



**Meeting of Friday, February 17, 2006  
USC Columbia, Moore School of Business**

*Morning Session*

- 1) The Senate Chair, Noni Bohonak, called the meeting to order at 10:03 A.M. and introduced the guest speaker, Dr. Rafael Alvarado (Director of the Center for Teaching Excellence).
- 2) Dr. Alvarado addressed the senate:
  - He indicated that the Center for Teaching Excellence, which started operations on January 30<sup>th</sup>, supports all USC campuses.
  - The Center is dedicated to serving the pedagogical needs of early career, mid-career and senior faculty, as well as graduate students, adjunct faculty, and other teaching professionals at USC. It is intended to serve as a structural hub to facilitate interactions among USC faculty and between USC and other institutions in the United States.
  - The programs sponsored by the Center include lectures, conferences, workshops, assessment of teaching efficacy, and wikis.
  - Dr. Alvarado answered questions posed by members of the audience.
- 3) The Senate Chair announced that Dr. Reeder from the Columbia Faculty Senate was in attendance.
- 4) The general meeting was recessed at 10:28 A.M. so that the various committees could meet.

*Afternoon Session*

**I. Call to Order**

The senate was reconvened at 1:31 P.M.

**II. Correction/Approval of Minutes**

The minutes of the November 18, 2005 meeting were approved by voice vote.

### III. Reports from University Officers

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

##### Legislative:

- the University has fared well in all provisos so far.
- the tuition cap currently stands at HEPI plus \$250.
- the budget bill is probably complete but will remain under wraps
- the appropriations bill will be done next week in committee
- Senate Bill # 732 (USC Sumter transition to four-year status) did not receive a favorable vote in the Senate Education subcommittee on Wednesday and thus will remain in committee

##### Academic Searches:

- Engineering: finalists have been interviewed and on campus
- Law: final candidates currently visiting campus
- Pharmacy: round two and final candidates soon to visit
- Medicine: beginning stages
- Union Dean: search just underway

##### University:

- Provost Becker is reorganizing his office to improve responsiveness and communication. Early indications are that there will be five vice provosts representing critical responsibilities under the Provost: Enrollment, Information Technology, academic affairs, faculty development, and system affairs. I will report specific changes in more detail at our next Senate meeting since the reorganization will not be officially announced or take effect until summer, and the Provost has not yet finalized his plan.
- The Regional Campuses have just two tenure and promotion files under consideration this year—both have been forwarded to the Provost
- The Columbia faculty senate changed the summa cum laude designation for undergraduates to 3.75-4.00. This is a system-wide rule, just like grading, so it must also be approved by the Aiken, Beaufort, and Upstate faculty. Assuming they approve it, the rule will be effective for the 2006-2007 bulletin years. The first graduates under the new rule will be in December, 2006.
- A research database is now in place as a repository for **all** University of South Carolina faculty members and their research areas. The database was originally envisioned by the Office of Undergraduate Research to make it easier for students to identify a faculty member to work with and to identify interests and topics that span disciplines. This allows students to work with faculty that may be outside of their major but with similar interests and thus allowing students greater exploration and learning opportunities.
- Palmetto programs: The Bachelor of Liberal Studies proposal is being finalized to conform to CHE and SACS requirements and will be submitted to the provost in the very near future. This degree program developed and proposed by the Palmetto Programs Faculty implementation Committee has three concentrations and will be the first Bachelor Degree administered by through the division of Regional Campuses and Continuing Education.

#### B. Associate Vice Provost, Carolyn A. West

**Palmetto Programs** – The faculty development workshop for faculty teaching in Palmetto Programs is scheduled for May 10, 11 and 12 through mid-July. The facilitators for this year will be Steve Buchanan and Patrick Saucier. Participants for this year's program have been selected in consultation with the deans and academic deans of the campuses. The schedule for fall semester courses is being finalized. The courses we are currently planning on presenting are:

ARTS P345: *Art Evaluation*  
ENGL P427: *Southern Literature*

PSYC P400: *Survey of Learning and Memory*  
HIST P409: *The History of South Carolina, 1670-1865*  
ENGL P428: *African-American Literature*

### ***C. Regional Campus Deans***

#### *USC Lancaster, John Catalano*

##### **STUDENTS**

Spring 2006 registration numbers are up by 5.5% (FTE). Total numbers for the 2005 calendar year were up from 2004 by over 10%.

##### **FACULTY**

The searches for business, psychology (two positions), mathematics, exercise science, and biology professors continue with some candidate interviews already scheduled. Dr. Stephen Criswell has received a \$10,000 grant from Duke Power that will enable USCL to continue planning and begin implementing our new program of Native American Indian studies.

##### **FINANCES**

I testified before a subcommittee of the South Carolina House Ways and Means Committee concerning the parity problem. The chairman asked, "Why don't you just serve fewer students?" I can think of no better summary of the funding problems higher education faces in Columbia.

##### **FACILITIES**

Thanks to the generosity of the J. Marion Sims Foundation and the hard work of Tony Gilreath (a member of the USCL Board of Visitors); we will soon announce the complete renovation of the Richards Tennis Complex. The project will total \$350,000 and will not involve USCL money. God alone knows the completion date for the parking expansion of approximately 150 spaces on Hubbard Drive (but Thomas Fox says about two weeks). The Carole Ray Dowling Center landscaping project is still in the works. We would be in real trouble without the Lancaster County Commission for Higher Education, the Educational Foundation of USCL, the Lancaster County Council, and the City of Lancaster.

##### **COMMUNITY**

Our new Board of Visitors met for the first time on November 30, 2005 and the event was a big success. Faculty participation was a large part of that success. The Bundy Auditorium is on track for renovations and a performance series that will begin September 15, 2006 featuring Newberry Opera House-style acts. Season tickets are available and our website should be up and running soon.

#### *USC Salkehatchie, Ann Carmichael*

Dr. Arthur Mitchell's book, "Hitler's Mountain," will soon be available through the Salkehatchie Bookstore. The book may also be pre-ordered on Amazon.com.

Salkehatchie received official notification on December 7 that The Duke Endowment Board approved the recommendation to fund a grant through Allendale County Hospital, for USC Salkehatchie to offer a Bachelor of Science in Nursing (BSN) program through the USC system. Total grant funding is \$892,000 over three years.

Camille Nairn, Director of the Salkehatchie Healthy Communities Collaborative, and Ann Carmichael were invited to make a presentation on the planned health collaborative and proposed planned nursing program at the South Carolina Health Science Technology Educators conference in Myrtle Beach on January 27, 2006.

Interviews for the academic dean position are currently taking place. Applications are also being reviewed for five faculty positions, some due to pending retirements.

USC Salkehatchie was fortunate to avoid being recommended for closure in the Governor's 2006 budget proposal; however, the Leadership Institute is again listed to lose funding. The Leadership Institute is a valuable outreach program to the regions served. Members of the Salkehatchie Delegation are working on the Institute's behalf to have this money reinstated.

The fundraiser held on January 30 for the Salkehatchie baseball team featuring USC Head Baseball Coach Ray Tanner was a success, with over 100 people attending. The newly-formed Dugout Club also has approximately 100 members.

USC Salkehatchie has plans to add three new sports in the Fall 2006—women's volleyball (East Campus) and women's soccer and softball (West Campus).

Governor Robert E. McNair, a former resident of Allendale, has accepted Salkehatchie's invitation to address the graduates at commencement on May 1, 2006, which will be the final event commemorating the 40<sup>th</sup> anniversary. Governor McNair was instrumental in bringing the Salkehatchie campus to Allendale.

### *USC Sumter, Leslie Carpenter*

Since my last report to the Regional Campuses Faculty Senate on November 18, 2005, there have been a number of notable events and activities.

**Human Resources:** Upcoming retirement dates have been officially announced for Pat Schultz from her Library Manager position on February 28, 2006; John Logue from his Professor of Biology position on March 31, 2006; Joe Gagne from his Associate Professor of Business Administration position on May 15, 2006; Flora Gadson from her Coordinator of Records and Registration position on May 31, 2006; Betty Watson from her Business Officer Manager position on May 31, 2006; and Charlie Denny from his positions as Professor of Biology and Chair of the Division of Science, Mathematics, and Engineering, on June 30, 2006. Two building maintenance positions were recently filled, and USC Sumter's Maintenance Department is fully staffed for the first time in nine months. Searches are currently underway to fill three full-time staff positions: Director of Alumni Relations; Media Specialist; and Head Librarian. Searches are currently underway to fill full-time tenure-track Assistant Professor positions in Sociology, Biology, Speech Communication, and Management, and a full-time term Instructor position in Economics, effective with the 2006 Fall Semester. Since the inception of the TERI program, 24 USC Sumter employees have opted into the program. Of those 24, nine have already retired, six (named above) will be retiring by the end of the current fiscal year, two are scheduled to retire in FY 07, two in FY 08, four in FY 09, and one in FY 10.

**Enrollments:** Preliminary enrollment figures at USC Sumter for the 2006 Spring Semester indicate a slight headcount enrollment increase compared to last year, as well as a slight FTE enrollment increase compared to last year. USC Sumter faculty and staff continue to work hard on several new initiatives intended to improve recruitment and retention of students. Several of these initiatives were borrowed as "best practices" from other campuses in the USC System.

**Students:** USC Sumter students are keenly interested in the advent of Palmetto College, and continue to ask questions about the timeline for implementation of new bachelor's degrees as well as about the specific new degrees to be offered.

**Fortieth Anniversary:** The 2005-06 academic year represents the 40<sup>th</sup> Anniversary of the Sumter Campus, which first offered classes in the 1966 Fall Semester as Clemson University at Sumter. In 1973, with strong community leadership, the campus proudly became part of the University of South Carolina, which it remains to this day. Many events this year are being conducted in celebration of our 40<sup>th</sup> Anniversary, and on April 7 and 8, 2006, USC Sumter will host our second ever Homecoming Celebration for alumni and

former students. Saturday, April 8, also will be a Community Open House, with the keynote event being the dedication of the Founders Grove of six Palmetto Trees in honor of the original six members of the Mid-Carolina Commission for Higher Education who founded the campus.

### *USC Union, Jim Edwards*

- USC Union and the Union/Laurens Commission for Higher Education held their eleventh annual Founders' Day award ceremony on February 13, 2006. Mr. Irwin From was recognized for his long-time support for USC Union.
- USC Union experienced a 6% increase in enrollment this Spring semester over the fall enrollment.
- USC Union will have several faculty and staff members who will be retiring this semester. They are as follows:
  - Dr. Allan Charles, Professor History
  - Dr. Steve Buchanan, Professor Psychology
  - Mrs. Brenda Childers, Business Manager and Administrative Assistant to the Dean
  - Mr. Tony Keasler, Maintenance Supervisor
- Currently searches are underway to fill the following positions:
  - Fiscal Technician II
  - Administrative Assistant to the Dean
  - Dean of the Campus
- Under in the leadership of Dr. Hugh Rowland, Academic Dean, three tasks forces have been appointed to study the following:
  - improvement of writing skills
  - improvement of teaching using technology
  - improvement of student behavior
- In cooperation with Union High School, an honors academy is being developed.

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

The Assistant Vice Provost was not present at the meeting. Kate Fritz reported that Continuing Education is searching for an assistant professor of United States History.

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

### ***A. Rights and Responsibilities, Danny Faulkner***

In attendance:

- Danny Faulkner
- David Norman
- Hayes Hampton

- Nancy Washington
- Steve Bishoff
- Duncan McDowell
- Steve Buchanan

We briefly discussed an issue that the System Tenure and Promotion Committee had to deal with this year. We had three absences from the T&P meeting. One absent member sent a sealed absentee ballot. The T&P Committee did not count that vote, but decided to open the envelope and to read the justification after our discussion of each file but before casting our votes. This was for information purposes only. Since the *Regional Campuses Faculty Manual* stipulates that the T&P committee members must discuss each file before voting, this was a good decision.

The remaining meeting was dedicated to progress on external peer review. We asked the System Affairs Committee to join us, since they have finished most of their work for the year and we could use additional input. We began by reviewing a document/report prepared by Hayes Hampton.

Preamble:

We recognize the potential benefit of recommendations from discipline-specific peers in the tenure and promotion process. These reviewers ought to be as free from personal bias as possible. Given the lack of discipline-specific peers that often exists on local campuses and within the Regional Campuses and the vast personal knowledge that our colleagues usually have, external peer reviews will address this situation.

- The procedure for selection of external reviewers should be informed by those of peer and peer-aspirant institutions.
- We ought to seek peer individuals who may or may not be at peer institutions. An example of a peer individual not at a peer institution might be a curator of an art museum reviewing the file for a faculty member in the arts.
- External reviewers will be sent the **entire** tenure and promotion file, as the candidate is tenured or promoted on the basis of the entire file.
- External reviewers will be sent the criteria for tenure and promotion from the *Regional Campuses Faculty Manual* and asked to evaluate files by these criteria. The reviewers will also be provided with a campus description and mission statement.
- External reviewers will be asked to determine whether the candidate's file meets the tenure and promotion criteria as stated in the *Regional Campuses Faculty Manual*. They will be directed not to suggest whether the candidate should receive tenure and/or promotion or whether the candidate would receive tenure and/or promotion on the reviewer's campus. The reviewer is not a voting member of any committee recognized by University policy and therefore serves in an advisory capacity only.
- The recommendations of external reviewers are merely advisory. Those who vote on tenure and promotion files must be reminded of this.
- The local campus will coordinate the process of finding reviewers in consultation with the applicant.
- The Office of Regional Campuses and Continuing Education will have the responsibility for soliciting external reviewers from the submitted list, sending the file to external reviewers, and gathering information for inclusion in the file. These recommendations must be placed in the file before any level of tenure and promotion review mandated by the *Regional Campuses Faculty Manual*.
- In some situations, external peer reviewers may come from outside the candidate's discipline; such reviewers, when they come from peer institutions, will be very well-qualified to judge the candidate's overall performance. They, like the candidate, will be generalists whose careers are centered on teaching; like most of the faculty on the candidate's campus and on the system committee, they will be from another discipline but will have successfully integrated teaching and scholarship.

Other points:

- Ought the applicant to have access to the reviewers' letters? If so, may the applicant rebut the letters?
- To allow time for external reviews to be completed, we may need to revise the tenure and promotion calendar. There is a strong opinion among the R&R Committee that the added time required be adjusted to the end of the procedure rather than requiring an earlier submission date.
- The Office of Regional Campuses and Continuing Education must establish a budget to pay honoraria to external reviewers.
- Explicitly, what is the weight of the review?
- We have yet to define peer institutions. In our previous meeting we established some criteria for what constitutes a peer institution. In any case, peer individuals and institutions must come from outside the Regional Campuses.
- So that faculty will not be blind sided in their penultimate year, we may consider including external peer review in the third year review.
- The administration, from the Vice Provost to the President, should do everything in its power to ensure that the addition of external peer review to the process does not require the candidate to produce the file earlier than is currently done. Therefore, if the calendar is to change, it should change on the administration's end, not the candidate's.

Other R&R charges:

- We have not made progress on streamlining the T&P process in the manual nor language dealing with librarians.
- I expect the full on-line T&P form to be ready very soon, certainly well before the May T&P workshop.
- Per our discussion in Senate session this afternoon, we shall consider T&P file length.

### ***B. Welfare, Fran Gardner (a.k.a. Fran Perry)***

The committee worked on preparing a workload survey, which will soon be available on-line. It also worked on the annual salary report and scheduled the next Tenure and Promotion workshop for May 9.

### ***C. System Affairs, Chris Borycki***

Having completed all the charges assigned to it this year, the committee joined the Rights and Responsibilities committee in the discussion of external peer review.

## **V. Report from the Executive Committee, Roberto Refinetti**

The executive committee met previously on January 27 in preparation for today's senate meeting. It heard reports from the vice provost, the campus representatives, and the standing committee chairs.

In today's meeting, the executive committee had a discussion with Dr. Alvarado (the guest speaker) about teaching technology topics. It also discussed senate committee charges and topics related to external review of Tenure and Promotion files.

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

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

No report.

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

The committee met in January and February. It recommended the approval of an interdisciplinary minor in neuroscience and a B.S. degree in Library Information Science. It also discussed a proposal for initiatives to support undergraduate research.

### ***C. Committee on Faculty Welfare, Fran Gardner (a.k.a. Fran Gardner)***

The committee discussed a proposal for reduction of tuition costs for children of USC faculty and staff.

The committee representative presented her resignation due to a time conflict.

### ***D. Academic Affairs and Faculty Liaison Committee, Noni Bohonak***

The committee will meet on March 16.

### ***E. Research and Productive Scholarship Committee, Hayes Hampton***

No report.

### ***F. Regional Campuses Research and Productive Scholarship Committee, Lisa Rashley***

The committee discussed the results of a recently-conducted survey of the faculty. Respondents (N = 24) expressed the opinion that research activities would greatly benefit from course-release time and availability of research funds.

### ***G. Provost's Regional Campuses Advisory Council, Noni Bohonak***

No report.

## ***H. Other Committees***

### ***1. Conflict of Interest Committee, Dave Bowden***

No report.

### ***2. Manual Review Ad Hoc Committee, Lisa Rashley***

No report.

## **VII. Special Order**

Darris Hassell was elected as the senate representative to the Faculty Welfare Committee.

## **VIII. Unfinished Business**

There was no unfinished business.

**IX. New Business**

The only new business was conducted under Special Order.

**X. Announcements**

There were no announcements.

**XI. Adjournment**

The meeting was adjourned at 2:54 P.M.

*Minutes prepared by the Senate Secretary, Roberto Refinetti*