GENERAL FACULTY MEETING  
September 7, 2005

PRESIDENT ANDREW SORENSEN – We will a couple of minutes. According to the clock it is 2 minutes before 2 pm.

I. Call to Order.

PRESIDENT SORENSEN – Ladies and gentlemen, I should like to call to order the meeting of the General Faculty for Wednesday, September 7, 2005.

II. Approval of Minutes.

PRESIDENT SORENSEN – I ask for a motion to approve the General Faculty minutes of the meeting of April 26, 2005. Is there a motion? Second? Thank you. Are there any corrections or emendations to the minutes as distributed? Hearing none, I’ll call the question. All in favor say aye. Opposed? Thank you very much.

III. Report of the President.

PRESIDENT SORENSEN – For reasons that will not come as a shock to you, most of my comments will be about Hurricane Katrina and our University’s response to that. We had our first football game on September 1st. I received in the days immediately preceding that and that day an enormous number of telephone calls, e-mails, and letters suggesting that we take a collection at that football game for the victims of Hurricane Katrina. I demurred for two reasons: 1) we did not have adequate time to organize the collection effort, and 2) I am always nervous about the ethical sensitivity of people who are collecting monies in buckets and boots and other receptacles and getting that all coordinated and making sure that 100% of the money that is collected gets to the source where it is being collected and processed. And that 100% of that money gets to where it is going. I talked with Commissioner Slive who is the Commissioner of the Southeastern Conference (I am the Vice President of the SEC and a member of the Executive Committee) and we decided that rather than have a hurried and possibly inappropriately organized, structured, and supervised activity, we would defer that collection until September 17. We are playing Alabama here on September 17 so we will have an organized concerted drive the shape of which has yet to be determined. On that same day the SEC sent $1 million in cash to the American Red Cross for the victims of the hurricane. So our University’s portion of 1/12 of that was equal to $1 from every man, woman, and child who attended the football game. So I thank those of you who buy football tickets and basketball tickets because that is where that million dollars came from. There will be another opportunity for another collection on September 17. On that date we think we will have an opportunity to have a better organized collection. We are exploring a variety of alternatives: canned goods, cash, and other alternatives. But we will make adequate announcements frequently prior to the game and during the game about that.
On the academic front we have had quite a few students from universities and colleges in the New Orleans area who particularly asked to come here for the fall semester. We have to treat those students differently because they don’t have time to submit records, test scores, and go through the usual admissions procedure, and furthermore, a lot of the universities and colleges in which they are enrolled have lost all records of all students. So requiring them to bring transcripts and test scores, letters of recommendation, and go through the usual admission process would be virtually impossible. Thus we have been advised by other universities to call them transient students and they can be admitted immediately. That is we can say, “You can sign up for whatever classes you wish, providing that we have space available in those classes.”

Some of those students they very exact and very specific requests. We have a student, for example, who is applying to medical school and she needs to have this semester an advanced organic chemistry class. She said, “That is all I need and if I take one more course that would be fine, but I don’t require it.” Then other students say, “Well I’m a business major and I’m in my second semester of my junior year, although it is the fall semester, and here are the courses that I need and so forth.” So we are accommodating those students on a case by case basis. Provost Becker will be giving his report and he is more informed about what is going on there. So we will both provide opportunities for you to ask us questions about these and other matters. Then obviously these students need housing when they come in. So we are arranging housing for them as well.

I would like to salute especially Provost Becker who has organized the academic response to all of these numerous issues and Dr. Pastides. They have worked together with the colleges that report to them respectively to make sure that we accommodate all the students who desire accommodation. And, I especially thank Dean Powell from the Law School. We have more students transferring to the Law School than any other college. Burnele, what is the last count for the number of people who want to start at the Law School?

DEAN BURNELE POWELL – I believe that we are up to 12 and we expect to go to 15.

PRESIDENT SORENSEN – And, are they all from Tulane?

DEAN POWELL – No.

PRESIDENT SORENSEN – It is my fantasy that these students who come here will have such a wonderful experience and become so enamored of South Carolina hospitality and conviviality that they will say, “You know what? I want to stay here.” Now Scott Cowen, who is the President of Tulane University, is a dear friend of mine and we have been corresponding back and forth but I am not sharing that fantasy with him. This is just for me and you. At any rate, Harris and Mark have done a terrific job. And, Dennis Pruitt has done an extraordinary job on processing the applications and the housing and so forth. Now obviously each of us represents a whole team of people so when I single out Mark or Harris or Dennis, I don’t mean them literally. I mean all of the people involved. Just as Dean Powell is dean of the Law School, but other people work on
making all this happen. So I thank the team for how much they’ve done. Any questions about the academic transient students?

Now let’s move to the emergency shelter. This was a very interesting juxtaposition of moods that I went through in a 24 hour period. The football game on Thursday evening was of more than usual concern for me because of the role that I played in hiring the head football coach and the athletics director. So I was gratified that the season got off to a good start. Although there was a picture of me in the sports section of The State newspaper on Friday morning with a score of 24 to 15 and the University of Central Florida driving to the goal line yet again. The picture, if it had been taken of me when the score was 24 to 3, would have been one of undiluted exhilaration. But the picture was taken of me with 5 minutes to go and I was very glum and disconsolate. It gave the impression that I was talking to Coach Spurrier but I don’t do that during the game. I am happy to talk with him after the game but not during the game.

So Friday I go to a meeting with Congressman Jim Clyburn, who is congressman for this district, at the City Council Chambers. He said that we need to come together because he did not see the federal government responding adequately (and I don’t see the state leadership responding adequately), and he wondered if we as Columbians could come together and find a way to work together and respond to the catastrophic situation in which the residents of New Orleans and other parts of the Gulf Coast find themselves. Being the shy, retiring person I am, I stood up and said “The University will make a facility available to shelter these people.” A reporter immediately asked Mayor Coble, Congressman Clyburn, and me: “Where is this shelter?” And, I said, “Well, I know, but I haven’t had an opportunity to discuss this with the Chairman of our Board of Trustees.” So I prayed that the Chairman of the Board and other members of the Board would support my offer and in fact they did and, I hasten to add, with great enthusiasm. It was just a slam dunk as far as they were concerned. There was no hesitation, no equivocation and in fact they were proud that we had come forward and offered that. So Rick Kelly, our Chief Financial Officer and his staff worked heroically all weekend because we had scheduled the former Naval Reserve building on Pickens Street to come online maybe December or January. So we felt we had plenty of time. Well, it needed a lot of work. So they worked literally around the clock all weekend. We had a meeting there on Monday afternoon to announce to the press that the building was open; it was available. And to thank all the people who had come and the amount of work that they had done; it was just heroic. It was just unbelievable how much work they did. Then Bill Hogue and his team need to be thanked because Bill, who is our Chief Information Officer, arranged for telephone lines. There were no telephone lines in the building and no computer lines in the building. They dragged cable down from other part of the campus down there. I told them I don’t even want them to tell me how they got it there and where it is – but it is there. They have a huge number of telephone lines hooked up and we have an area dedicated for the little children of these families, with a library with children’s books, games that they can play and, of course, given the propensity of this generation - video games. All that had to be set up by Bill Hogue and his team. They were up around the clock for 24 hours. I got there for the meeting a 4 o’clock Labor Day afternoon and they
had literally gone without sleep the preceding evening getting it all ready. So there are all these people that just came together with incredible enthusiasm and there was no grousing, no saying, “Well, that is not in my job description, I’m not getting paid for being down here” (which is true – they aren’t getting paid) and just the selfless, altruistic way in which they responded made me so proud to be President of the University. It is just extraordinary. So I was just overwhelmed by the response from our community.

I was down there twice yesterday and once again today and I’m going down again this evening. I got a call at 7 o’clock this morning. “Dr. Sorensen?” “Yes.” “There are 4 planes each with 180 passengers coming here to Columbia and they are coming to the University.” So that was 720 people. So the first group came in already late this morning and they are all being processed. Another thing about this facility which bothers me, and I just had to do a show at WIS, is that they kept referring to it as the Naval Reserve building. All these people are thinking, “Well isn’t it wonderful what the Navy is doing for these people.” Hey – it is the University of South Carolina. So I had a few words for the news staff down there about how to refer to this: The University of South Carolina facility on Pickens Street – not the Naval Reserve. The impact I will have on them is like the impact I have on them on all other matters pertaining to media coverage of the University. At any rate we have the American Red Cross there, the Salvation Army, South Carolina Cares – Sam Tenenbaum is the Chairman of South Carolina Cares and he is sort of coordinating all the activities among all these groups. The military are there. It is just wonderful – it is just great. People are saying they are here for a common purpose and let’s pitch in.

We have 3 categories of people coming in. We have medical evacuees (people with medical problems) that the army is processing at the Columbia Metropolitan Airport (I always like saying the Columbia Metropolitan Airport – no small town stuff for us; we are the big time). They are dichotomizing them into people with severe medical problems that need to go to a hospital bed and we have designated hospital beds at Palmetto Richland Hospital; and people who have medical problems that can be treated in an outpatient clinic. A lot of people outside of the medical school don’t realize that we have 3 – soon to be 4 – buildings on the Palmetto Richland Medical Campus that are the University of South Carolina School of Medicine buildings. We own the land and the buildings and they are staffed by our medical school faculty. We have a USC Primary Care Clinic there where those people who are ambulatory and can be treated on an outpatient basis will be treated. So I am grateful to Dean Faulkner – and I see Stan Fowler in the group here – Stan, please convey to your faculty my appreciation for their work in taking care of those needs. Now a problem I learned working in a hospital in the Democratic Republic of Congo is that some of these families have come long distances and they will not say, “Well that’s okay Mom, you can go to the hospital and we will see you down at the USC facility on Pickens Street.” They’ll say, “We are going to go with her.” They will sleep under the bed or next to the bed or demand that they be in constant contact with them. So we may have some problems there. Eventually they all get processed at our facility. Then we have the other evacuees that will come in and they will go straight to Pickens Street. We have buses going back and forth from the airport to our campus. We will have other people just coming in on the buses that won’t need to be
processed for medical problems and they will come right to that facility. Dean Faulkner is concerned that some of those people may have undetected problems and then they go through some kind of screening and discover they have problems. Hypertension, for example, might be one that you might easily predict. So they might be treated there.

Finally we have faculty members who have been displaced, who’ve lost their homes. I am extremely grateful that in an unsolicited fashion a huge number of faculty have said, “I have a room, I have an in-law apartment – if there are faculty who are displaced and need to come here for a week, a month, 2 months, 3 months - I would be happy to accommodate them.” I thank all of you who have done that. That is just extraordinary. So we are going to provide housing for those people as well. So all in all it is has been just remarkable. I thank all of you for the way you have jumped into this and responded. The sad thing is that a lot of community people that are working in this facility (I’ve been visiting several times a day since Friday) have said “I’ve never seen the University respond this way.” I think that the University is made up of really wonderful caring people but somehow we haven’t managed to convey that. So I know that now - it is happening! People say that is just extraordinary – they are just very, very touched. So thank all of you for all that you do and thank your students, too.

Now one of the problems is that people with good intentions say “I want to help.” And, I know this impulse because I was raised by profoundly altruistic parents and it is in my DNA to help. And preferably in a heroic fashion. So entering data into a databank about patients is not heroic, or helping to put computer lines in our facility on Pickens Street is not heroic, or driving a bus back and forth to the airport is not heroic. So my impulse is, “I want to go on the levees and carry the sand bags and put them on the levy and help dam the water from going into the city.” Then have the television camera picture me while I’m doing that. What we have got to do is to resist the impulse to have faculty and staff going off in a hundred different directions, each person doing what he or she feels is appropriate. So please work with us as we try to coordinate our efforts. I am going to help you find ways to help if you wish – our website is: www.sc.edu/katrina. We’ve got FAQ’s (Frequently Asked Questions), a section on how to volunteer, we have another section on how to donate, we have a heading “USC Context For Displaced Students/Evacuees,” and another section “Contacts For the USC Community.” Now Renee Gibson who is one of our faculty, is a official certified liaison to the American Red Cross and you can reach her at: Gibson@gwm.sc.edu or her telephone number is: 777-1121. The relief agency – South Carolina Cares which Sam Tenenbaum is chairing – Sam’s number at South Carolina Cares at 401-8847. So that is how to get in contact with those people. Sam was chomping on a cigar walking around the center early this morning, very active.

That is the end of my report. Are there any questions about anything I’ve said regarding the hurricane and my response to it? The other item I want to mention is the legislature – they don’t start convening until January but I am already working on the leaders of the legislature - making sure that they understand the urgency of our needs of another pay raise for the 3rd consecutive year. Hope we are successful in our effort. I
hope the bond bill will pass but there are no guarantees but I am very hopeful that we’ll be supported by the legislature.

There are 108 new faculty. Are they introduced at this meeting or the next one? This one – great. I don’t think all108 are here. We can have another meeting for them in the Spring semester and we can introduce them again. My wife and I hosted them at our home, we are delighted to have them here, and we are going to have another 100 or more next year. So we are excited about all the new faculty and excited that you bring all this enthusiasm to our collective midst on top of the enthusiasm that is already here.

We are going to have a groundbreaking for the Innovation District on September 15, is that correct, Harris?

VICE PRESIDENT HARRIS PASTIDES (Research and Health Sciences) – Correct!

PRESIDENT SORENSEN – So that is 550,000 square feet of buildings. When do we start construction?

VICE PRESIDENT PASTIDES – You are going to be on the equipment September 15.

PRESIDENT SORENSEN – I am so impatient. It was February of 2003 that I talked to the Board about this dream for an Innovation District and they approved it. So it is just a little more than 2 years but it seems like a very long time. Going through endless real estate transactions and processes and funding requests and all of this kind of stuff. But it is all coming together and I said at a newspaper interview – “If they don’t get moving fast, I’m going to rent a bulldozer.” I worked for a construction company for 11 summers through college and graduate school as a ditch digger, jackhammer operator, bulldozer operator, and truck driver. So I said that I will get on a bulldozer (as I know how to run a bulldozer) and get me a hard hat and I’m going to start moving some dirt around. So my ever attentive staff has arranged to rent a bulldozer – so I’m going to get on a bulldozer September 15. And, they better get out of the way because I’m going to move some dirt. Thank you very much. I now call on our Provost for his report.

IV. Report of Provost.

PROVOST MARK BECKER – Rule number one in the Provost’s Handbook is don’t show up your President. I don’t think I can get close to touching that act.

This report will actually be lengthy. This, as the President mentioned, is the meeting where we introduce new faculty. Before I do that, I will add some additional items relating to our response to the hurricane, we will also introduce some new deans (it has been a very busy summer in that area as well as hiring new faculty), we will have an announcement on a new initiative, and then say a little bit about our new students to wrap this report up.

On the response to the hurricane, the concerns of the University as it relates to students and faculty have actually been multi-dimensional. Our very first and immediate
priority after the hurricane hit the coast last Monday morning (it seems like a long time ago now) were our students. We have over 300 students who hail from the states of Alabama, Louisiana, and Mississippi. Dennis Pruitt and his staff in Student Affairs were able to identify all those students straight away and personal contact was made with each and every student so that if they had needs and concerns related to family and the impacted area or other issues, those were met and seen to and that we have counselors, etc. available to help students who are affected by the disaster directly and personally. Second, it only took a few days afterwards, of course, that everybody moved onto the next question of how to help our colleagues – our faculty colleagues at the institutions in the affected areas as well as students displaced by the storms. Again, I have to echo a sentiment of the President’s, I think the easiest way to say this is at this University everybody who has been asked to help has said yes and many people have offered to help without being asked. The issues for displaced students are actually not one-dimensional. At the undergraduate level, we have made it known through our website and through other higher professional associations that we will certainly accept what are called transient students. The affected institutions as the President intimated with his communications with the President of Tulane have requested that we not poach their students; that we not enroll students from their institutions as degree program enrollees. Our institution, and I believe almost all institutions nationally, are taking in students as transients (this means the fall semester) as Tulane, Loyola, Xavier, Dillard, and numerous other institutions come up with their plans for the spring semester. I don’t believe many, if any, of those in New Orleans in particular will be opening this semester. We’ve had over 45 contacts from prospective students. A much smaller number, closer to 10 or so, are actually in class right now. They are as the President said a very specific class, very specific students with very specific needs. The students who were most able to get back on their feet straight away, of course, were the upper classmen who knew exactly what they needed at this point and we were able to assist those students and plug them in. Some of the students earlier in their academic careers find themselves a little more disoriented because if they were freshmen they may not have known what they were going to take at those institutions. The main point is that each student is being worked with individually both in terms of their academic needs, their housing needs, and their financial needs. We have appointed separate offices so that when we do bring in a transient student there will be somebody to work with that student to go through all of the offices you have to go through – bursar, registrar, academic advising, etc. Because these students come in not knowing our institution, being somewhat disoriented at this point, having to relocate on short notice. Many of them have lost a lot. At a minimum clothes, cars, computers and textbooks and, therefore, have extraordinary and unusual needs. Again I want to compliment all the faculty, the deans, the student services staff; everybody who has been asked to step up and help these students has done so. It makes me very proud to be a member of the Carolina family and see this response. It has been heartwarming to watch and to be a part of.

In the Law School we have a larger number of transient students and that is because the Association of American Law Schools in my mind has been the most impressive group with their response. They have gotten out very coordinated, very focused information to the students from Tulane and Loyola, which I believe were the
two affected law schools. So it was actually in many ways easier for the 2 L’s and 3 L’s at those law schools to find information and to move. I know the Law School faculty, staff, and dean’s office have done an excellent job in helping these students.

On the side of people offering before they are asked to, we have actually had a number of offers of either homes or rooms in homes particularly for displaced faculty and displaced professional or graduate students. You will find at our web page, the one that the President referenced, that Ted Moore in my office is taking those requests. We have more than 20 offers right now for accommodations for displaced students or faculty. So if you get contacted, for example, by a colleague – somebody that you have known, perhaps done research with – that is asking, “Might I come to your area, your university, use the library, use the facilities,” we certainly hope that you will help them in that request but also know that you can contact in my office Ted Moore for help with housing and such issues. We are trying to do our very best through the website to collect and coordinate, keep coordinated and disseminate information so we can help all these people.

Switching then to new deans – it has been a busy summer. We have at least five deans to introduce here today. To start us off I want to invite my colleague who is Vice President for Research and Health Sciences, Harris Pastides, to introduce two of those deans as well, and I think, to add some remarks about one of the announcements.

VICE PRESIDENT PASTIDES – Thank you, Mr. Provost. First let me welcome my faculty colleagues. Those who are returning back to campus, it is an exciting time of year and especially a very, very hearty welcome to the 100 new faculty faces at the University of South Carolina. Among those there are also two deans and, Peggy, I’ll ask you to stand if you will.

Dean Peggy O’Neal Hewlett is our new Dean of our College of Nursing. Peggy comes to us from the University of Mississippi Health Sciences Center which is in Jackson. Peggy actually had to delay her arrival just a little bit because of family and personal issues related to the aftermath of the hurricane. Peggy, we are delighted to have you here.

In the second row we have Dean Dennis Poole who is the Dean of our College of Social Work. Dennis and his wife Kathy come to us from Austin, Texas where Dennis was a senior faculty member and a research leader at the University of Texas School of Social Work and also was cross-appointed at the LBJ School of Public Affairs. So we are delighted to have two outstanding deans and can we welcome them in the Carolina way. (Clapping)

Just to add one detail of specificity relative to what the President mentioned, on September 15th at 9 am, you are cordially invited to come to the Russell Center to hear some further announcements relative to our new Innovation District. Including the new brand name – so the name of the Innovation District will be announced to the faculty and the University community at 9 am on September 15 at the Russell House and then to the
public at large at 10 am. I will tell you that the fall of this year and continuing for several years after you will probably not have the luxury of not seeing large construction equipment or cranes on what will be the expanding to the west University campus that has already been branded as an Innovation District. We have appointed, as I hope many of you know, a livability committee which is made up of faculty, staff and students from the University who will work very, very hard to make sure that this will not be a conventional research park or research campus but will take advantage of this wonderful medium sized city environment that we find ourselves in to create an innovation district that combines the creativity and technical prowess of our faculty and students with the already existing creativity of the vista and throughout Columbia. So this will be a wonderful day for the University and I hope to see many of you on September 15 at 9 am at the Russell House. Thank you very much.

PROVOST BECKER – Thank you, Harris. This is the point of the program where at least in principal over 100 people get introduced personally to their faculty colleagues. We will go by schools and colleges and so to start us off….actually, no, I have to back up. I forgot I have other deans to introduce, excuse me.

Three more deans to introduce. First, Interim Dean of College of Engineering and Information Technology is Duncan Buell. I believe Duncan is right here. Duncan has been chair of our Computer Science and Engineering program and he actually came to us some years ago from LSU so he knows well the area impacted by Katrina. He has shown some special concerns and made generous contributions to the efforts to organize and help the relief efforts.

Next I’d like to introduce Tayloe Harding who is the new Dean of our School of Music. He comes to us most recently from Valdosta State University in Georgia and has also spent time at the University of Wisconsin. Tayloe is up and running rapidly with the marching band and all the fall music season as well as usual responsibilities of the dean. So welcome aboard Tayloe.

Then I would like to introduce, if he is here (I don’t see him but he may be hiding from me), Davis Baird. Many if not all of you who are long-time Carolinians will know that Davis was chair of Department of Philosophy and is the new Dean of the South Carolina Honors College.

Now we can turn to the other 100 introductions. To get us off I would like to start by calling on Thorne Compton, the Associate Dean from Arts and Sciences to introduce faculty in the College of Arts and Sciences.

ASSOCIATE DEAN THORNE COMPTON (Arts and Sciences) – Thank you, Mr. Provost. We are delighted that we have 31 new tenure track faculty in the College of Arts and Sciences. We are the largest college and so it is only fair that we should take the largest amount of time. It is also only fair that we should get the best people and again this year we did.
PROVOST BECKER – Did we give you room for editorial comments?

ASSOCIATE DEAN COMPTON – I thought so – always. In the area of Natural Sciences we have the following new faculty:

Department of Chemistry and Biochemistry:
- Caryn Outten comes in as an Assistant Professor with a degree from Johns Hopkins University.
- Wayne Outten from Northwestern University.
- Linda Shimizu from the Massachusetts Institute of Technology.
- Joseph Twinning from State University of New York-Stony Brook.

Department of Geological Sciences and Marine Sciences:
- Subrahmanyam Bulusu from University of Southampton in the United Kingdom.

Department of Mathematics:
- Matthew Boylan from University of Wisconsin-Madison.

Department of Physics & Astronomy:
- Thomas Crawford from University of Colorado.
- Roberto Petti from Pavia University.
- Steffen Strauch comes as an Associate Professor from Darmstadt University of Technology in Germany.

Department of Statistics:
- Joshua Tebbs is an Assistant Professor coming to us from North Carolina State University.

In the area of Humanities and the Arts we have the following new faculty:

Department of English:
- Elise Blackwell who comes from the University of Southern California-Irvine.
- Holly Crocker from Vanderbilt University.
- Tony Jarrells who comes to us as an Associate Professor and his degree is from State University New York-Stony Brook.
- Tara Powell has a joint appointment in English and Southern Studies and she comes to us from UNC-Chapel Hill.

Department of History:
- Christine Caldwell-Ames from Notre Dame University.
- Elena Osokina who comes to us from Moscow State University in Russia – not the one in Idaho.

Department of Languages, Literatures, & Cultures:
- Lara Ducate who is a new Assistant Professor who comes to us from the University of Texas-Austin.
- Yvonne Ivory from UCLA.
- Heike Sefrin-Weis who has a joint appointment in Philosophy and Languages, Literatures, & Cultures. He teaches Ancient Philosophy in Greece. She comes to us from the University of Pittsburgh.

Department of Religious Studies and Women’s Studies:
- Stephanie Mitchem comes to us an Associate Professor, a joint hire in Religious Studies and Women’s Studies from Northwestern University.

Department of Theatre & Dance:
- Miriam Barbosa from the University of Fine Arts in Sao Paulo, Brazil.
- Amy Lehman who comes to us from Indiana University.

In the area of Social Sciences we have the following new faculty:

Department of Criminology & Criminal Justice:
- Jeff Rojek from the University of Missouri, St. Louis.

Department of Geography:
- Monica Risher from Purdue University.
- John Kupfer from University of Iowa.
- Amy Mills from University of Texas-Austin.

Department of Political Science:
- David Darmofal who comes to us as an Assistant Professor from the University of Illinois in Champagne, Urbana.
- Christopher Zorn who comes in as an Associate Professor and his degree is from Ohio State University.

Department of Psychology:
- Dawn Wilson comes to us as a Professor and her degree is from Vanderbilt University.

Program of Women’s Studies and Department of Psychology:
- Kate Flory with a joint appointment comes to us from the University of Kentucky.
- Tawanda Greer also with a joint appointment comes to us from Southern Illinois University.

Department of Anthropology and School of Public Health:
- David Simmons with a joint appointment comes to as an Assistant Professor from Michigan State University.
PRESIDENT SORENSEN – Could we have all those people stand so we might welcome them? Are any of them here? (Clapping)

ASSOCIATE DEAN COMPTON – So many of our faculty are teaching and doing research at this time.

PROVOST BECKER – Thank you, Thorne. And, the pop quiz is: how did he organize those introductions? There was a structure to how you went through those. Next I would like to call on Dean Joel Smith of the Moore School of Business to introduce new faculty.

DEAN JOEL SMITH (Moore School of Business) – We do not have 31 faculty nor are we the largest college on campus but we are very happy to have 7 new faculty which is the largest number we have hired in a single year in several years. Two of them are here but I would like to introduce those who are not here first:

- Wendy Bailey, Assistant Professor in Accounting from the University of Pittsburgh.
- Chun-Hui Miao, Assistant Professor in Economics from Princeton University.
- Thomas Moliterno, Assistant Professor of Management from University of California-Irvine.
- Terence Pitri, Assistant Professor in Accounting from Michigan State University.
- Andrew Spicer, Assistant Professor of International Business from the University of Pennsylvania.

And, the two who are here please stand up:
- Mark Cecchini, an Assistant Professor in Accounting from the University of Florida.
- Alvaro Cuervo-Cazurra, an Assistant Professor in International Business from Massachusetts Institute of Technology.

(Clapping)

PROVOST BECKER – Next I’d like to call on Dean Les Sternberg to introduce new faculty in the College of Education.

DEAN LES STERNBERG (Education) – Thank you. The College of Education is very, very pleased to have recruited 9 new faculty this year.

In the Department of Educational Studies:
- Christine DeStefano joins us as an Assistant Professor. She has a Ph.D. in Educational Psychology from University of Georgia. Just prior to coming here she was an Assistant Professor at Louisiana State University.
- David Feldon is an Assistant Professor with a Ph.D. in Educational Psychology from the other USC – School of Education. Just prior to coming here he was a post-doctoral fellow at UCLA.
In the Department of Educational Leadership & Policies:
- Zach Kelehear joins us as an Associate Professor with an Ed.D. in Curriculum Instruction from North Carolina State University. Just prior to coming here he was an Associate Professor at the University of Alabama at Birmingham.

In the Department of Instruction & Teacher Education:
- Christine Lotter joins us as an Assistant Professor with a Ph.D. in Science Education from Indiana University.
- We also welcome Mariana Souto-Manning as an Assistant Professor with a Ph.D. in Language Education from the University of Georgia.
- Ken Fogler (who is not here today) is an Assistant Professor with an Ed.D. in Leadership in Schooling from the University of Massachusetts at Lowell, Massachusetts. Just prior to coming here he was an Assistant Professor at the University of Tennessee at Martin.
- Jennifer Wilson (who is not here today) is an Assistant Professor with a Ph.D. in Literacy from the University of Missouri, Columbia.

In the Department of Physical Education:
- Tina Hall joins us an Assistant Professor with a Ph.D. in Physical Education and Sports Studies from the University of Georgia. Just prior to coming here she was an Assistant Professor at Western Kentucky University.

In the Office of Program Evaluation:
- Tammie Dickenson (who is not here today) has become a Research Assistant Professor and our new Director in the Office of Program Evaluation. She obtained her Ph.D. in Educational Research from the University of South Carolina.

Thank you. (Clapping).

PROVOST BECKER – Next I would like to call on Dean Pat Moody to introduce new faculty in the College of Hospitality, Retail, and Sport Management.

DEAN PAT MOODY (Hospitality, Retail, and Sport Management) – I am very pleased to introduce 10 new faculty members, some of whom are in class or out of town but I think most of them are here today.

College of Hospitality, Retail, & Sport Management:
- Arch Woodside who is currently a Professor at Boston College and his degree is from Penn State. He will be coming to us as an Associate Dean of Research.

Department of Retailing:
- Jason Carpenter is a graduate of the University of Tennessee and comes to us from the University of Kentucky.
- Rod Runyan is a graduate of Michigan State and comes to us from Oklahoma State University.

Technology Support & Training Management Program:
- Pete Cardon is a new graduate of Utah State University. He also speaks fluent Mandarin and Cantonese and was one of our major interpreters on our trip to China. So we welcome him.
- John Gerdes will join us in January. His degree is from Vanderbilt and he will come to us from the University of California.

Department of Sport & Entertainment Management:
- Matthew Brown is a graduate of University of Northern Colorado and comes to us from Ohio University.
- Kim Mahoney is an ABD from Ohio State University. She will come to us from the Ohio State High School system where she was the Assistant Commissioner of the Athletic Association.

School of Hotel, Restaurant, & Tourism:
- Rich Harrill is a Clemson graduate and we don’t hold that against him. If he were not doing such a good job we would hold it against him, but he is doing such a great job. Rich came to us from Georgia Tech where he was a Senior Business Associate in their Economic Development Institute. He is directing our Institute for Tourism Research.
- Laura Lawton is from Griffith University and she joins us from George Mason University.
- David Weaver is an international scholar in Sustainable Tourism. His degree is from the University of Western Ontario and he also comes from George Mason University.

Thank you. (Clapping)

PROVOST BECKER – I would now like to call on Interim Dean Duncan Buell to introduce new faculty in the College of Engineering and Information Technology.

INTERIM DEAN DUNCAN BUELL (Engineering and Information Technology) – We have 4 new faculty in the College of Engineering and Information Technology. Two assistant professors in Department of Electrical Engineering who joined us in the spring:
- Yanqing Deng who came from Rensselaer.
- Yong June Shin who came from UT-Austin.

Department of Computer Science & Engineering:
- Jason Bakos who came from Pittsburgh.

Department of Chemical Engineering:
- Jerome Delhommelle who comes to us by way of Vanderbilt from the University of Paris.
Thank you. (Clapping)

PROVOST BECKER – I would now like to call on Dean Burnele Powell to introduce new faculty in the School of Law.

DEAN BURNELE POWELL (Law) – Thank you, Mr. Provost. It is my pleasure to introduce 3 new members of our faculty. I am going to ask them to stand briefly as I read their names in alphabetical order. Being very intuitive they have already found seats in alphabetical order.

- Assistant Professor Thomas (Tommy) P. Crocker, J.D. Ph.D. Professor Crocker earned his Ph.D. in Philosophy from Vanderbilt University, his J.D. from Yale Law School and holds degrees from Mississippi State University and the University of Wales-UK. He clerked for Judge Carlos F. Lucero of the United States Court of Appeals for the Tenth Circuit. And, he has taught Philosophy courses at Yale, St. Lawrence, and Vanderbilt Universities. This semester Professor Crocker is teaching Criminal Procedure.

- Assistant Professor Jacqueline R. Fox. Professor Fox is a double graduate of Georgetown University Law Center and a graduate of Sarah Lawrence College. Until recently Professor Fox was a Donaghe Visiting Scholar with Yale University’s Interdisciplinary Bioethics Project. Prior to that, a faculty Associate in Health Policy and Management at John Hopkins University School of Public Health. Her teaching responsibilities will be Health, Law and Policy this semester.

- Assistant Professor of Law, Danielle R. Holly. Professor Holly is a graduate of Harvard Law School and Yale University and served as Law Clerk to the Honorable Carl E. Stewart, United States Court of Appeals for the 5th Circuit. After clerking Professor Holly joined the faculty of Hofstra University School of Law and taught among other courses Civil Procedure, Administrative Law, and Race and Law. This semester Professor Holly is teaching Federal Practice.

I would also like to note that Stacy Etheredge, a Reference Librarian and member of the Law Library faculty, was unable to be here this afternoon because of illness. But I ask you to welcome all 3 of our new assistant professors. (Clapping)

PROVOST BECKER – Thank you, Dean Powell. I would like to now call on Dean Paul Willis to introduce new faculty in the University Libraries.

DEAN PAUL WILLIS (Libraries) – I have four new colleagues to introduce:
- Doug King came to us from Georgia Tech and his library degree is from the University of South Florida. He is in the cataloging Department of Thomas Cooper Library.

- Dr. Gregory Wilsbacher is the Director of the News Film Library and his Ph.D. is from Indiana University.

- Jeffreya Makala came to us from Wesley University Library. He’s with the Rare Books Special Collections Department here and his library degree is from the University of Illinois Urbana-Champaign.

- Scott Phinney is in Music Library and his degree is from the University of North Carolina at Chapel Hill.

Welcome! (Clapping)

PROVOST BECKER – Now I would like to call Dean Charles Bierbauer to introduce new faculty in the College of Mass Communications and Information Studies.

DEAN CHARLES BIERBAUER - (Mass Communications and Information Studies) – Thank you, we have a small but distinguished group of new faculty in our school and college.

- In the School of Library and Information Science, Dr. Anne Perrault has joined us. A recent Ph.D. from the University of Rochester. She is appropriately in class at the moment and much of her teaching is going be in the information literacy courses for the College of Education.

- In the School of Journalism and Mass Communications, we are joined this semester by Dr. Sooyoung Cho, Assistant Professor in Advertising and Public Relations. A recent Ph.D. from the University of Missouri, with professional experience in her home country of Korea. She teaches in the area of strategic communications with an emphasis on public relations.

- We also have been joined by Assistant Professor Karen Mallia. I don’t know if she has gotten here ...she is here! Just fresh from class. Karen teaches in the advertising and public relations sequences. She has degrees from Rider University, William Paterson University and joins us from The City College of New York where she taught advertising principles, advertising management and copywriting. And had lengthy experience in major advertising agencies.

I would add that since last year’s meeting, we were joined in the spring semester by Dr. Cheryl Harris, Ph.D. from the University of Massachusetts-Amherst, and came to us from Lehigh University in Pennsylvania. She teaches in public relations and also has considerable experience in the “dot-com” world.
PROVOST BECKER – Thank you, Dean Bierbauer, and welcome to all of you. (Clapping). Does this take you back to your broadcast days where they come in from the right and left? Next I would like to call on Associate Dean Stan Fowler to introduce new faculty in the School of Medicine.

ASSOCIATE DEAN STAN FOWLER (Medicine) – The USC School of Medicine from years ago put together a strategy to recruit new faculty to enhance our research capabilities and its really a pleasure today to be able to introduce to you fourteen new faculty and to see this plan kind of coming to fruition. I would like to introduce for you the following and please stand wherever you are:

Department of Pathology and Microbiology:
- Dr. Mitzi Nagarkatti who is the new Chair for the Department of Pathology and Microbiology and Deputy Director of the South Carolina Cancer Center. We obtained her from The Medical College of Virginia and her research interest is in tumor immunology and immunotherapy. But we did more than just steal her, but we also stole her husband, Dr. Prakash Nagarkatti.
- Dr. Prakash Nagarkatti who is not only a member of the department, but the new Associate Dean for Basic Sciences of the School of Medicine. So he will be working closely with me. His research area is in immunotoxicology and immunopharmacology.
- In addition we have in that department Dr. Robert McKallip who received his degree from George Washington University. He joins us from the Medical College of Virginia Campus. His area research is tumor immunology.
- Dr. Narendra Singh is also a new member of the department and also joins us from the Medical College of Virginia. His area of research is molecular toxico-immunology and cancer immunotherapy, and that is just the beginning for that department.

Department of Cell and Development Biology:
- In the Department of Cell and Development Biology we have a new Department Chair, Dr. Joseph Janicki. Unfortunately he could not be with us today, but he graduated from the University of Alabama. He joins us from Auburn and his research interest deals in mechanisms of heart failure.
- Joining him is Dr. Gregory Brower who received his D.V.M. degree from Texas A&M and his Ph.D. from Auburn and his research area is also in cardiomyopathy.
- We also have Dr. Mary Frances Forman who is a new member of that department. She received her Ph.D. from University of Arkansas and comes to us from Auburn. So you can see what we did to Auburn. Her research area focuses on cardiac mast cell biology.
- We also have Dr. Jason Gardner, a new member of the Department of Cell and Developmental Biology. He got his Ph.D. from Louisiana Tech and comes from Auburn, of course, and his research area includes the role of cardiac mast cells in ventricular remodeling.

- And then we also have Dr. Susan Lessner, she received her Ph.D. degree from Massachusetts Institute of Technology. She joins us from Emory University. She is very much interested in vascular remodeling.

- Finally we have Dr. David Murray who is also a new member of the Department of Cell and Biology. He obtained his Ph.D. degree from East Carolina University post doctoral training in Auburn and his research interest is also cardiovascular immunology.

School of Medicine Library:
- Dr. Rosalynd McConnaughy is a new member of the School of Medicine Library and received her degree at USC and was the Coordinator of the Center for Disability Resources Library.

- Felicia Yeh is also a new member of the School of Medicine Library. She received her degree also from USC and she comes to us from being the Director of Collections Management at the South Carolina State Library.

Department of Pharmacology and Physiology:
- In the Department of Pharmacology and Physiology it is a pleasure to introduce Dr. David Mott. He received his Ph.D. from Duke and completed his postdoctoral training there as well. He joins us from Emory University and his research interest area is in the neurosciences.

Department of Family and Preventive Medicine:
- Finally in the Department of Family and Preventive Medicine we have Dr. Kevin Bennett. He received his Ph.D. from USC and joins us from Georgia Southern University. His research interests include health disparities, social capital, health policy and quality improvement.

I wish to welcome all of these new people to Carolina. (Clapping)

PROVOST BECKER – Thank you and welcome. At this point I would like to call on Dean Tayloe Harding to introduce new faculty in the School of Music.

DEAN TAYLOE HARDING (Music) – We are delighted to introduce two new faculty members, neither of whom are from Auburn. Only one of whom is a replacement because the morale in the School of Music is very good and no one wants to leave. One of the two positions I’ll identify first, I am not sure if he is here; he teaches and plays at
what we call our seminar class in the School of Music for students this afternoon. He was our first Faculty Excellence Initiative hire and we are delighted to have him.

- Assistant Professor of Double Bass (our first ever double bass faculty member) comes to us from the University of North Texas and he also teaches in the Jazz area: Craig Butterfield.

- Our other position, the replacement position, sitting right next to me today is our Assistant Professor of Clarinet comes to us from Kennesaw State University in Metro Atlanta. He did his advance degrees and his graduate work at Louisiana State University and at the Peabody Conservatory at Johns Hopkins. Please welcome Professor Joseph Eller. (Clapping)

PROVOST BECKER – Thank you, Dean Harding. At this point I would like to call on Dean Donna Richter to introduce new faculty in the Arnold School of Public Health.

DEAN DONNA RICHTER (Arnold School of Public Health) – Thank you. We have 10 new faculty to introduce today most of whom are either in class or at meetings off campus and out of town.

PRESIDENT SORENSEN – Or doing research.

DEAN RICHTER – They are always doing research.

Department of Epidemiology & Biostatistics:
- Dr. Wilfried Karmaus, I had hoped would be here but he did have a class conflict, joins us as a Professor. His M.D. is from the University of Hamburg in Germany and his M.P.H. is from the University of North Carolina at Chapel Hill.

- Dr. James Bradford Burch, who is here, joins us as Assistant Professor with a Ph.D. from Colorado State University.

Department of Communication Sciences & Disorders:
- Dr. Chris Rordern, who is out of town, comes in as an Associate Professor with a Ph.D. from Cambridge University.

- Dr. Leonard Bonilha joins us as a Research Assistant Professor with M.D. and Ph.D. degrees from State University of Campinas in Brazil. Unfortunately it would be hard for him to join us since he starts October 1st.

- Heather Willis is a Clinical Instructor with an M.S.P. from the University of South Carolina.

- Heather Shaw comes in as a Post-Doctoral Fellow with a Ph.D. from the University of South Carolina as well.
Department of Health Promotion, Education and Behavior:
- Cheryl Anderson, please stand, joins us as Assistant Professor. Her Ph.D. is from the University of Houston. Thank you.

- Sonya Jones comes as a Research Assistant Professor joining the Nutrition Center with a Ph.D. from the University of North Carolina at Chapel Hill.

- Lisa Lindley is beginning as Clinical Assistant Professor with a Ph.D. from the University of South Carolina.

We also, as you heard earlier, have a joint appointment with Anthropology and that would be David Simmons. He is completing a post-doc at the Harvard School of Public Health. That is it for us. Thank you. (Clapping.)

PROVOST BECKER – Now I would like to call on Dean Chris Plyler to introduce new faculty from the Regional Campuses and Continuing Education.

VICE PROVOST and EXECUTIVE DEAN CHRIS PLYLER (Regional Campuses and Continuing Education) – Thank you. We are delighted to welcome 10 new faculty as well.

Continuing Education Credit Programs:
- Dr. Jessica Labbe in English and her graduate degree is from Florida State University. Not sure that she is with us today.

- Dr. Becky Lewis is not new to the University, she has been with us for sometime but she is now in the tenure track. Unfortunately she is not with us today, she is enjoying a Fulbright experience in Jordan. She received her degree in English from the University of South Carolina.

- Dr. Barbara Simon Oswald (I’m sure she is in class and doing research as well) received her Ph.D. in Psychology from the University of South Carolina.

USC Lancaster:
- Dr. David Norman, an Assistant Professor with a Ph.D. in Philosophical Theology from the University of Edinburgh, Scotland.

USC Sumter:
- Dr. Rebecca Ann Hillmna, an Assistant Professor with a Ph.D. in Mathematics from North Carolina State University.

- Dr. Rigoberto Florez, an Assistant Professor with a Ph.D. in Mathematics from the State University of New York-Binghamton.

USC Union:
- Dr. Avery Fouts, an Assistant Professor of Religion from Claremont Graduate University.

- Dr. Deborah Hudson, an Assistant Professor with a Ph.D. in Higher Education from Clemson University.

- Dr. Hugh Rowland comes to us from Ithaca College where he was Assistant Dean of the School of Business. He is going to be our Associate Dean for Academic Affairs in Union. His graduate degree is from The College of William and Mary.

- Dr. Denise Shaw, an Assistant Professor with a Ph.D. in English from University of South Carolina.

Thank you.

PROVOST BECKER – Thank you and welcome. (Clapping) I would now like to call on Dean Dennis Poole to introduce new faculty in the College of Social Work.

DEAN DENNIS POOLE (Social Work) – I am pleased to welcome two new faculty members – Assistant Professors – to the College of Social Work.

I believe one is in class right now – David Pooler who joins us from the University of Louisville. He reminds me frequently that they have a pretty good football team there as well.

Also joining our faculty is Dr. Jinseok Kim. We both applied for positions here at the same time. He was a doctoral student at the University of Texas at Austin. We didn’t know we were applying at the same time and I’m pleased to say that we’ve landed one of the very, very bright doctoral students in our program. He is a great methodologist, statistician with an emphasis on child health and we are delighted that he is here. Will you help me welcome him? (Clapping)

PROVOST BECKER – I’ve covered the list I was given, did we miss any deans to introduce any additional faculty? Welcome to all of you. I want to continue my report and wrap it up here.

As the President suggested and you’ve now heard, we have for the second consecutive year over 100 new faculty recruited to the University. This is not by accident. It is actually done as a part of a determined plan laid out with a vision by the President of this University approximately 2 years ago. We have at least four more years to go with adding 100 or more faculty per year. I would just like to take a few minutes to share with our new deans and our new faculty, as well as returning members of the Carolina Family, about what that plan is as it is actually multi-faceted. We heard in the introductions, Associate Dean Fowler mentioned the Centenary Plan, Dean Harding mentioned the Faculty Excellence Initiative, as well as replacements for new faculty. At
a minimum the 100 faculty a year actually comes from three different components. First off with a important shift in the budgeting model several years ago when the University moved to what was then called Value-Centered Management. I shall hereafter, as I’ve said before, refer to this as Activity-Based Budgeting. At the local level as enrollments increase, as tuition revenues increase (which is part of that new budget model) there is the opportunity to grow faculty and that is happening in schools and colleges on the campus where the budget model at the local level is facilitating that growth. As well as it keeps those dollars in the hands of the deans to replace faculty as some of the faculty leave, even though the don’t leave from Music because they are so happy. But some of the faculty move on to other pastures for whatever reasons – that resource is there. In addition to having that local control, if you will, and allowing the deans and their chairs and their faculty to plan strategically around the activities of the unit, we have two focused hiring programs. Just to share with you what those are and to remind the returning faculty and deans. The Centenary Plan is to hire over this period of 5 or 6 years 100 new faculty with really research incentive packages. The Centenary Plan, I think (Vice President Pastides will correct me if I’m wrong), is very much focused on increasing sponsored research at the University. That is the primary goal of the Centenary Plan. I think you heard how it is being used to great effect in the School of Medicine, bringing in research teams in this case from the Medical College of Virginia and Auburn University but being used across the University in a variety of strategic opportunity initiatives to help with getting new positions started as we increase sponsored research in those areas where that is the opportunity.

On the other hand, the Faculty Excellence Initiative was the brainchild of the President of our University to increase the faculty by 150 tenure track faculty over this period of six years. Some of the faculty here today represent the first cohort of faculty hired under that program. We’ve now been through two cycles. This is a program like the Centenary Plan where there is a campus-wide competition, if you will. There is a call for applications. There will be a call this semester for the next cycle which will be the third cycle. Those applications are then awarded on a competitive basis. We have awarded 62 positions – you did not meet 62 new people today. There were 31 last year. Part of today’s group is part of that 31. Some of those other searches are just getting going. Just recently with the leadership of Associate Provost Gordon Baylis working closely with the proposers, the faculty, and the deans we’ve awarded 31 new positions that will be searched for this year. So, 62 new positions, and we will be doing on average 25 to 30 a year for each of the next four years. There is a very simple theme to the 31 this year. The positions generally get broken down into three categories. Some are what we call cluster hires and the clusters are to bring together different units whether they be different departments, departments and centers or institutes, schools or colleges. Collaborations – I think we have had at least one here today in Public Health Law – a partnership between Law and Public Health.

DEAN RICHTER – That faculty member has not yet been recruited.

PROVOST BECKER – Okay. Sorry about that. That is one that will be recruited and there are others like that. There are also cluster proposals around theme areas, etc. I
would just give you some basic summaries of the 62 positions approved and I’m going to go down and do these by broad disciplinary categories but before I do that, again to emphasize that most of these awards are to build collaborations. So if I say Arts or Humanities or Social Sciences, very few of these – for example 1 out of 31 this year was actually a departmentally based recruitment alone. The other 30 are all based on building bridges but of the approximately 62 approved so far, 7 in the Arts, 11 in the Humanities, 8 in the Social Sciences, 17 spanning the Natural Sciences and Engineering as a combined group, 13 in the Health Sciences, and 15 in the Professional Schools. A lot of really good innovation there and we are very excited to have those of you that have come under that program as well as all hiring initiatives. I think we will be seeing similar strong groups of new faculty for many years to come as we move forward with these initiatives.

Switching then on the theme of new initiatives, with the cooperation of the Board of Trustees the budget of the University this year was able to fund what is a new initiative that you will read in the paper about on Sunday. We have not done a press release on it because the State newspaper asked us not to because they want to feature it in Sunday’s paper. Those of you that are going to be directly impacted by it as an opportunity are probably aware of it but I want to mention it. That is a collaboration between the School of Music and the College of Arts and Sciences and the Office of the Provost. We are launching an Arts Institute this semester. And, again supposedly September 11 is the date it should appear in the paper as a feature article. Kwame Dawes, a Professor in English, directs the poetry initiative and is heading that up for us. Just quite simply two primary objectives for the Arts Institute – one is to shine more focused light on the incredible strengths the University already has. This University does an incredible job of putting the arts in the life of the campus and in the life of the community. This institute will not take over any of those activities that already exists but rather through more coordinated web representation and other ways of communicating what we do to shine better light. So that when we hire 100 new faculty when new people come to Columbia they don’t have to already know about the myriad of strong programs. And, I’m not going to start naming them because there are so many I will offend somebody by forgetting theirs. But we will coordinate this in such a way so that you don’t have to respectively hunt out Theatre and Dance, Music, Art, English and other places where there are very strong programs in the institution. The other piece is with funding; as I said it is approved by the Board. Professor Dawes will have funding on an annual basis for looking at new things to do. Short term visits by artists in residence – those sorts of programs whether they be for a day, a week, a month, or a semester to fund collaborative efforts. Particularly that bridge across different disciplines of the arts as well as to fund some outreach activities. So I hope that you will see that in Sunday’s paper and look forward to many great things to come out of that.

Then to wrap up again on the theme of newness I want to commend the faculty and the deans, the department chairs, and our student services staff of this University for the disaster that did not happen. And, that disaster, which was predicted to be a disaster and I actually got some very kind words from Judy Alexander yesterday who chairs the Faculty Advisory Committee for the Faculty Senate about the disaster that did not
happen. She reminded me that several years ago the University had a very large freshman class and that led to a very large mess as students could not get into classes; there were all sorts of dormitory problems, etc. We had, I believe, what was an equally large, or larger freshman class this year. It was larger than what was expected; however this year it was done with considerable effort of coordination on the part of Student Services, the deans, the department chairs, and we seem to have brought in a very large freshman class, a very talented class, the best ever in the history of the University but without hitting the bumps and the potholes that have characterized past successes, if you will, in terms of large classes. So I thank everybody who went the extra mile to make this larger class welcome and to do it without having to go through the problems and bumps that have characterized past large increases.

That concludes my report. Are there any questions at this point? Thank you very much.

PRESIDENT SORENSEN – Thank you very much Mr. Provost. That disaster he refers to happened in the fall of 2002 which was my first fall here. The Admissions decisions had already been arrived at by my Predecessor and yet the Board of Trustees saw fit to blame me for the problems that were created by having a class that was larger than had been anticipated. One of the consequences was that we commandeered the Holiday Inn on Assembly Street and I put three hundred students in that hotel. Remembering vividly my freshman experience in a dorm room that was eight feet wide and twelve feet long, I thought that students would love being assigned to a Holiday Inn with a swimming pool, maid service and cable TV. How wrong I was. A Legislator called me up, irate. His daughter had been consigned to the Holiday Inn. How dare I put her there? He demanded that I put her in a university dormitory. I did, and she stopped speaking to him for a month (laughter). He called me up and pleaded with me to allow his daughter to move back to the Holiday Inn. I shan’t name him because he regularly votes for every appropriation I request and he will for the rest of his tenure in the Legislature. If he doesn’t I shall remind him of that circumstance.

In my remarks about all the things we are doing here, I neglected to mention all the wonderful things that are happening elsewhere. For those of you that are new, there are eight separate institutions that make up the University of South Carolina scattered throughout fourteen campuses across this state. On virtually every one of those institutions there are accommodations for these transient students, for evacuees, and so I am grateful to all of the member institutions of the University of South Carolina for their good work.

I should now like to call on Ida Fogle from Human Resources who is going to give a presentation on benefits and Ida, my suggestion, if you don’t mind (the President exercising from prerogative), is to keep it brief. Thank you.

Thank you for being with us today.
IDA FOGLE – Dr. Sorensen, Dr. Becker, Dr. Pastides, thank you and good afternoon to you Ladies and Gentlemen of the faculty. Thank you for this invitation to speak before you today and bring you general information regarding the benefits available to faculty and staff of the University of South Carolina. I want to just hit a few highlights and if you have questions then we can follow up. We provide services for our employees as a part of the recruitment as well as the retention of faculty and staff and to that end a number of resources are available on an ongoing basis such as, our Benefits website which is located at hr.sc.edu. It provides information about the services that are available through the Benefits Office, as well as links to the providers of services for financial information, for health information and other services that are available. We also provide an annual benefits statement to each employee that summarizes the coverage for each employee with their covered dependents and designated beneficiaries for life and retirement benefits. We encourage you to review the listed beneficiaries and dependents because unfortunately we do have situations that arise where employees have not made timely changes in their benefits, especially the beneficiaries, and situations that are not the desired outcome occur.

Also we have new legislation that will affect employees in 2006 for those who fail to drop ineligible dependents within thirty-one days. Those dependents may no longer be eligible for COBRA coverage which is a continuation of coverage to allow them to hopefully bridge to another group coverage.

We are in the process of establishing an on-line introduction to Benefits, which will allow new faculty to review the information at their leisure during the first thirty-one days of their employment and then come to the Benefits Office for a 15-30 minute session to finalize their benefits. This will replace the 2-3 hour orientation which I am sure most of you, the new ones especially, have recently gone through and while our counselors are very efficient and do a great job in presenting the benefits information, it does take quite a bit of time. If problems arise during the course of your employment here with regards to your benefits, please don’t hesitate to call us. We are here to act as a conduit to your benefits and if you contact us by letter, by email or by phone, we will work with you and the appropriate provider to resolve your problem. There may be some limitations in the services that we can provide because of the HIPAA regulations and that is the Health Insurance Portability and Accountability Act which now provides you with privacy consideration for your benefits.

As you are aware the State offers a choice between two indemnity plans: The State Health Plan Standard and The State Health Plan Savings; three health maintenance organizations: BlueChoices, which was formerly Companion Health, Cigna Health Care and the MUSC options and also a TRICARE supplement for retirees and dependents of active duty and retirees.

A new program that was introduced last year was the State Health Plan Savings plan, which is a consumer-driven health plan that allows you, the consumer, to have more control over the use of your health care dollars. The premiums for the Health Savings Plan are much lower than the traditional indemnity plan and enrollees in the plan may
establish health saving accounts which can be used to cover medical expenses. There is an individual deductible of $3,000.00 for the individual and a family deductible of $6,000.00 before the plan begins to reimburse as with the standard plan. But it does include a number of features that are not included in the Standard Plan such as an annual physical for all enrollees and dependents over the age of 13. Of course the HMO’s provide a similar level of coverage but with the stipulation that you must use network providers. There are set fees established for co-pays for your primary care physician as well as specialists and also co-pays for inpatient and outpatient procedures.

We will have our open enrollment this year. A lot of folks wanted to know last year if they could do some of the things that they will be able to do this year and of course this is an open enrollment period where employees can make changes that for some, its things that you forgot to do like add your spouse when you got married or drop your spouse when you got divorced. I mean there are always some unique situations. But of course for the health, you can enroll in, drop coverage, add coverage or change among the health plans. All of this will happen between October 1st – October 31st and yes we do dress up on Halloween. We have some regulars who come in and we all have a good time on October 31st.

For the dental insurance, employees may enroll in the Dental Insurance and/or the Dental Plus Plan. There will be a slight rise in the premiums for the Dental Plus this year. And the Dental Plus simply provides coverage for dental procedures up to the ninetieth percentile of what dentists in the State of South Carolina charge. If you enroll or disenroll, this will be in effect until the next open enrollment, which will be in October of 2007.

We do have an opportunity for optional and dependent life changes this year, $30,000.00 increases up to a maximum of $500,000.00 for active employees. Dependent spouses may have their coverage increase by ten or twenty thousand dollars, so long as the increase does not take you over fifty percent of the face amount of the active employee’s coverage or $100,000.00 whichever is less.

The rates for the Optional Life have decreased slightly and the rate for your dependent spouse is based on the active employee’s age. Our supplemental long term disability is having a true open enrollment this year. We have had a number of people who have been declined coverage and this will be an opportunity for anyone who has been refused coverage, based on the health statement, to enroll in the coverage. Everything that you enroll in during the month of October will take effect on January 1, 2006.

Money Plus is another feature that is very important and of course, we encourage everyone to pay the premiums for health, dental and the first $50,000.00 of life insurance with pre-tax dollars. That does provide you with a savings of approximately 27 percent of the deductions that you are covering.

We also provide Dependent Care Account which can be used up to $5,000.00 for household and you must re-enroll in that every year.
We also have the Health Medical Spending Account which is available up to $5,000.00 and you must re-enroll in the Medical Spending Account as well.

I spoke earlier regarding the Health Savings Account for employees who are enrolled in the State Health Plans Savings Program and the employees enrolled in the Health Savings Account may also have a limited use Medical Spending Account. If you are already enrolled in the Health Savings Account and your deductions are what you want them to be, you don’t have to do anything.

Starting in 2005, if you had a Medical Spending Account for 2005 and you didn’t quite spend all the money, we have a real nice surprise for you this year. You will be able to use that money in 2006 through March 15th. So if you have a little extra, you don’t have to chase down the mileage or buy an extra pair of glasses to use up your money so you don’t lose it. You will have until March 15th to use the money for 2005. This does not change the extended date to file your claims for 2005. That date remains March 31st, but you can use money from 2005 through March 15th of 2006.

You should receive your USC Benefits Statements by the end of September. You will also receive the Insurance Advantage which will provide detailed information on the topics I have covered here today and other topics of general interest with regard to your benefits.

The Teaching Employee Retirement Incentive Program or TERI, which I think I see a few people who might be familiar with that in here, was revised as a result of the passing of Senate Bill 618 in the last legislative session. As of this morning, the case resides in the South Carolina Supreme Court. All TERI participants have been declared members of the affected class and funds that are currently being collected from your paycheck every pay period are being placed in an escrow account pending the court decision.

Starting September 15, 2005 we are conducting post TERI workshops for the almost 120 employees who will leave TERI on December 31, 2005. The schedule and the signup forms are available on our website, so please avail yourself of that service and last and hopefully quickly, we will sponsor our annual Benefits Fair on October 5, 2005 from 9:30 am in the Russell House Ballroom until 2:30 pm in the Russell House Ballroom. Representatives from our service providers will be available to provide information and answer questions. If any of the Department Heads or Deans have faculty meetings where you would like to have a representative from the Benefits Office come and meet with your faculty and staff, we will be happy to do that.

Are there any questions? Thank you Dr. Sorensen.

PRESIDENT SORENSEN – Thank you Ida. I can testify from personal experience, that Ida is an extremely responsive person, answers questions that people might be tempted to call stupid, very tactfully and very diplomatically and Ida, I appreciate what you and your colleagues do. I urge those of you who are new faculty to take advantage of that
Health Fair on October 5th so that you can optimize the benefits that the University has available for you.

Are there reports from any committees?

V. Reports of Committees.

PRESIDENT SORENSEN – Hearing none, I will go to old business.

VI. Old Business.

PRESIDENT SORENSEN – Is there any old business to come before the faculty?

VII. New Business.

PRESIDENT SORENSEN – Is there any new business to come before the faculty? Are there any comments for the good of the order?

VII. Good of the Order.

VIII.

PRESIDENT SORENSEN – Sir. Dave Cowen, Chair of the Geography Department.

DR. COWEN – Thank you sir. I would like to bring to everyone’s attention that Susan Cutter, the Director of our Hazards Research Lab, is going to be featured on the NBC evening news tonight. She was interviewed by Andrea Mitchell, so you know that Dr. Cutter has been very involved in the policies issues relating to the response to Katrina, and she’s been on NPR and Time Magazine, New York Times. So she is being featured this evening.

PRESIDENT SORENSEN – So, this is 6:30?

DR. COWEN – 6:30 - NBC.

PRESIDENT SORENSEN – And what’s the NBC channel number?

DR. COWEN – WIS, 3 on your cable.

PRESIDENT SORENSEN – 3 on your cable and what is it on your.. Charles? 10 ok, thank you. Seems the Dean of the College of Mass Communications just has that information on his fingertips, rolls trippingly off the tongue.

Ok, now before I ask for a motion for adjournment, let me explain the drill here. We will have a Faculty Senate Meeting immediately after this. There is a reception, and don’t be misled by the small scale reception just outside the door, there are cookies and drinks outside the door. If you turn left and go down the corridor to the lobby of the Law School, there is a more comprehensive assortment of goodies. If you go down there,
especially for the new faculty, I would like to meet you and say hello to each of you personally, but I have to give a report at the Faculty Senate Meeting, so if you would be kind enough to wait down there for a little while, I will be along shortly, I hope; it depends on how long Dr. Reeder runs the Faculty Senate Meeting. He will probably do it much more expeditiously than I chaired this meeting and I will not give this detailed report about how the University community responded to Hurricane Katrina at the Faculty Senate Meeting.

IX. Adjournment.

PRESIDENT SORENSEN – So, may I hear a motion for adjournment? Second? All in favor, say “aye.” Opposed?

Okay, those who are Faculty Senators or people who are interested in the Faculty Senate Meeting, please stay. Everybody else is welcome to go the reception.