salkehatchie West Campus on May 22. This event will also commemorate the organization's 10<sup>th</sup> anniversary. Darla Moore will give the keynote address.

- Dr. Carmichael showed everyone the door prize from the Salkehatchie Arts Center.

#### *USC Sumter, Leslie Carpenter*

Since my last report to the Regional Campuses Faculty Senate on February 16, 2007, there have been a number of notable events and activities at USC Sumter.

**Human Resources:** Following a national search for a tenure-track Assistant Professor of Biology, an offer has recently been extended. Recent new appointments include Ms. Hayes Edmunds Jones as Director of Alumni Relations, and Mr. James Borton as a term Instructor of English. Searches are underway to fill the positions of Director of the Shaw AFB Office, and the Campus Receptionist and Switchboard Operator. Since the inception of the TERI program, 27 USC Sumter employees have opted into the program. Of those 27, 17 have already retired; one is scheduled to retire before the end of FY 07, two in FY 08, four in FY 09, one in FY 11, and two in FY 12.

**Enrollments:** Official enrollment figures at USC Sumter for the 2007 Spring Semester, as of 3/30/07, indicate a 3.61% headcount enrollment increase compared to last year, and a 3.36% FTE enrollment increase compared to last year. USC Sumter faculty and staff continue to work hard on initiatives intended to continue improvements in recruitment and retention of students. Applications for admission are up 30% over last year at this time.

**Students:** As of this writing, students are preparing for the last day of classes for the 2007 Spring Semester on 4/30/07, final exam week from 5/2/07 – 5/8/07, and USC Sumter's Commencement Ceremonies on 5/9/07. Recruiting continues for USC Sumter's intercollegiate Baseball and Softball teams for the 2007-08 year, with 21 letters of intent filed for Baseball and 9 for Softball towards goals of 35 and 25 respectively. This past Monday, April 23, 2007, the Protect Animals with Shelter (PAWS) Club, a USC Sumter student organization, was formally recognized by the USC School of the Environment with the 2007 Environmental Stewardship Award. PAWS was selected among all student organizations on all USC campuses in a system-wide competition for this award.

**Faculty:** Dr. Hayes Hampton, Associate Professor of English, is enjoying a productive sabbatical leave during the 2007 Spring Semester. Approval was recently received for Dr. Eric Reisenauer, Associate Professor of History and the Williams-Brice-Edwards Professor of Humanities, to be on sabbatical leave during the 2008 Spring Semester.

**Other:** USC Sumter was pleased to host a recent visit from President Andrew Sorensen on 5/26/07, as well as for a Campaign Kick-off Dinner on 1/29/07.

#### *USC Union, Hugh Rowland*

- **Strategic Planning and Assessment** -- Waiting for comments from Provost on draft of Strategic Plan that we submitted in February. Working on integrating strategic planning and assessment into budget process and all other aspects of administration.

Beginning this year, all student organizations submitting requests of Student Activities funds will have to follow good strategic planning and assessment practices. Institutional Effective Office, Professor Simpson, conducted a workshop for student leaders and faculty sponsors at the end of March.

- **Reorganization of Administration** – Working to collapse two top administrative positions into Campus Dean Position. Developed plan to cover critical aspects of both positions. Plan calls for greater responsibility from Enrollment Services Director (Young) and Institutional Effectiveness Officer (Simpson); addition of a new "assistant to the dean" position, and addition of a new "admission recruiter" position.



- **Faculty Retreat:** Planning 2 day faculty retreat after classes end in spring to work on assessment, revision of mission, improving communication, improving writing, and classroom technology.
- **Economic Development:** The economic development and the growth of population in the Union area are integral to our efforts to create new growth at USC Union. In addition to our explicit efforts to increase enrollments, we will need to show leadership in the economic development of Union. Three initial efforts are:
  - **Chamber of Commerce** -- Dean Rowland assumed role as Chamber of Commerce president for 2007-2008.
  - **Economic Development Task Force, Community Indicators Project** – Completing a survey of local businesses and leaders as chair (Dean Rowland) of Economic Development Task Force to develop a plan for setting "baseline indicators" of economic development in Union County. Part of a larger, county-wide effort, under the auspices of the Upstate Workforce Investment Board (WIB) and United Way, to develop similar indicators (or measures) for a variety of areas relating to the health of the county.
  - **Business-to-Business Forum** -- Working with Leadership Union and Chamber of Commerce to present a business-to-business forum in May in Truluck Gym called "Spotlight on Business". Program is designed to allow local business to network and learn of each other's goods and services.
- **Campus Grounds Improvement and Facilities**
  1. **Master Plan** -- Initial draft of a master plan has been developed by our CHE Chairman, Mr. Kennedy, assisted by Col. Richard Denton. Will meet with Mayor Morgan and County Supervisor Betenbaugh next week to discuss draft and whether an architectural firm should be hired to develop a professional plan.
  2. **Plan New Building** -- Met with USC Columbia group in early March to prepare for our late March meeting with the South Carolina Commission on Higher Education (SC CHE) and the South Carolina Budget and Control Board will come in late March or early April to review our requests. Both groups gave us substantial feedback on how to improve our chances of receiving higher ratings on reports that accompany requests for new buildings, renovations, and campus improvements.
  3. **Union/Laurens Commission on Higher Educations (CHE) Action** -- Continuing to review feasibility of developing a new parking lot. Working with County Supervisor Betenbaugh and

Mayor Morgan to remove remnants of Depot Street and to landscape our mall area from the Gazebo to Main Street.

4. **Auditorium** -- Discussions being held to consider installing permanent projector and retractable screen in Main Building Auditorium. Consideration also being given to improving audio system. We are experimenting this spring semester with offering art history classes in auditorium.
  5. **Facilities Planning** -- Continuing to review and revise facilities planning process. Working with a variety of groups to plan activities on campus and "the proper recognition" that USC Union should receive for supporting such activities.
- **Robotics Project** – Strategic Planning Group met with our partners in the project (Union County Supervisor Betenbaugh, City of Union Mayor Morgan, and Spartanburg Community College officials) to define each institution's space needs in the Union County Robotics Center building on Rt. 176 north. David Just, Vice President of Continuing Education for Spartanburg Community College, was guest speaker last week at the Union Rotary Club, per request from USC Union.
  - **Nursing Project** – Committee will soon review with USC Upstate nursing dean the prospects for developing a 4-year nursing program in Union. USC Upstate dean has met with local hospital CEO to discuss availability of facilities and faculty in Union.
  - **Preparation for Assessment and SACS Accreditation** -- Institutional Effectiveness Officer Simpson recently attend two day workshop to begin preparing for SACS Accreditation visit in 2011. Simpson and Dean Rowland beginning to review options.

***D. Assistant Vice Provost for Continuing Education, Sally Boyd***

- Dr. Boyd reported that she is looking forward to the BLS degree passing through the last stages of the CHE. In order to make sure that questions about the degree and procedures are understood, she will be meeting with those in advising, registration, and financial aid on each campus to ensure a smooth process.
- There is an article in the Carolinian featuring the ASAP program.
- The faculty in her area are very engaged in teaching, service and scholarship: Dr. Joe Pappin will present a paper in Scotland; Dr. Becky Lewis received a Women's Studies teaching award; Harriet Hurt was the recipient of the Ada B. Thomas advising award; Dr. Janet Hudson received the Stephen Dalton teaching award.

#### **IV. Reports from Standing Committees**

##### ***A. Rights and Responsibilities, Professor Steve Bishoff***

- The committee will have three actions coming forward: 1) the Provost asked for changes on the external review policy; 2) the Provost wanted changes in promotion and tenure policies for associate and full professors, which would be substantive, but the committee will be requesting a waiver because the changes are already in practice; 3) the Provost has requested adding language regarding romantic relationships to the faculty manual.
- Professor Nancy MacDonald was elected Chair for next year.

##### ***B. Welfare, Professor Walt Collins***

- Professor Collins thanked the committee for their hard work this year.
- The Tenure and Promotion Workshop flyers are out. The RSVP date is May 1<sup>st</sup>.
- The results of the faculty satisfaction were passed out (see Appendix 1).
- The salary survey has been completed and will be available with the minutes (see Appendix 2).
- Professor Collins was re-elected Chair for next year.

##### ***C. System Affairs, Professor Mary Hjelm***

- Professor Hjelm reported that the committee held a lively discussion on governance issues of Palmetto Programs. Members have surveyed campuses for discrepancies in policies and will rewrite language specifically concerning Palmetto Programs to be given as recommendations to the Regional Campuses administration.
- Professor Patrick Saucier was elected Chair for next year.

#### **V. Report from the Executive Committee, Professor Teresa Smith**

The Executive Committee met on March 30th in Columbia.

- Dr. Plyler gave a report updating Palmetto Programs issues including the summer workshop for Palmetto Programs training and the change in the tuition plan. He also discussed the ongoing preparation for the upcoming SACS visit.
- Reports were also given by the representatives from the Regional Campuses and committee chairs.

The meeting was adjourned at 3:30 P.M.

#### **VI. Reports from Special Committees**

##### ***A. Committee on Libraries, Professor Bruce Nims***

- The Faculty Committee on Libraries met on February 27, 2007 in the Conference Room of the Thomas Cooper Library. Chair Bruce Nims called the meeting to order at 12 noon.

- The chief business of the committee was a report by Dean Paul Willis concerning the changes necessary to the building plans for housing the political and rare books collections. Originally these collections were to be housed in two annexes on either side of the Thomas Cooper Library. The complexities involved with existing infrastructure rendered the original plan unfeasible. Dean Willis outlined plans for re-locating the collections in a building on the Blossom Street side of the Library. He then took the committee outside for a look at the proposed site, both collections would be housed in the same building under this plan, and a connecting walkway would have to be built.
- This report will be my final one, since my three-year term is ending.

***B. Committee on Curricula and Courses, Professor Robert Castleberry***

- I am sorry I can't be there with you today. The Courses & Curriculum Committee has met a few times since this Senate last met. I would remind you that the best way to keep apprised of final changes to courses and curricula is to visit the web page for the Columbia Faculty Senate to see what the Senate actually approved.
- Please recall that when I get the agenda for the meeting of the Committee, I pass it on to the administration of each of our campuses. They respond back to me if they have a concern about anything. Once the committee votes that is just a recommendation to the Faculty Senate. It is the Senate's action that really matters.
- There are a few things I would like to bring to your attention:
  1. The committee is interested in revamping the approval process for internet and/or televised courses — essentially we want to eliminate the need to seek special approval for converting existing courses into distance courses. Unfortunately, movement in that direction is currently on hold. This summer Aileen Trainer, with Extended Campuses, will be working on a clarified policy for handling "electronic" courses. So, until the policy gets revised, the Palmetto Program will need to continue to submit course approvals for those Palmetto (televised) courses we are offering for the first time.
  2. Some Environmental courses are getting cross-listed with Political Science courses.
  3. Theater has slightly revised its curriculum and has created some new courses and modified others.
  4. Speech, Women's Studies and English are cross-listing a few courses. Speech is also modifying some of its other courses.
  5. Some PRSC courses from the old Applied Professional Sciences program were finally deleted.

6. Due to feedback from SACS, a specific requirement for a behavioral sciences course (as a University requirement) was approved for Senate approval.

Again, please remember to check the Columbia Faculty Senate Webpage for detailed information concerning changes to courses and curricula at:

<http://www.sc.edu/faculty/meetings.shtml>

Thanks.

***C. Committee on Faculty Welfare, Professor Darris Hassell***

- The Faculty Welfare Committee held its last meeting for the semester on April 17, 2007 at 9:30 a.m. The new chair for the committee is Beth Bilderback of the South Caroliniana Library. Other new committee members are Professors Charlie Adams from the Arnold School of Public Health; Esmail Jabbari of Chemical Engineering. Both will serve 3-year terms. Also Augie Grant from the School of Journalism and Mass Communications will serve in Zaryab Iqbal's place as she leaves the university to pursue other career interests. Continuing committee members are Don Jordan of Science Education, Tim Mousseau from Biological Sciences and Associate Dean for Research and Graduate Education/CSA, Abdullah Sakarcan of the Medical School along with yours truly. Our current chair, Marja Warehime, along with Joan Donahue has rotated off the committee as of this year.
- On the agenda for the upcoming year continue to be the issues of benefits, tuition waivers for dependent children of faculty members, parental leave, and Roth 401 K. Also a survey of all faculties on other issues was addressed. Response was low (under 200), but this can be attributed to 'survey burnout' at the end of the semester. The committee continues to welcome input on the 5 most important issues that concern faculty and affect our lives at the university outside of salary through survey.

***D. Faculty-Board of Trustees Liaison Committee, Professor Noni Bohonak***

No report.

***E. Regional Campuses Research and Productive Scholarship Committee, Professor Lisa Rashley***

The committee has not met.

***F. Provost's Regional Campuses Academic Advisory Council, Professor Kate Fritz***

- The committee met on March 30<sup>th</sup> for a lunch meeting.
- There was talk of release time for research, but no details have been discussed.

- Dr. Heider spoke about the importance of the Magellan Scholar program, which is available to the Regional Campuses.

**G. Other Committees**

*1. Conflict of Interest Committee, Professor Noni Bohonak*

No report; the committee only meet if a conflict arises.

**VII. Special Orders & Elections**

- Elections were held for openings on three committees as well as the Executive Committee as follows:
  - Committee on Libraries: Professor Bruce Nims was nominated, seconded and elected by acclamation.
  - Faculty-Board of Trustees Liaison Committee: Professor Terrie Smith was nominated, seconded and elected by acclamation.
  - Regional Campuses Research and Productive Scholarship: Professor Steve Bishoff was nominated, seconded and elected by acclamation.
  - Executive Committee: The slate was unanimously approved as follows:

Slate of Candidates for Executive Committee  
Academic Year 2007-2008

Past Chair	Kate Fritz (Continuing Education)
Chair	Teresa Smith (USC Sumter)
Chair-Elect	Danny Faulkner (USC Lancaster)
Secretary	Mary Hjelm (USC Salkehatchie)
Member-at-Large	Steven Bishoff (USC Sumter)

**VIII. Unfinished Business**

- Professor Bishoff, for the Faculty Rights and Responsibilities committee, distributed copies of the amendment to the external review motion based on comments from the Provost’s office (see amendment below). Professor Bishoff reviewed the changes. There was no discussion, so Professor Bishoff asked for a vote, and the amendment passed unanimously.

Amendment follows:

RC FR&R Committee moves,

**Amendment to external review motion (Changes in bold, 20 pt).**

## Proposed Amendments and Additions to the Regional Campuses Faculty Manual

Current p. C-16 addition between Notification and Files

### External Reviews

1. Each tenure track faculty member hired after [insert Board of Trustees' ratification date] applying for promotion and/or tenure will include at least three external reviews of their scholarly work, research and/or creative achievements.
2. While peer or peer-aspirant institutions may provide a pool of reviewers who understand the academic environment of the Regional Campuses, reviewers may also come from other academic institutions and appropriate non-academic sources. In order to demonstrate the reviewer's knowledge of the candidate's scholarship area, each review must include **the reviewer's curriculum vitae**.
3. External reviewers must come from beyond any of the campuses of the University of South Carolina **and cannot include any employee of the University.**
4. While objectivity is a desired trait for reviewers, prior association between the candidate and the reviewer may exist. No candidate should have a prior or present professional collaboration **(student/postdoctoral student/advisor)** with a reviewer.
5. The candidate working with his/her immediate supervisor (usually the chair) will compile a list of at least five potential reviewers with whom the candidate **and chair are mutually** satisfied. The immediate supervisor will make initial contact with the potential reviewers to assure that they are willing to participate. All further contact with the reviewers will be through the Office of the Vice Provost and Executive Dean for Regional Campuses and Continuing Education.
6. Each Regional Campus Faculty Organization will provide ~~for~~ the Office of the Vice Provost and Executive Dean for Regional Campuses and Continuing Education a campus description of that Regional Campus and the following information:
  - o normal teaching load **per semester**
  - o local funding and course relief for research and scholarship
  - o description of facilities
  - o availability of mentors or colleagues with similar interests
  - o availability of students to participate in research and scholarship
7. The Office of the Vice Provost and Executive Dean for Regional Campuses and Continuing Education will send each reviewer **a letter requesting an evaluation based on the following enclosures:**
  - o ~~the letter sent to the reviewer~~

~~o cover letter (Which should remind the reviewer to do his/her evaluation in the light of all of the following items.)~~

- o the candidate's promotion and/or tenure file
- o a copy of any primary supporting documentation, e.g. reprints of publications
- o the campus description from the local Faculty Organization
- o the criteria for promotion and tenure
- o deadlines and contacts as needed

8. The Office of the Vice Provost and Executive Dean for Regional Campuses and Continuing Education will provide the reviewers' comments and **curriculum vitae** for inclusion in the candidate's file before the initial campus review.

#### **IX. New Business**

A. Professor Bishoff brought a new motion to the floor from the Rights and Responsibilities committee concerning a change to the faculty manual regarding those hired as associate and full professors suggested by the legal department in Columbia.

Motion follows:

RC FR&R Committee moves,

**II. Change manual for associate and full professors hired at that level or promoted early to those levels (which is now unlikely). This represents current practice. (The entire note is included for context.)**

#### **MEMORANDUM**

To: Steve Bishoff  
Chair, Rights and Responsibilities Committee  
USC Regional Campuses Faculty Senate

From: Chris Plyler  
Vice Provost for System Affairs

Date: March 8, 2007

Subject: *Regional Campuses Faculty Manual Revision*

I have been in conversation with Provost Becker, Vice Provosts Moore and Curtis, and Cliff Scott in USC Legal about an inconsistency regarding de facto tenure in the *Regional Campuses Faculty Manual*, which requires immediate attention and revision. It has to do with the provision in the *Manual* page C-7, item 6b that states "If notice of



termination is not given in writing by the beginning of the fourth year of the maximum probationary period in the case of Associate Professors and Professors, the appointment of the faculty member shall automatically be a continuous (or tenured appointment).” The provision is inconsistent with the Columbia campus *Faculty Manual* and with the policies of the University of South Carolina.

The *Faculty Manual* for the Columbia campus also has such a statement that in effect allows de facto tenure under the following conditions.

#### “PROBATIONARY PERIOD AND REAPPOINTMENT PROCEDURES

Before the end of the probationary period, a decision will be made to grant or deny tenure. If the decision is to deny tenure, notice will be given in writing before the end of the penultimate year of the maximum probationary period. If notice is not given by the specified time, the appointment of the faculty will thereafter be a continuous or tenured appointment.”

The *Faculty Manual* for the Columbia campus defines the maximum probationary time period for associate professors or professors as stated below:

“The maximum probationary period for all full-time faculty members appointed at the rank of associate professor or professor is service for six years at the University of South Carolina. The maximum probationary period for all professional librarians is service for seven years at the University of South Carolina.”

The difference between the Regional Campuses and Columbia campus statements is the number of years before de facto tenure occurs. The number of years stated in the Columbia *Faculty Manual* is directly related to the maximum probationary period for associate professors and professors. By contrast, the number of years in the *Regional Campuses Faculty Manual* is related to the typical minimum time period in which they can be recommended for tenure rather than the maximum probationary period. From page C-6, item 2: “...Associate Professors and Professors normally will not be recommended for tenure until they have completed three years of full-time service on a Regional Campus.” From page C-6, item 3:

**“The maximum probationary period for tenure for all full-time faculty members appointed at the rank of Professor or Associate Professor shall be satisfactory service in that rank for six years on a Regional Campus.”**

Since, at the Regional Campuses, the decision year for tenure for associate professors and professors is the fifth year of their probationary appointment, then the logical time for notice of non-continuation is at the end of the penultimate year or at the beginning of the sixth year. If notice is not given by the specified time, the appointment of the faculty

would then be a continuous or tenured appointment and, hence, de facto tenure would occur.

The statement in the *Regional Campuses Faculty Manual* needs to be consistent with the maximum probationary time for the associate professors and professors. The Provost recommends wording along these lines:

**6b. “If notice is not given in writing by the beginning of the sixth year of the maximum probationary period in the case of Associate Professors and Professors, the appointment of the faculty member shall automatically be a continuous (or tenured appointment).”**

Provost Becker also suggests that the Regional Campuses Faculty Senate take steps similar to the Columbia Senate to insure that de facto tenure does not occur. Every campus/academic unit must make certain that the tenure process is applied to every tenure-track faculty member.

The Columbia *Faculty Manual* prescribes the following practice that may assist in ensuring that no faculty member is missed. The *Faculty Manual* states:

**“UNIT CONSIDERATION OF TENURE AND PROMOTION FILES”**

**“At the unit level, all nontenured faculty are considered for tenure, and all faculty members below the rank of professor are considered for promotion each year. Consideration at the unit level is automatic unless the faculty member requests in writing that consideration be deferred until the following year (provided that nontenured faculty cannot defer tenure**

## **consideration beyond the penultimate year of their maximum probationary period).”**

I concur with the Provost that similar precautionary language be added to the *Regional Campuses Faculty Manual*. It is my hope that these two items can be addressed in the specially-called meeting of the Rights and Responsibilities Committee and brought forward to the full Senate in April.

Thank you for your review.

- Professor Bishoff explained that these procedures were presently going on and asked to overrule the protocol for declaring this as a substantive change.
- The Chair ruled the motion substantive.
- Professor Faulkner moved to overrule the Chair’s finding of this motion as substantive and to vote on the motion now. The motion was seconded and approved unanimously.
- Professor Bishoff asked for a vote on the motion presented by the committee. The motion passed unanimously.

- B.** Professor Bishoff brought a new motion to the floor from the Rights and Responsibilities committee to insert a line concerning faculty romantic relationships into the current wording in the faculty manual, suggested by the Provost’s office as follows:

### **III. Romantic relations inserted as Item 7 in teaching responsibilities**

**“Instructional staff members shall refrain from engaging in romantic or sexual relations with students over whom they have academic or supervisory control.”**

- The Chair ruled this motion as substantive.

### **X. Announcements**

- Condolences were extended, on behalf of the Senate, to the USC Lancaster librarian who recently lost her husband.
- The door prize drawings were held.
- Dr. Plyler presented Chair Fritz with a plaque from the Senators thanking her for her service.

## **XI. Adjournment**

The meeting was adjourned at 3:30 P.M.

*Minutes prepared by the Senate Secretary, Terrie Smith*

*Two appendices follow.*

## Appendix I



Survey Key: ZS61960

This is an anonymous survey.

The number of people who took this survey by 4/24/2007 12:59:51 PM is: 56

### Job Satisfaction Survey 2006-2007

Thank you for taking the time to respond to this survey. It should only take a few minutes for you to complete your responses, and your participation will greatly help Regional Campuses Faculty Senate better serve your needs.

How satisfied or dissatisfied are you with each of the following aspects of your instructional duties at this institution?			Very dissatisfied	Somewhat dissatisfied	Somewhat satisfied	Very satisfied	Not applicable
1.	The authority I have to make decisions about content and methods in the courses I teach		0	0	4	52	0
2.	The authority I have to make decisions about what courses I teach		1	4	19	32	0
3.	The authority I have to make decisions about other (non-instructional) aspects of my job		2	3	25	26	0
4.	Time available for working with students as an advisor, mentor, etc.		1	13	20	20	2
5.	Time available for class preparation		2	7	19	28	0
6.	Quality of undergraduate students whom I have taught here		3	16	29	7	1
7.	Quality of graduate students whom I have taught here		0	1	1	1	53

How satisfied or dissatisfied are you with the following aspects of your job at this institution?			Very dissatisfied	Somewhat dissatisfied	Somewhat satisfied	Very satisfied	Not applicable
8.	My work load		3	10	29	14	0
9.	My job security		0	6	18	32	0
10.	Opportunity for advancement in rank at this institution		2	7	25	18	4
11.	Time available for keeping current in my field		11	16	17	11	1

12.	The effectiveness of faculty leadership at this institution (e.g. senate, faculty committees, etc.)		☐ [2]	☐ [12]	☐ [20]	☐ [19]	☐ [2]
13.	Freedom to do outside consulting		☐ [2]	☐ [5]	☐ [9]	☐ [18]	☐ [22]
14.	My salary		☐ [4]	☐ [19]	☐ [25]	☐ [8]	☐ [0]
15.	My benefits, generally		☐ [2]	☐ [9]	☐ [27]	☐ [18]	☐ [0]
16.	Spouse or partner employment opportunities in this geographic area		☐ [1]	☐ [9]	☐ [12]	☐ [12]	☐ [22]
17.	My job here, overall		☐ [1]	☐ [3]	☐ [25]	☐ [27]	☐ [0]

During the next three years, how likely is it that you will leave this job to:				Not at all likely	Somewhat likely	Very likely
18.	accept a part-time job at a different postsecondary institution?		☐ [51]	☐ [4]	☐ [0]	
19.	accept a full-time job at a different postsecondary institution?		☐ [35]	☐ [15]	☐ [5]	
20.	accept a part-time job not at a postsecondary institution?		☐ [51]	☐ [3]	☐ [0]	
21.	accept a full-time job not at a postsecondary institution?		☐ [49]	☐ [5]	☐ [1]	
22.	retire from the labor force?		☐ [46]	☐ [7]	☐ [2]	

At what age do you think you are most likely to stop working at a postsecondary institution?						
	31-40	41-50	51-60	61-70	>70	
23.		☐ [0]	☐ [0]	☐ [4]	☐ [35]	☐ [16]

If you were to leave your current position at this institution to accept another position inside or outside of academia, how important would each of the following be in your decision?						
	Not important	Somewhat important	Very important	Not applicable		
24.	Salary level		☐ [1]	☐ [15]	☐ [38]	☐ [2]
25.	Tenure-track/tenured position		☐ [10]	☐ [9]	☐ [32]	☐ [5]

26.	Job security		1	11	41	2
27.	Opportunities for advancement		3	22	28	2
28.	Benefits		1	14	39	2
29.	No pressure to publish		11	23	18	4
30.	Good research facilities and equipment		9	22	18	5
31.	Good instructional facilities and equipment		2	17	34	3
32.	Good job or job opportunities for my spouse or partner		11	7	19	19
33.	Good geographic location		2	17	34	3
34.	Good environment/schools for my children		9	6	14	27
35.	Greater opportunity to teach		10	19	22	5
36.	Greater opportunity to do research		15	22	13	6

37. Of the factors listed in the above question, note the number of the item (24-36) in the space below that would be most important in your decision to leave.

[24]

[24]

[24]

[36]

[28]

[32]

[24]

[35]

[24]

[32]

[24-26,28, 30-31]

[The main reason for dissatisfaction on 8 - 36 is that USC seems to want too much from faculty, i.e., the demands of research, heavy teaching load, and service. I like research, I like teaching, I like doing service, what I don't like is the demand to do all three.]

[33]

[24]

[Tie for 24 & 25]

[33]

[24]

[Actually, something would have to push me away from here. I doubt anything could attract me away, except perhaps a secure and extremely high-paying post. And the pay would have to be MUCH, MUCH better. The thing that would be nicest would be for an institution that were autonomous OR had much better support from the central administration (Provost level and above).]

[26]

[I will retire or stay here. There is next to no chance of moving to another institution.]

[24,28,33]

[Salary level.]

[33]

[24, 27, 28, 33]

[24/33]

[Better balance between 35 & 36]

[26]

[24]

[24]

[24-35]

[None of the above.]

[24]

[24 and35]

[36]

[24]

[29]

[36]

[geographic location]

[33]

[Job Security]

[32, 36]

[27]

[24]

If you could elect to draw on your retirement and still continue working at this institution on a part-time basis, would you do so?



Have you retired from another position?



If an early retirement option were offered to you at this institution, would you take it?





Please indicate the extent to which you agree or disagree with each of the following statements:

		Strongly disagree	Disagree	Agree	Strongly agree	
41.	Teaching effectiveness should be the primary criterion for promotion of faculty/instructional staff at this institution		☐ [1]	☐ [6]	☐ [21]	☐ [28]
42.	Research/publication should be the primary criterion for promotion of faculty/instructional staff at this institution		☐ [14]	☐ [34]	☐ [6]	☐ [2]
43.	At this institution, research is rewarded more than teaching		☐ [4]	☐ [27]	☐ [17]	☐ [7]
44.	Post-tenure review of faculty will improve the quality of higher education		☐ [12]	☐ [14]	☐ [22]	☐ [7]
45.	Female faculty members are treated fairly at this institution		☐ [2]	☐ [10]	☐ [32]	☐ [10]
46.	Faculty who are members of racial or ethnic minorities are treated fairly at this institution		☐ [2]	☐ [2]	☐ [36]	☐ [14]
47.	If I had it to do over again, I would still choose an academic career		☐ [0]	☐ [3]	☐ [23]	☐ [29]

Please indicate the extent to which you agree or disagree with each of the following statements. Over recent years at this institution:

		Strongly disagree	Disagree	Agree	Strongly agree	
48.	it has become more difficult for faculty to obtain external funding		☐ [2]	☐ [22]	☐ [17]	☐ [8]
49.	faculty work load has increased		☐ [1]	☐ [11]	☐ [26]	☐ [16]
50.	the quality of undergraduate education has declined		☐ [4]	☐ [25]	☐ [21]	☐ [4]
51.	the atmosphere is less conducive to free expression of ideas		☐ [6]	☐ [30]	☐ [16]	☐ [2]
52.	the quality of research has declined		☐ [7]	☐ [34]	☐ [10]	☐ [1]
53.	too many full-time faculty have been replaced by part-time faculty		☐ [3]	☐ [21]	☐ [23]	☐ [6]

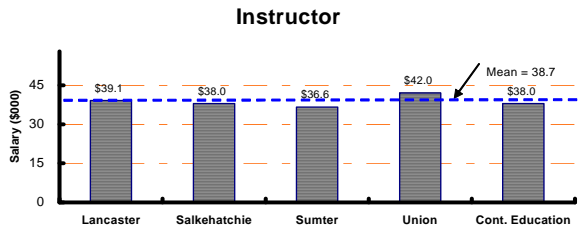
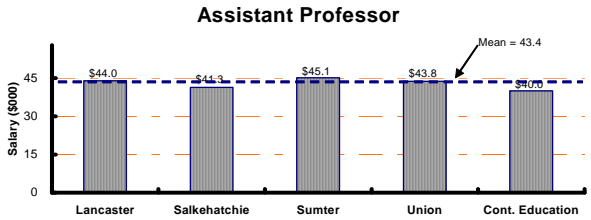
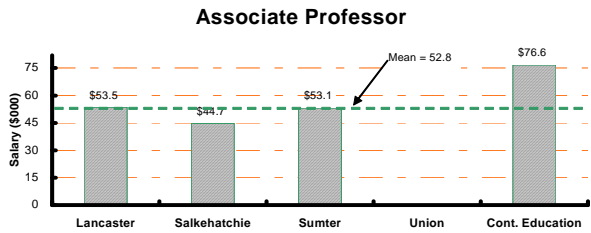
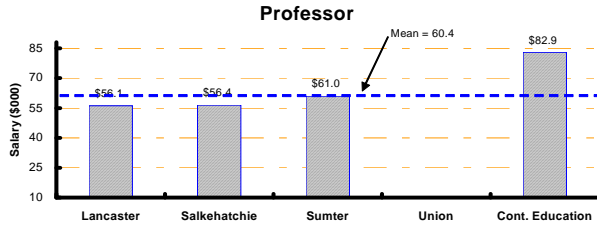
In which location do you perform your professional duties?

		Continuing Education/Academic Credit Programs	Lancaster	Salkehatchie	Sumter	Union
54.		☐ [4]	☐ [16]	☐ [11]	☐ [23]	☐ [1]

# Appendix II

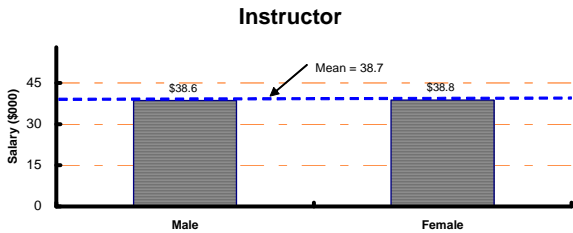
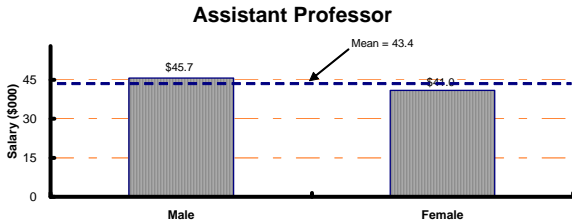
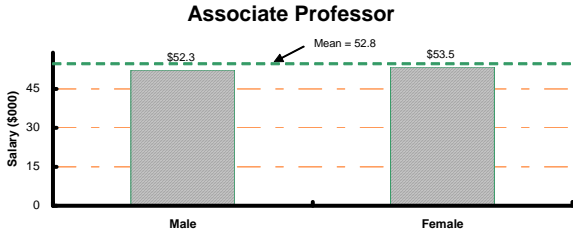
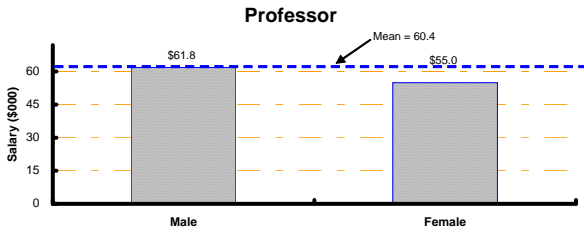
## Salary Survey

USC Regional Campuses  
 Nine-month Salaries for FY 2006-2007  
 (When only salary range was reported the mid-point of the range was used.)



	Average (000)	Average	Mean (000)
<b>Professor</b>		\$51,271	
Lancaster	\$56.1	5	\$280,455
Salkehatchie	\$56.4	2	\$112,809
Sumter	\$61.0	11	\$670,482
Union	\$0.0	0	\$0
Cont. Education	\$82.9	1	\$82,906
		19	\$1,146,652
<b>Associate Professor</b>		\$56,993	\$60.4
Lancaster	\$53.5	5	\$267,677
Salkehatchie	\$44.7	4	\$178,897
Sumter	\$53.1	14	\$742,942
Union	\$0.0	0	\$0
Cont. Education	\$76.6	1	\$76,646
		24	\$1,266,162
<b>Assistant Professor</b>		\$42,842	\$52.8
Lancaster	\$44.0	10	\$440,000
Salkehatchie	\$41.3	6	\$248,000
Sumter	\$45.1	9	\$406,000
Union	\$43.8	3	\$131,300
Cont. Education	\$40.0	3	\$120,000
		31	\$1,345,300
<b>Instructor</b>		\$38,739	\$43.4
Lancaster	\$39.1	9	\$352,000
Salkehatchie	\$38.0	4	\$152,000
Sumter	\$36.6	7	\$256,000
Union	\$42.0	5	\$210,074
Cont. Education	\$38.0	4	\$152,000
		29	\$1,122,074
		103	\$4,880,188
			\$4,880,188

USC Regional Campuses  
 Nine-month Salaries for FY 2006-2007  
 (When only salary range was reported the mid-point of the range was used.)



Professor	Average (000)	Average	Mean (000)
Professor		\$51,271	
Lancaster	\$56.1	5	\$280,455
Male	\$60.7	3	\$182,053
Female	\$49.2	2	\$98,402
Salkehatchie	\$56.4	2	\$112,809
Male	\$56.4	2	\$112,809
Female	\$0.0	0	\$0
Sumter	\$61.0	11	\$670,482
Male	\$61.0	9	\$549,061
Female	\$60.7	2	\$121,421
Union	\$0.0	0	\$0
Male	\$0.0	0	\$0
Female	\$0.0	0	\$0
Cont. Education	\$82.9	1	\$82,906
Male	\$82.9	1	\$82,906
Female	\$0.0	0	\$0
Total		19	\$1,146,652
Male	\$61.8	15	\$926,829
Female	\$55.0	4	\$219,823
Associate Professor		\$56,993	\$60.4
Lancaster	\$53.5	5	\$267,677
Male	\$52.5	2	\$104,934
Female	\$53.8	4	\$215,210
Salkehatchie	\$44.7	4	\$178,897
Male	\$43.6	3	\$130,897
Female	\$48.0	1	\$48,000
Sumter	\$53.1	14	\$742,942
Male	\$52.4	9	\$471,355
Female	\$54.3	5	\$271,587
Union	\$0.0	0	\$0
Male	\$0.0	0	\$0
Female	\$0.0	0	\$0
Cont. Education	\$76.6	1	\$76,646
Male	\$76.6	1	\$76,646
Female	\$0.0	0	\$0
Total		24	\$1,266,162
Male	\$52.3	15	\$783,832
Female	\$53.5	10	\$534,797
Assistant Professor		\$26,042	\$52.8
Lancaster	\$0.0	0	\$0
Male	\$0.0	0	\$0
Female	\$0.0	0	\$0
Salkehatchie	\$41.3	6	\$248,000
Male	\$41.3	3	\$124,000
Female	\$41.3	3	\$124,000
Sumter	\$45.1	9	\$406,000
Male	\$47.0	6	\$282,000
Female	\$41.3	3	\$124,000
Union	\$43.8	3	\$131,300
Male	\$51.3	1	\$51,300
Female	\$40.0	2	\$80,000
Cont. Education	\$0.0	0	\$0
Male	\$0.0	0	\$0
Female	\$0.0	0	\$0
Total		18	\$785,300
Male	\$45.7	10	\$457,300
Female	\$41.0	8	\$328,000
Instructor		\$38,739	\$43.6
Lancaster	\$39.1	9	\$352,000
Male	\$39.3	6	\$236,000
Female	\$38.7	3	\$116,000
Salkehatchie	\$38.0	4	\$152,000
Male	\$40.0	1	\$40,000
Female	\$37.3	3	\$112,000
Sumter	\$36.6	7	\$256,000
Male	\$36.0	6	\$216,000
Female	\$40.0	1	\$40,000
Union	\$42.0	5	\$210,074
Male	\$42.5	4	\$170,074
Female	\$40.0	1	\$40,000
Cont. Education	\$38.0	4	\$152,000
Male	\$36.0	2	\$72,000