CHAIR-ELECT JAMES R. AUGUSTINE – Good afternoon. If you are surprised to see me here, you are not near as surprised as I am to be here. Professor Wilcox is at the first ever meeting of the Southeast Conference Faculty Senate Chairs at Vanderbilt University in Nashville, TN. That group is considering a number of issues. They will be hearing from Miles Brand the former President of Indiana who will be speaking to them about academics and athletics. The Commissioner of the Southeast Conference will also be there. So Rob is not with us and I will be presiding today.

I. Call to Order.

CHAIR-ELECT AUGUSTINE – First of all I would like to call to order the meeting of May 1, 2003. You have before you or have received by e-mail or other ways the minutes of the April 2, 2003 meeting. I would entertain a motion to approve those minutes or if there are any additions and/or corrections, please bring them to my attention. Is there a second? All those in favor of approving the minutes of April 2, 2003 say aye. Opposed say no.

In the interest of time I will ask the Senate’s indulgence to allow the officers to report briefly as they have a graduation ceremony to attend.

II. Reports of Officers.

PRESIDENT ANDREW SORENSEN – I was told that there would be more people at the General Faculty meeting than at the Senate meeting and it is true. That is the case. The General Faculty meeting was at 2 o’clock and I gave a lengthy report and I have been asked not to repeat the report but I would be happy to answer any questions anybody has about anything that is going on in the University or elsewhere if you wish.

AMANDA MARTIN (Student) – My question is why is President Bush been invited to speak at the USC commencement ceremony given his dismal history on education and specifically his lack of funding for the federally mandated No Child Left Behind Act? To allow him to speak at this University one week after the Democratic Primary Candidates debates brings political campaigning into our sacrosanct graduation ceremony. USC students are too valuable to be subjected to such an obvious stump speech. I will be graduating on that day and I would like to hear what you have to say about him being invited to speak here.

PRESIDENT SORENSEN – Surely. Thank you that is a very good question. Every president since and including John F. Kennedy has been invited to speak here irrespective of whether they are Republicans or Democrats. John Kennedy did in fact speak at the commencement. And, several presidents have said no and some have said yes. First of all we don’t know for sure whether he will be a speaker here, but he has been invited as
have the others. We have five commencement ceremonies on Friday and Saturday. We
have commencement ceremonies that are exactly identical one is on Friday afternoon at 3
p.m. and one at 10:30 on Saturday morning. Do you know which of the two you are
going to be at?

AMANDA MARTIN – I will be there on Friday at 3 p.m. but I also speak for other
students who are graduating on Saturday.

PRESIDENT SORENSEN – President Bush has been asked to speak at one of those
ceremonies and Jack Valenti, who was a special assistant to President Lyndon Johnson
and whose political perspective is substantially different from the President’s, has been
asked to speak at another ceremony. The commencement speaker for the Medical School
is an African-American who is a very distinguished surgeon. At the Law School
commencement former President of the American Bar Association who was a prosecutor
in the My Lai Massacre in Vietnam. And, we have the woman who is the highest ranking
American official in the United Nations speaking at another commencement ceremony.
She too has a political position that is considerably different from the President’s. Given
the fact that we live in a democracy, we have 5 people speaking at 5 commencements
who have an amazing array of ideologies, political perspectives, and beliefs. I believe
that the academy is a place where people can and should be allowed to speak on the
issues that they feel passionately about.

JENNY POWERS – Just the mere fact that his military budget is cutting education funds,
why would we want to give somebody like that an honorable degree from USC? He has
not given any money, he has in fact asked to take money away from our budget. Why
would we want to honor somebody like that?

PRESIDENT SORENSEN – I am very pleased that the President has put in his budget a
huge increase to deal with AIDS and HIV infection in Subsahara Africa -- more than any
president prior to him. I worked with AIDS and HIV program in Subsahara Africa in
AIDS support in the past has been dismal. So there are areas with any president
Republican or Democratic, Liberal or Conservative, in which people of good will can
have differing opinions about the value, the merit, or the worth of what it is that they are
proposing. I happen to think that the HIV, AIDS initiative is laudatory and
unprecedented in the history of our county.

JENNY POWERS – Well just last month he was talking about cutting AIDS funding and
making it as part of the global gag rule. It was only until people put pressure on him that
he withdrew that.

PRESIDENT SORENSEN – Well politicians respond to pressure – that is part of the
political game. I encourage you to express your opinion. I am delighted to continue this
conversation with you here or immediately afterwards or wherever you wish, but I hope
also that you will take cognizance of the fact that the State legislature that is across the
street has cut our education budget for the University of South Carolina by $41 million
this year and told me July 1st they are going to cut it another $20 million. How do you feel about that?

JENNY POWERS – I feel that we should hold them accountable.

PRESIDENT SORENSEN – I do too.

JENNY POWERS – I don’t think we should invite them to speak if they are cutting our budget.

PRESIDENT SORENSEN – I respect and appreciate your opinion and I would invite you to come over across the street with me when I do my lobbying.

HOPE (Last name unknown) – I was asking more not just about President Bush’s political platform but I wanted to question why we should invite a man who is not exemplary in academic excellence to speak.

PRESIDENT SORENSEN – Not all commencement speakers at all universities are characterized by academic excellence.

CAT BAAB– Could you talk a little bit about how our President is going to receive an Honorary Degree and as part of the other degree processes that the person adheres to as part of the Carolina Creed?

PRESIDENT SORENSEN – I don’t remember precisely the wording of the ceremony but having bestowed literally scores of Honorary Degrees on an incredible array of people, I want you to know that we typically don’t have an examination of the moral sensibilities of degree recipients before we decidir whether or not to give them Honorary Degrees.

UNIDENTIFIED SENATOR – My question is, I know he is coming to speak…

PRESIDENT SORENSEN – We don’t know that he is coming to speak.

UNIDENTIFIED SENATOR – Well if he does speak, I had not heard anything about an Honorary Degree.

PRESIDENT SORENSEN – Yes, if he does come, he will be offered an Honorary Degree. And, so will a number of other people.

UNIDENTIFIED SENATOR – I just want to say that I respect all of what they are saying but I was also displaced out of my classroom of teaching this week for the Democratic whatever this weekend and so…

PRESIDENT SORENSEN – It is the debate of all 9 candidates for the Democratic Presidential Primary. Is that a good idea?
UNIDENTIFIED SENATOR – No, I did not like being displaced.

PRESIDENT SORENSEN – Okay. Well, I am here to accept your slings and arrows.

UNIDENTIFIED SENATOR – I believe Yale gave President Bush an Honorary Degree as well.

PRESIDENT SORENSEN – They did.

DAVID BYER – I am also a graduating student and I would like to headline that a lot of us aren’t concerned about the political aspects of whether it is a Republican or Democratic event happening this weekend we see it as an educational issue. We came here to learn, we are concerned students who are focused right now on our lives, especially on education and taking the past example of Mickey Rooney or someone else not being a great example of academic excellence is not going to stop the problem of the current situation. We all don’t usually see student that drove drunk up the steps of the Yale Library. We are worried that he is getting an Honorary Degree, a speaker is supposed to represent the Carolinian Creed and he does not represent academic integrity. Whether it is Democrat or Republican, an Independent Green Party that is not the issue. We are worth it. When he spoke at Ohio State he brought politics into his speech he did not talk about academic integrity and your future. We worked 4 hard years many of us are 4.0, 3.9 students and we are very concerned. And, honestly I feel this is tainting my degree because he does not represent academic excellence if I get a degree in the same year that he does.

UNIDENTIFIED SENATORS – Stay home.

AMANDA MARTIN - You’re speaking out of turn.

DAVID BYER – I won’t be attending graduation but I have spent 4 years here working at the top of my class. I am a pre-pharmacy student receiving the highest honor in business. I have put 4 years into it and he can just show up because he wants to do it for political agenda reasoning. I can understand saying he is the President and we deserve to have someone of high honor speaking but this is not something that he deserves honorary degree for.

UNIDENTIFIED SENATOR – Seems you honor diversity of thought until you disagree with it.

DAVID BYER – We value our education – this is educational issues not political.

PRESIDENT SORENSEN – The secretary has asked that people identify themselves. So can you give your name please. David Byer, Jenny Bowers, and Amanda Martin. Amanda spoke first, then Jenny and David.
Again I am not going to mention any names, but if we were to use a standard of academic excellence to determine which people would receive Honorary Degrees, the number of Honorary Degrees that are awarded all over the United States would be cut by two/thirds.

DAVID BYER – I think it would set a good example.

PRESIDENT SORENSEN – If we applied that criterion?

DAVID BYER – Yes.

PRESIDENT SORENSEN – You know here is what I would like to suggest. We have an opportunity for students to come and make presentations to the Board of Trustees. First of all, I don’t pick the Honorary Degree recipients, the Board of Trustees does. I obviously have influence with the Board of Trustees but there is a committee that has a list of about 100 Honorary Degree recipients that was approved by the Board of Trustees, long before I became President. So they go through that list. I would invite you and anyone else, Amanda you as well, to come to our next Board of Trustees meeting and express your concerns about the criteria that are used to determine whether people receive Honorary Degrees. Will you accept my invitation?

DAVID BYER – I will if I don’t have an exam.

AMANDA MARTIN – I already contacted each of the 22 members of the Board of Trustees concerning Bush coming and speaking at my graduation. The reply which I got was “Shame on you. The Office of President alone should be enough to offer prestige to our University.” Well, I challenge using that same model of thinking. Bringing the President of Iraq to speak here if the title speaks for itself – does it not?

PRESIDENT SORENSEN – Have I responded to you in that manner?

AMANDA MARTIN – You asked us to contact the Board of Trustees.

PRESIDENT SORENSEN – No, listen to me. Have I responded to you in the manner that you say the members of the Board of Trustees have responded to you?

AMANDA MARTIN – You refused to meet with the students until after graduation.

PRESIDENT SORENSEN – I have not refused to meet with you.

AMANDA MARTIN – I had an half an hour conversation with your secretary yesterday and she said that your schedule was full until after May 2\textsuperscript{nd}.

PRESIDENT SORENSEN – Okay, I’ll tell you what. I will meet with you immediately after this meeting. Okay?
AMANDA MARTIN – Okay.

PRESIDENT SORENSEN – Great. I look forward to it. Now don’t the rest of you run away, I want you all to be here. Okay? Alright we will have a lively conversation. I love my job, I really do. I love being here, I love being with people that have diversity of opinions and that is what we need to celebrate in the academy.

Are there any other questions for me? Thank you all very much. I now call on the Provost.

PROVOST JEROME ODOM – Mr. Chair I have no report.

CHAIR-ELECT AUGUSTINE – Are there any questions of the Provost? No questions? Alright, seeing none we will go on to reports of committees.

III. Reports of Committees.

a. Faculty Senate Steering Committee, Professor Sarah Wise, Secretary:

PROFESSOR WISE (Retaling) – No report today.

b. Committee on Curricula and Courses, Professor Gary Blanpied, Chair:

PROFESSOR BLANPIED (Physics & Astronomy) – We have changes for your consideration on pages 17 through 27. On page 19 at the bottom in the Bachelor of Science in Computer Science on the proposed column there are the following changes:

1- the total hours is changed from 122 to 120.
2- the total number of Math courses is changed from 15 hours to 18 hours.
3- the free elective is deleted. There is no free elective.

So starting at roman numeral one, the College of Education we want to move A and B.

CHAIR-ELECT AUGUSTINE – The committee has moved roman numeral one, Department of Education Psychology A and the Department of Instruction and Teacher Education B – a deletion and a new course. Is there any discussion? All those in favor say aye. Opposed no. The motion passes.

PROFESSOR BLANPIED – Next, roman numeral two on page 17 and 18 A and B and continuing on page 19 to the bottom of page 20.

CHAIR-ELECT AUGUSTINE – Roman number two under the College of Engineering and Information Technology new courses in the Department of Civil and Environmental Engineering, change in curriculum in the Department of Computer Science and Engineering, change in curriculum as well under the Bachelor of Science - Major in
Computer Information Systems, and a change in curriculum under the Bachelor of Science in Computer Sciences as well as changes in prerequities. Any discussion please? All those in favor of roman numeral two say aye. Opposed no. The new courses and changes are adopted.

PROFESOR BLANPIED – Roman numeral three, the School of the Environment – change in curriculum.

CHAIR-ELECT AUGUSTINE – The committee has recommended the change in curriculum under the School of the Environment under roman numeral three. Is there any discussion? Seeing none all those in favor of roman numeral three say aye. Opposed no. The change in curriculum is adopted.

PROFESSOR BLANPIED – Roman numeral four which goes from pages 21 to 24: A – African American Studies, B – Department of Art, C – Department of Geography, D – Department of Languages, Literatures and Cultures, E – Naval Science, F – Department of Sociology, and G – Department of Theatre and Dance.

CHAIR-ELECT AUGUSTINE – The committee has moved roman numeral four, change in curriculum, changes in title, prerequisites, descriptions, the adoption of new courses, and deletions. Is there any discussion? Yes, Professor Lane.

PROFESSOR NANCY LANE (Languages, Literatures and Cultures) – I just have a question with regard to the proposed curriculum in African American Studies on page 21 under Major Requirements. Major Requirements included AFRO 201, 202 and then it says any 300 level approved course. Does that mean any approved AFRO course or any course at all – a course from anywhere? Does anyone know?

PROFESSOR BLANPIED – The only changes were putting AFRO 201 and 202 as major requirements they were pre-major requirements before.

PROFESSOR LANE – My question is specifically about that wording regarding “Any 300 level approved course…”

PROFESSOR BLANPIED – I think it is in the list of African American courses but I just remember the main substance was that 201 and 202 were put into the major.

PROFESSOR LANE – I might suggest that if it means any course whatsoever that is fine but if it means a 300 level AFRO course, that is what it should say.

PROFESSOR BLANPIED – We can amend the 300 and say …..

CHAIR-ELECT AUGUSTINE – Is there anyone here from African American Studies who could speak to that? I don’t think they mean what it says, I hope not.
PROFESSOR BLANPIED – Maybe we should make sure it says what it means. We can put the AFRO in the 300 level.

CHAIR-ELECT AUGUSTINE – We can make it, “Any 300 level approved African American Studies course…” If that needs to be amended, we can bring it back at another time. It needs to be clarified. Will that be agreeable with you Professor Lane?

PROFESSOR LANE – Sure.

CHAIR-ELECT AUGUSTINE – Any other questions? With that editorial change all those in favor of roman numeral four – African American Studies with the change in curriculum, the change in curriculum in the Department of Art, change in description under the Department of Geography as well as the Department of Languages, Literatures, and Cultures, including the deletions, and new course – all those in favor of roman numeral four say aye. Opposed no. The changes are adopted.

PROFESSOR BLANPIED – On page 24 roman numeral five, College of Mass Communications and Information Studies A – School of Journalism and Mass Communications there are changes through page 26.

CHAIR-ELECT AUGUSTINE – The committee has moved roman numeral five, College of Mass Communications and Information Studies. Any discussion please? Seeing none all those in favor of roman numeral five say aye. Opposed no. The changes have been adopted.

PROFESSOR BLANPIED – Roman numeral six, School of Music has a change in prerequisite.

CHAIR-ELECT AUGUSTINE – The committee has recommended roman numeral six in the School of Music. Any discussion please? All those in favor say aye. All those opposed say no. The change in prerequisite has been approved.

PROFESSOR BLANPIED – Roman numeral seven, College of Nursing there is a new course.

CHAIR-ELECT AUGUSTINE – The committee has moved roman numeral seven in the College of Nursing, a new course. Any discussion please? All those in favor of this new course say aye. Opposed no. The new course is adopted.

PROFESSOR BLANPIED – Roman numeral eight in the College of Pharmacy there is a change in curriculum.

CHAIR-ELECT AUGUSTINE – That goes from page 26 onto page 27 in the College of Pharmacy roman numeral eight a change in curriculum. Any discussion please? Yes, Professor Lane.
PROFESSOR LANE – I am sorry, I just have a question of what is PHRM 6XX? What does it mean?

CHAIR-ELECT AUGUSTINE – There is an asterisk at the end of the proposal.

PROFESSOR LANE – Yes, I see that but it doesn’t answer my question.

PROFESSOR BLANPIED – There are choices in their rotation for Pharmacy and there are several on the list but I don’t know what they all are.

PROFESSOR LANE – Okay.

CHAIR-ELECT AUGUSTINE – Other questions? Is there anyone from Pharmacy that could explain those 6XX courses?

PROFESSOR WALTER SOWELL (Pharmacy) – There are just different numbers assigned to different rotations that they take during the last year.

CHAIR-ELECT AUGUSTINE – So everybody over there knows what this means.

PROFESSOR SOWELL – Yes.

CHAIR-ELECT AUGUSTINE – And, the students do too?

PROFESSOR SOWELL – They do.

CHAIR-ELECT AUGUSTINE – It is just us that are in the dark. Well I apologize for us being in the dark. All those in favor of roman numeral eight, this change in curriculum in the College of Pharmacy please say aye. Opposed no.

PROFESSOR BLANPIED – Roman numeral nine, the College of Science and Mathematics the Department of Mathematics has two new courses.

CHAIR-ELECT AUGUSTINE – The committee has moved roman numeral nine in the Department of Mathematics – two new courses. Any discussion please. All those in favor of these two new courses say aye. Opposed no. Thank you Professor Blanpied.

c. Faculty Advisory Committee, Professor Betty Glad, Chair:

PROFESSOR GLAD (GINT) – We have been involved in several issues this past year and one that we are not going to get closure on is the whole issue of how we deal with salary questions. At the last meeting you had passed a resolution saying a committee would be appointed to look into this matter. Unfortunately the committee did not meet until about a day ago, so we cannot report to and it will not come to you then until the next Senate meeting. So I hope you will all be on the ball and be prepared for this. The
whole issue is where should the whole issue of salary grievances be located? There are going to be some recommendations along those lines.

Now where we have made some progress is in terms of adapting to all the new organizational arrangements and reorganizational arrangements that have been underway these past several months. Essentially what we dealt with was a resolution from Faculty Welfare Committee and then we put it to the subcommittee dealing with rules of the Promotion and Tenure committee. It came back to us and we negotiated the document that you see here. It was approved by the General Faculty at its meeting earlier today and I think that it would be in order to get your approval for this today. What this does is say that in the process of reorganization you will have the option on your first promotion during or after your reorganization to opt for the old system or the new system. It also suggests that the new units are under an obligation to develop, before they are completely solidified, to the best of their ability, what their new standards and procedures will be. So it is an attempt not to put people in jeopardy in anyway because they are in this period of transition. It is in your packet. Are any questions about this?

CHAIR-ELECT AUGUSTINE – It is not in the packet.

PROFESSOR GLAD – Oh it isn’t!

CHAIR-ELECT AUGUSTINE – No it was approved by the General Faculty since it is a change in the Faculty Manual. So we don’t need to consider the matter.

PROFESSOR GLAD – I thought the Senate had to pass on any change? The other report is that there was a change in the make up of the Graduate School Faculty. And, again this was the process of the negotiation with the executive committee of the Graduate Committee which Nancy Lane knows a lot about. Essentially what we did through negotiations is try to make this as little an onerous process as possible for those that are already on the Graduate Faculty. And, to tie it to regular cyclic review for endowed chairs or promotion to a higher level or six-year post-tenure review - to make it a simpler process. And, to assume that you will be reappointed if you get a satisfactory evaluation by your peers, not your superiors but your peers. That is an important point. That was approved by the General Faculty and I guess we don’t need to vote on that.

In terms of the whole issue about classroom scheduling and size, we are going to look at this during the summer. We have asked Timir Datta, who is on our committee, to draw up some matrices about what would happen to classroom usage if we go to two day schedule. I have asked the Registrar also to give us some figures on this. Here we have not a political or policy issue as much as a matter of what is practical. What can we do and maximize our use of space and meet faculty demands? Now there is going to have to be some flexibility on this. I have heard from the English department and from others that sometimes they want three one-hour periods or 50 minutes periods. So we are going to have to factor that in, in some way. Most people who responded to my request for information last time were really happy about having two day schedules. It gave them
more released time to do their research and other things. So that is where that stands. Any questions?

PROFESSOR LANE – Yes, I would like on behalf of my colleagues in the foreign languages department to speak strongly in favor of retaining at least a 3 day a week possibility for scheduling of skill oriented classes. Because to teach skills that require time on task 2 days a week is very difficult if not impossible in teaching a foreign language.

PROFESSOR GLAD – Yes, we have heard that from some people in Languages, in English, and in Mathematics. So there are some places where essentially you want to have the repetition over time rather than the intense sections. We will look at that. Any other questions? Thank you.

CHAIR-ELECT AUGUSTINE – I have had the privilege of serving on Faculty Advisory Committee the past year and just want to thank Professor Glad for her leadership of that group. They take on a great deal of difficult tasks and they do it with a great deal of fairness and equity.

d. Faculty Welfare Committee, Professor Peter Graham, Chair:

PROFESSOR GRAHAM (Sport & Entertainment Management) – No report.

CHAIR-ELECT AUGUSTINE – Thank you, sir.

e. Committee on Admissions, Professor Don Jones, Chair: No report.

f. Committee on Scholastic Standards and Petitions, Jane Olsgaard, Chair:

JANE OLSGAARD (Libraries) – No report.

g. Faculty Budget Committee, Professor Al Leitch, Chair:

PROFESSOR LEITCH (Moore School of Business) – Last year the Faculty Senate asked Budget Committee to look into faculty/staff ratios. I have that report today. I am going to submit the whole report and it will be on file in the Faculty Senate Office. Today I am going to read the cover page of the report to you and answer any question, if you have any:

Budget Committee’s Report on Faculty and Staff Ratios
April 30, 2003

Faculty and staff ratios have been analyzed. As of the fall of 2002 the ratio of faculty to staff for colleges and schools (without the School of Medicine) was 35.8 percent staff and 64.2 percent faculty. The faculty percentage was further broken down into 34.76, 13.61, 15.83 percent for tenured, untenured tenure track, and non-tenure track faculty.
respectively. If the School of Medicine is included the basic percentages are: 42.23 and 57.77 percent staff and faculty respectively. If all academic affairs are included the ratio approaches 50 percent for each category for the Columbia Campus.

These percentages only portray part of the picture. Trends were also analyzed. It was clear from the trends that the number of tenured faculty has decreased dramatically over the last four years. For colleges and schools (without the School of Medicine) the number of tenured faculty has dropped from 732 to 672. This has been partially offset by an increase in untenured tenure track faculty from 239 to 263. This is a significant drop in faculty. To offset this there has been a significant increase in adjuncts. This number rose from 329 to 435. While the increasing use of adjunct faculty at USC parallels a national trend, this fact does not mitigate the negative effects the trend has on the quality of the faculty and on the quality of the education and research it can produce. These trends have taken place as the number of students has grown.

During this same period, the absolute number of staff remained quite stable at close to 700. However, this is misleading; during this period we know that there has been a decline in staff paid for from A funds and an increase in staff paid from alternative sources such as grants. The committee cannot say, however, what the magnitude of this internal shift has been.

This still only presents part of the picture. Upon further investigation, it was discovered that many of the faculty have significant administrative responsibilities. Indeed, 152 of the faculty of the colleges and schools (excluding the School of Medicine) receive administrative supplements and 44 receive summer support, with some receiving both. Moreover, more than 180 course releases were used to support administrative activities. The dollar amounts associated with the administrative supplements totaled $1,224,601 and summer support totaled $405,651.

The number of highly paid administrative (classified) staff was analyzed. There were 45 such individuals within the schools and colleges (excluding the School of Medicine). The total compensation for these individuals was $2,715,063. Raises for sitting Deans were also reviewed as part of this study and they averaged 4.34, 2.6, and 0 percent effective July 1, 2000, 2001, and 2002 respectively. There was one significant raise subsequent to July 1, 2002. The average salary of the 17 Deans as of July 1, 2002 was $163,506.

I will entertain any questions anybody might have. The full report will be on file at the Faculty Senate Office – including all the documentation. Any questions?

PROFESSOR LAURA WOLIVER (Women’s Studies) – When you were analyzing the raises for deans you said it was July 1, but don’t a lot of raises for people – deans and administrators – come in the fall so they would they then show up in your data?
PROFESSOR LEITCH – Yes they showed up in the data. All the raise this year we were in the data except one which was made after July 1, 2002. We just looked at sitting deans.

PROFESSOR GLAD – But not the raises in the fall of 2000, they were not included.

PROFESSOR LEITCH – I think they were.

PROVOST ODOM – Yes, they were.

PROFESSOR GLAD – Not this study it said July 2002.

PROVOST ODOM – Sorry?

PROFESSOR GLAD – I am on the Budget Committee and it said July 2002. That is what we said.

CHAIR-ELECT AUGUSTINE – Those were raises that took effect July 1 of 2000, 2001 and July 2002.

PROFESSOR GLAD – A lot of the raises took place in the fall of 2002.

PROVOST ODOM – I can address that Betty, I can tell you that there was a zero percent raise for every dean except one which Al mentioned. And, in the fall there was one PFP given to a dean which was a retention raise. That is all.

PROFESSOR GLAD – But also department heads and others. The major salary increases for 2002 came for everybody, I think, during the fall. The AAUP, which looked at deans, found that there were quite a few differences between July and fall.

PROVOST ODOM – Raises started for faculty August 16th. There was only a 1 percent raise which was given which the University took out of its own funds. That was all that we were able to do this year as there was a zero percent raise from the state. We gave a 1 percent to the faculty, none to deans or higher. There were no raises whatsoever, except the one that I mentioned. All of the raises for faculty took effective August 16. I would be happy to go through that now with you.

PROFESSOR LEITCH – I went go through the data very carefully and checked all the numbers myself.

PROFESSOR WOLIVER – You said there are 17 deans, how many vice presidents are there?

PROFESSOR LEITCH – We were just looking at the schools and colleges in this particular study we did not look at administrative officials.
PRESIDENT SORENSEN – There are eight, soon to be seven.

PROFESSOR LEITCH – Actually this study started out looking at faculty and staff ratios and part of it we were subsequently asked to look at dean’s salaries.

CHAIR-ELECT AUGUSTINE – Other questions for Professor Leitch? Thank you Al. Again I had the privilege of serving on this committee. I think we meet almost every week. The Provost meets with us and members of his staff. Rick Kelly, our Chief Financial Officer meets with us and members of his staff and they have been very forthcoming with information that we have requested. We are grateful for that. We have another report coming out eventually as well on another matter related to budgets. I just want to thank Al for all his hard work.

h. University Athletics Advisory Committee, Professor Harold Friedman, Chair:

PROFESSOR FRIEDMAN (Medicine) – As you recall, last month we presented a report with a suggestion for a policy for excused absences for students. On the basis of the discussion that we had, we took our policy back to committee and revised it substantially to see if we could now get it approved by this body. The changes we made were that in addition to 10 percent unexcused absences we put a cap on excused absences of 10 percent. We also removed the mandate on faculty for make-up work, etc. and left it to the discretion of the faculty. We took into consideration also the question of performing arts and their need to have students present. We felt that in the performing arts as long as students can show improvement or subjective improvement or reach levels that are objective for performing arts that this policy probably wouldn’t impact them. So on the basis of that we present the new policy for discussion.

CHAIR-ELECT AUGUSTINE – The committee moves the new proposed policy on academic class attendance. You should all have a copy of that. If you don’t there are extra copies here at the front of the room. Any discussion please?

PROFESSOR LANE – What a surprise – huh? I would like initially to make three points so I beg your indulgence. The first point is that there have been no data presented to show that the current policy is not working. One thing we had asked for at the last meeting were data about what the existent policies are, what kind of grade penalties are being exacted – if any, and who exactly is being harmed – if anyone. So the first point is that the feeling of my unit and myself is that the policy as it currently is published works perfectly well.

Point two is that it is a futile enterprise from the point of view of our faculty to make the instructor responsible for discriminating between excused and unexcused absences. That is, the proposed policy stipulates three specific reasons for an excused absence. So the sorts of questions that arise are: a) Is the professor of a lecture course of 350 who wants to use an attendance policy to encourage students to attend, going to be required to spend countless hours asking for and reviewing and receiving obituaries, doctor’s appointment notices? How would this be implemented? b) Why is the absence
of a student whose job is to work his way through college is playing baseball or the student who is paying for her college education by playing volleyball, allowed to miss class under the excused rubric when a student who is working her way through college by managing a Wal Mart and who is required by her employer to choose between keeping her job and attending her class – not excused? So the onus is here on the instructors to try to determine whether a student’s absence is “excused or not,” if the instructor wishes to implement an attendance policy (whose goal is in fact to encourage students to attend class).

The third point is that what the proposal does is change a fundamental policy, the fundamental principle in the current policy being that absence from more than 10 percent of class meetings is in fact excessive. And, a student’s education may in fact be compromised by missing absences in excess of 10 percent. Ten percent is deemed as being the level where a difference between acceptable absence and unacceptable absence is implemented. Now the difference is that the new policy proposes a 20 percent threshold. That is, the new policy says you don’t have to be there 20 percent of the time and you are guaranteed that you will suffer no ill consequences from your absences. So on behalf of all of my colleagues in my unit who contacted me about this policy, I speak in opposition.

PROFESSOR FRIEDMAN – I will try and respond to some of that. In terms of there being no consequences to significant absences, there obviously are consequences in that the student may or may not be able to catch up the work, learn the material, perform in the performance. If that is the case, then their grade is going to suffer regardless of whether or not we have an excused or unexcused absence policy. With regard to – I almost feel like I am in parliament here – the original 10 percent, I refer again to Dorothy Disterheft who commented on where that original 10 percent came from at our last meeting. That seemed to be a relatively arbitrary number that was chosen from, what I understand, a select group of faculty who had significant personal agendas. With regard to student athletes versus Wal Mart employees, the student athletes are representing the University of South Carolina, the Wal Mart employees are not representing the University of South Carolina. As far as the data to show whether or not the current policy is working, it is almost impossible to come by such numbers except for case reports. I do hear from the Athletic Department about student’s being unable to take courses because professors would hold them to the 10 percent unexcused absences and they can’t possibly do it under their schedules. These are students (and I can call on Professor Graham to comment on that) who do get good grades but are kept out of some classes.

PROFESSOR GRAHAM – You are absolutely correct. I have had several meetings with students who have complained about the fact they could not pursue certain academic areas or take certain courses based upon some professors teaching a specific course or in the particular academic area and their attitude toward students involved in sports. I can also tell you, and I have reported to this body for two years as Chair of the Athletics Advisory Committee with great pleasure, the fine grade point averages earned by the various athletic teams. The irony of the whole thing, as I have said before, is the students
who have the greatest number of absences are the ones that have the highest grades. So I don’t think this rule change is going to affect them. They are still going to have the grades.

PROFESSOR ROBERT CARLSSON (Economics) – At the last meeting some information concerning the adoption of the current attendance policy was presented. I happened to be a senator at the time it was proposed and passed. It was a long time ago and it makes one reveal one’s age, but that is the way it is. I do not recall any fancy maneuvering by any particular group of senators. They may have been for the proposal or against it but there was substantial debate. The 10 percent rule was sort of a carry over, I think, from the days when you could have 2 or 3 cuts and classes met three days a week. Then some classes met two days a week versus three days a week and so a percentage was agreed upon and that was about all there was to it. The 10 percent rule was established in such a way that an instructor who wanted to enforce it (because they felt that class attendance was absolutely necessary, say in a performance type of course or languages) could. In fact, I remember this was after the turmoil of the late 60s and early 70s when we had all sorts of academic freedom issues and so forth. Thus, other faculty members could choose not to enforce an attendance requirement. So that is where the current attendance policy came from. I do not recall the sort of things that were mentioned last time being predominant. I do think that it sends a terrible message that this University states that you can miss 20% of our classes and I am against this. I think it should be up to the individual instructor. If a student can not meet the attendance requirements, then perhaps they ought to select a different course or take that course in a semester when they do not have the athletic constraints.

CHAIR-ELECT AUGUSTINE – I promised a gentleman behind Professor Lane and then to his right.

PROFESSOR ERIC HOLT (Languages, Literatures and Cultures) – I have been asked by some of my colleagues to report their comments so I would like to do that. One colleague has serious reservations about the attendance policy that is being proposed. Like where it states that grade penalties may be taken only up to 20 percent of the classes that have been missed including excused and unexcused. The excused absences include the standard ones such as documented illness, documented death, and official representation of the University. However, I then object to allowing extra days on top of that for whims. My opinion is that if an athlete knows in advance that he is going to be missing class because of games, etc. then he should not be taking off unexcused days as well. For example in SPAN 121 that could amount to taking off more than 10 classes without penalty and I don’t think we are doing athletes any favor by in effect condoning additional days off as the class attendance in Spanish is crucial to their success. That and similar comments were made known to me and I was asked to pass them on.

CHAIR-ELECT AUGUSTINE – Thank you. Yes, would you identify yourself.

PROFESSOR SARAH BARKER (Theatre and Dance) – I just got all these notes before the faculty meeting in my department so I am here to make general comments from them.
They unanimously do not wish to raise absences to 20%. They believe that is too high. They also were very concerned, as Nancy Lane commented, in becoming the arbiters of excused absences. Also one faculty member probably rightly thought (and I agreed with him) that we were now forcing students to go to the doctor for flu when they would ordinarily just take that hit and they were only going to miss a week and they’d be fine. But now we have to have them go to a doctor. With 10 percent you are actually talking about more than a week of classes. If you are talking about 20 percent you are talking about a fifth of the semester, which is really huge. Currently, and I am not sure that I agree with this the new policy which will force us to be more exacting, it really is up to the faculty member and I do believe that if we did some research there are not that many severely punishing faculty. And, maybe we just need to search them out.

CHAIR-ELECT AUGUSTINE – Thank you. Over here on the right, the gentleman right there yes. Please identify yourself.

PROFESSOR JERRY WALLULIS (Philosophy) – I find that if I apply the 4th step in the proposed policy and in fairly vigorous ways, I come to conclusions that I don’t necessarily want to approve. It says “All absences other than excused absences are unexcused.” If, for example, pregnancy is not considered an illness, am I then required to call child birth an unexcused absence? In so far as the victim of a crime would experience more an injury than an illness, would the victim of a particularly violent crime – particularly the crime of rape – also not have an excused absence due to the results from that crime? In so far as the trips that are mandated are school trips, can I not count a court mandated appearance as an excused absence? And, fourthly, this is more a question of discretion, under this criteria I cannot include the illness of a boyfriend or girlfriend. An appeal that is often made. I don’t know whether I necessarily want to be able to excuse all these absences but this policy appears to take away my discretionary power in every case. Thank you.

PROFESSOR FRIEDMAN – Well I can try and respond to some of that. Clearly a traumatic injury is an illness if you are hospitalized and treated for it. Childbirth I would think would be considered an illness. Spoken like a man. It would be an excused absence I would imagine.

PROFESSOR WALLULIS – Then we would have to put it in the criteria so that it can be excused. You are mandating that any absence other that definition of an excused absence is unexcused. You aren’t giving me the power to determine that in this policy.

PROFESSOR FRIEDMAN – Okay.

PROFESSOR FREEMAN HENRY (Languages, Literatures and Cultures) – I wonder if we are not dealing with a bit of a double standard here. In that no such proposal has been made that protects the extra-curricular activities themselves. For example, can you envision a football player saying to the Coach Holtz, “Well I am going to miss the next two practices (or games) because I am going to participate in a bona fide and excusable
extra-curricular activity,” and Coach Holtz being prohibited from exacting a penalty. It’s exactly the same case.

PROFESSOR DOROTHY DISTERHEFT (English) – Yes, I agree with my colleague that 20 percent of missed classes is excessive. I think what I hear is that we also think there should be some definition or some official provision for excused absences because there are sometimes when we don’t know the student who is ill in our classes even if they were able to attend. My concern has been, over the years, about people who essentially did not allow any excused absences in their course. I believe that they really abused their power as a professor in that way. So I think what we need to do is sit down maybe in a less formal context and hash this out. I know that the University Athletic Advisory Committee did invite some people to come to its last meeting but they couldn’t make it. So perhaps if we try again we could hash something out that is acceptable to more faculty. But my concern is that we do define in some way what excused absences are so that faculty must recognize that student’s lives are not perfect just as ours are not perfect. Sometimes faculty, for instance, have an excused absence, too. They go off to a conference in the middle of a semester and we don’t penalize those faculty. Sometimes faculty are ill and we can’t make it to classes. You wouldn’t want an ill person in the classroom. So I think what we should do is allow the students the same benefits we allow ourselves. And, indeed I think we would all agree that the presence of a faculty member in the classroom is more important than the presence of every single member of the class because you don’t have a class otherwise. So I would propose that we would get a subcommittee that is bigger than the University Athletic Advisory Committee, composed of people who are very interested in this, to try to hammer out some compromise that everybody could be comfortable with because the Athletic Advisory Committee does not seek to shove anything down their colleagues throats about this.

PROFESSOR ROBERT WILLIAMS (Library and Information Science) – It seems to me that the simple purpose of this rule is for protection of the student. And, that ought to be a central concern of this body. If there is a definition of unexcused, the rule cries out for a definition of excused. You really need that, and now you have it. Lots of folks who are objecting to this are making assumptions that the student is going to see this as a huge loophole about class attendance. It is not intended for that at all. It doesn’t mean that the student automatically takes all this leeway. It is for the protection of the student and I think this ought to really be a compelling reason for adoption of this motion.

PROFESSOR WANZER DRANE (Public Health) – This completes my 48th year of teaching. I have been through all of the rules you can imagine for class attendance. In the first week of school each semester I pass out the syllabus and on the first page I remind everyone in class that they are adults and therefore there are no excused absences. It gives the impression that they are excused also from learning. So I take that away from them and I ask them and I tell them and I require them to do every piece of work that is assigned regardless of why they are not in class. It is a courtesy for them to tell me when they will miss and if it is a critical time to arrange for an adjustment so that they can complete their work. And, when a student asks me if I will excuse them from class I will say, “No. How old are you?” I am 21. “Are you old enough to make your own
decision?” Yes. “Then make it. Make it for your best outcome but you still have to do the work of the class.” I really think that we ought to remind our students, 18 years and older, that they are adults, it is time for them to take responsibility for their lives and that there are no excused absences. There are simply times when they must be away from class and it is their responsibility to take up the slack. Thank you.

PROFESSOR BARKER – I also wanted to speak for “no unexcused or excused absences” meaning that an absence is an absence, makes us able to be most democratic. It actually prevents any specialized treatment, any “Am I convinced by yours or is your letter from the doctor better than that poor person who couldn’t get to the doctor but managed to get back to class.” So it eliminates all of that kind of litigation but, and I have to say this little gorilla sitting in the middle of the room, it doesn’t give special treatment to any students even if they are athletes. Now I am not against an athlete. And, I do have students who have to miss classes because they are performing matinees for schools. So maybe it means they are not treated specially either. But to have an absence be an absence and to expect that your faculty will be reasonable in general. When I said there are those few faculty that are too rigid – I actually mean that, maybe there is something we need to address that allows us to protect the students from that kind of rigidity. It may be simply an appeal process of some sort. Again I don’t want us all ending up in the appeals room because we slapped some punishment on because they missed three weeks. But I think that we can expect most of the faculty to be quite reasonable in the way that this gentleman has spoken of. We do try to make arrangements for the students to complete their work, we listen, they are adults and so that is why an absence being an absence is a good policy.

PROFESSOR FRIEDMAN – On the as basis of the comments we are hearing, we are going to withdraw our proposal. I would ask again that perhaps we consider what Dorothy Disterheft has recommended in terms of forming a committee to specifically look at this issue. That would perhaps not be an Athletic Advisory Committee but a committee made up of other faculty.

CHAIR-ELECT AUGUSTINE – Thank you Professor Friedman. Professor Wilcox is still the chair of the Faculty Senate and I will yield to his judgment as to the make-up of that group and how we might proceed from this point.

i. Other Committees – No reports.

CHAIR-ELECT AUGUSTINE – I apologize to those you who didn’t get to weigh in on this issue. I will be the Chair for the next two years and I have a feeling we may see it again in some form or the other. So depending on the form in which we see it, you will surely have an opportunity to comment.

IV. Report of Secretary.

PROFESSOR WISE – No report.
V. Unfinished Business.
None.

VI. New Business.

PROFESSOR CHRISTINA LACEY (Physics) – It has come to my attention that we need to forward an issue to a committee - perhaps the Student Advisory Committee. It turns out that if a student attempts to hack into your computer this is not an academic issue unless the student is successful and actually alters a grade. It is not covered under the Student Code of Responsibility or the Carolina Creed. We can refer to judicial affairs but I feel very strongly that is an issue that affects us academically and that Student Academic Advisement Committee should look into this and perhaps amend some of the student honor codes.

CHAIR-ELECT AUGUSTINE – I thank you for that suggestion and again I’ll take that up with Professor Wilcox. We will make sure that it gets to the appropriate committee and some effort is made to resolve this difficulty.

PRESIDENT SORENSEN – Mr. Chair, I would also like to ask that you inform Dr. Bill Hogue who is the Chief Information Officer because we are very concerned about security in a whole host of respects. We have new HIPAA regulations regarding access to student/faculty/staff medical records that we feel strongly should not be available to persons who are unauthorized. So please get with him soon because we are concerned about not waiting for three or four months until our next Faculty Senate meeting.

CHAIR-ELECT AUGUSTINE – Would you be kind enough to communicate with him and make sure that Professor Wilcox or myself is aware of what is taking place then we will proceed as we need to.

PROFESSOR LACEY – Yes.

ASSISTANT DEAN MARY ANN BYRNES (Liberal Arts) – I am Chair-Elect of the Associate Assistant Deans Council and I believe I probably have more academic responsibility cases than anybody in any college. The Associate Assistant Deans Council is very eager to establish a dialogue with the Faculty Senate - Academic Responsibility Committee to discuss a number of issues and we would be delighted to discuss Professor Lacey’s problem as well as a host of others.

CHAIR-ELECT AUGUSTINE – Thank you very much.

VIII. Good of the Order.

PROFESSOR STEPHEN MORSE (Hospitality, Retail and Sport Management) – I would just to give a brief thank you for support of the McCutchen House that was turned over to the School of Hotel, Restaurant, and Tourism Management. It was a very successful semester in the first semester involving the education of over 275 undergraduates. Given
the same time period last year as operating as the Faculty House – the Faculty House served about 2,200 meals. This semester the School of Hotel, Restaurant, and Tourism served over 5,500 over that same period. We are very thankful for the support of the administration and all of you for eating there. Be on the look out for a special menu in the Garden it will be opening during the summer hours. We will be making announcements on that soon. Thank you.

PRESIDENT SORENSEN – You have saved the University $200,000.00 a year by doing that

PROFESSOR MORSE – That is less off of our budget.

CHAIR-ELECT AUGUSTINE – Anything else for the good of the order? I just want to thank you all for your patience. This was my first endeavor at presiding at one of these events and you have been most patient. Thank you very much. The meeting is adjourned.

The next Faculty Senate meeting will be on Wednesday, June 25 at 3:30 p.m. in the Law School Auditorium.