

**GENERAL FACULTY MEETING**  
**April 30, 2019**

**1. Call to Order**

PRESIDENT PASTIDES called the meeting to order.

**2. Approval of minutes**

PRESIDENT PASTIDES- asked for corrections to the minutes of the General Faculty meeting that took place on September 5, 2018. There were no corrections and the minutes were approved.

**3. Report of the President.**

PRESIDENT PASTIDES - began with a legislative report. USC-Columbia is slated to receive \$8.3 million of new recurring funding. That is not actually the amount that a 3% tuition increase would garner, but it is a reasonable amount to start with and for the system, the number is larger than that. USC is advocating for Senate Bill 298 that advocates for regulatory reform as well to give more control of certain things than the university has ever had before. But by and large, there has been an opening, toward a positive dialogue between higher education and the General Assembly and then with the governor as well.

There is a new Chair of the Commission on Higher Education. In South Carolina there is a Board of Trustees for each of the public universities. And then there is a Commission on Higher Education that in some years has been a coordinating body and in other years has tried to be a regulatory body. The new chair is a former senator from the upstate of South Carolina who has always been a supporter of USC and of Higher Ed.

There was had another episode of senseless violence in Five Points this weekend, showing that beyond the efforts of so many people violence does continue to happen there. Pastides spoke with the Mayor on Sunday morning and pressed harder about things changing in Five Points.

This is a person, the perpetrator, who's not been caught yet who had an illegal weapon. Who was unhappy with the bouncer, who took several shots and hit two people, neither of them fatally, of course, but that's not an environment that needs to continue. There is also the Samantha Josephson case. USC will be conferring her degree to her family posthumously on May the 11<sup>th</sup>. She would've graduated as part of the College of Arts and Sciences on Saturday morning.

Pastides has written an op-ed in the Washington Post and the "What's my name" campaign has caught on reasonably well. Nobody should get into a rideshare without asking the driver to verbally confirmed that they know the person's name. Samantha's horrible, violent and tragic death, struck so many, because it could have been anybody. Pastides has gotten into Ubers himself and made a mistake and found out a block or two later that that's not where he was going and no harm done in that case. But this was truly tragic.

Uber responded by adopting the “What's my name” platform. It's now number 3 on their 10 safety tips that they send to customers every time they use an Uber. They also now have totally changed their communication model, so every time a customer calls for an Uber now, one minute before the car arrives, they are being reminded to go through the safety precautions. Changes like that to a company that has over a hundred million subscribers is a really big deal. They also are working with USC to create a safe rideshare pickup zone. One that will be better patrolled. Ironically, the students don't want a lot of patrolling forces at the rideshare pickup zone because they worry that they may be looking for them and fake ids but this is really about security.

The campus will see a lot of work to be done in the future. A new major residential campus called Campus Village will transform the south side of campus with over 3000 beds to be developed over two phases. The university needs to rehabilitate and expand the options for on-campus living. It has about 6,000 some odd beds and that's not enough, and there is always a waiting list of about a thousand students who want on-campus housing.

The Coliseum needs to be renovated to be a top flight students-centered multipurpose Russell House West, so to speak. A place where the students on the west side of campus can eat and congregate and meet and take care of themselves. There are also plans for a brand new medical school campus, two buildings, one for education and one for health sciences research.

Pastides congratulated Brendan Kelly, the Upstate Chancellor for being named interim President. He's done a wonderful job over the last several years at Upstate and he'll do a good job on an interim basis. Questions about the status of the search can be sent to Marco Valtorta, Chair of the Faculty Senate.

The President recognized outgoing Provost Joan Gabel who will be the President of one of the top public universities and it's a university system as well with multiple campuses. What a tribute to the University of South Carolina, that a wonderful big 10 university would admire the Provost of USC Columbia. Pastides asked that the faculty in attendance recognize Gabel. [applause]

This is Pastides' last general faculty meeting. He shared how satisfied he and Patricia are with their time here. Eleven years is a good long time for a university president. The decision was based on not feeling tired or burned out or frustrated. By and large, they felt very, very satisfied in all that they had seen and helped contribute to.

These accomplishments included the new Moore School of Business building with the Leonardo Nierman stainless steel sculpture in the lobby; a new law school with a beautiful Chihuly chandelier; the M Burt Story Engineering and Innovation Center on the corner of Blossom and Assembly; the Discovery building; a renovated Journalism School; a new building for the College of Social Work, which is the renovated Hamilton College; a brand new Alumni Center; a new Honors Residence Hall; a new Student Health Center; a new School of Medicine in Greenville; a new Hilton Head campus for our USC Beaufort; a brand new private-public partnerships with 650 Lincoln, the renovation of Foundation Square, including the 1801 Grille.

Great renovations and great new additions like the Hollings Special Collections wing of the Thomas Cooper Library; the Booker T. Washington building on Wheat Street; the old Law School that is becoming a brand new instructional building for science for our students. Numerous renovations. Every building on the Horseshoe, the Women's Quad, totally renovated; Patterson, totally renovated; Petigru totally renovated.

In Athletics, the Founders Park, the Rice Athletic Center, the Dodie, the Wheeler Beach Volleyball Stadium, New Softball Stadium, new tennis center, new track and field facility. A renovated soccer facility, new basketball practice facility, a Gamecock park, also brand new, a new tailgating facility and of course the new Taj Mahal of football, the Football Operation Center.

Programmatically there is the Graduation with Leadership Distinction. Over 400 cords were conferred yesterday afternoon and they'll be wearing them at commencement, almost all of them seniors. The Magellan scholar program, the Kennedy Pharmacy Innovation Center, the Walker Pharmacy Leadership Scholars, Palmetto College. And South Carolina's only online baccalaureate completion program, which is the most affordable way to get a bachelor's degree for South Carolinians. The Gamecock Guarantee and Gamecock Gateway Programs in Scholarship and Innovation, the McNair Aerospace Center, the McCausland Fellows in the College of Arts and Sciences, the new IBM center, the new McNair Institute for Entrepreneurship. Great relationships with private sector partners over at the Digital Transformation Lab across the railroad tracks in what was the SCRA building. USC has become one of the top 1% in patent producing universities in the world.

Research has gone up for every consecutive year except for the year of recession before the monies were reinvested. USC is up to over a quarter of a billion dollars in sponsored programs annually. It is also the second highest ranked public university in Forbes list of the best places to work. It's number 67 in the country and number 2 of any university listed as a good place to work. USC was also number 2 in the state. USC has 56 ranked programs, according to US News and the best public honors college.

USC has had yet another stellar year of student fellowships overseen by the Fellowship's Office Novella Beskid over 25 years. USC has had Rhodes and Truman and Goldwater and Fulbright and so many other top scholar awards. This year USC had one Truman scholar, Bennett Lunn, and Jack Gabel was a wonderful contender as well. Those students have brought in over \$30 million in personal scholarship awards over the last decade.

In terms of inclusion and diversity, USC dedicated the Desegregation Garden with a beautiful Nikky Finney poem etched in stone; the Horseshoe markers commemorating the work of enslaved people who built this campus; the Richard T. Greener statue. The university has won the Excellence in Diversity Award for seven consecutive years. USC enrolls more underrepresented minorities and more South Carolinians than any other university in the state by far. Freshman enrollment was up 20% this year alone in African Americans in the freshman and transfer classes. Pastides was very pleased to be offered the Allen Award for Inclusion from Allen University a few weeks ago.

In athletics over 11 million fans attended USC athletic events over Pastides' administration.

The university completed a billion-dollar campaign and had another wonderful Give for Garnet Day with 6,576 donors providing over \$4 million which was significantly more than last year's Give for Garnet Day.

Growth. Freshmen again are probably close to 6,000. That's up 30% since 2008 and more impressively applications now number over 30,000 people to be a part of that freshman class. Up 70% in a decade. The university will start its 13 commencements this Friday.

The number he is most proud of is the increase in the number of graduates during his administration – over 117,000 graduates in those 11 years.

It's been a great honor to serve as President and Pastides has been grateful always for the support and advice of the faculty. Faculty have a say in who the next president of the university is.

Being president has been a great joy and privilege for Pastides. He will be President Emeritus and will probably be back in the second semester and in years ahead to serve behind the scenes as President Emeritus.

UNIDENTIFIED SPEAKER - Perhaps [inaudible] the board of trustees moreover as much.

PRESIDENT PASTIDES - All kinds of contact and communication are positive. There is no way that wouldn't be a benefit and that could mean in groups, as a combined faculty and also one-to-one. Faculty could reach out to Board members or to the three faculty representatives on the search committee. Others have chosen different ways, such as Christian Anderson's letter in the newspaper. Pastides doesn't know exactly what the plan is and so he could not speak to that. But the faculty and the student feel passionately and should be heard.

PROFESSOR MARK COOPER (ENGLISH) – asked if the additional funding from the legislature is just an addition to the E&G budget or is it earmarked in some way?

PRESIDENT PASTIDES - No, that money is not earmarked. That is a general addition that will supplant the need for much of a tuition increase that would go into the university budget. There is also a fairly significant amount of one-time funding going more toward deferred maintenance. There's also a significant amount of money going toward the new medical school. So this money does not have to compete with any of that. There is a bit of dark news as well and that is that there will be mandates that are passed on to the University. Good news is a small salary increase, but it costs a lot of money when over the entire university. That 2% of money is already a couple of million dollars for USC and the money's not automatically provided.

That will also mean new employer requirements for health insurance. There'll be an increase in the employer part of employee's retirement fund. So they give money with one hand and then

they give new expenses on the other hand, and that's why it's not yet possible to know what the tuition increase might have to be just to remain whole with that.

UNIDENTIFIED SPEAKER – (INAUDIBLE) asked a question about the income from sales tax.

PRESIDENT PASTIDES - That's Senate 298 and that's probably where some of this money is coming from and there are now 26 cosponsors. There were two to begin with and it's making its way through. By the way, there are helpful advances beyond the money in that bill relative to regulatory reform and other things where university should be. It should be managing more of its own affairs, especially more academic affairs with less interference, so he's grateful to Senator Sheheen and Senator Peeler, the original cosponsors of that.

Pastides brought forward the student body leaders who introduced themselves.

GUEST SOPHIE DAVISH – is a junior here studying Finance; she is the Vice President, originally from outside of Philadelphia.

GUEST KATE LEWIS – is a junior studying Political Science and is the Student Body Treasurer. She is originally from Philadelphia but grew up and now lives in Richmond, Virginia.

GUEST DAVID LATHAM - is the Speaker of the Student Senate. He is from Columbia, South Carolina and is studying Political Science and Economics and is a sophomore.

GUEST LUKE RANKIN – is the Student Body President. He is a junior studying Political Science, Business Administration, African American Studies and is in the Honors College. He's from Myrtle Beach, South Carolina.

Rankin stated it is an honor it is for them to speak to the faculty and to know that this is such an exciting and historic time in the university's history. They have many initiatives that they are excited to work for and towards this year, including Stigma-free USC, which was an initiative that kicked off this past year to break down the stigma associated with mental health, and have a stigma free SC where students lobby the general assembly to ensure that all schools in South Carolina have adequate funding to deal with the effects and the issues that are created through mental health.

Things like diversity and inclusion are issues they want to tackle, and they are planning for a Diversity Week for the coming year. There will also be events for student veterans and students that are active military.

He would like to have a partnership with the faculty and asked them to contact student leaders if there are issues they want to bring up. The student leaders would also like to know if they can be a resource for faculty in any way and that they would be coming to faculty for collaboration on multiple events. He asked the faculty to give a round of applause to President Pastides for his incredible 11 years of service. [applause]

PASTIDES spoke about the stress college students feel and the importance of providing them support at the Student Health Service, in mental health in particular. There is no adequate limit for the needs they have. He thinks students today are the most tolerant, inclusive, open generation in the history of the world, whether it's an issue of caring about people who have disabilities or are struggling to pay for college or LGBTQ or women's rights. Once the young people take over country is going to be okay.

#### **4. Report of Provost.**

PROVOST JOAN GABEL – announced that with Irma Van Scoy’s retirement, USC Connect will have a new director starting in June of this year. Dr Laura Ducate, Professor from Languages, Literatures and Senior Faculty Fellow at USC Connect will be taking the reins.

USC Connect is the clearing house and thought leadership center for experiential learning on campus. It has gone from being where Graduation with Leadership Distinction was housed to being the repository for what will ultimately be the opportunity for every student on this campus to have a robust and substantive experience, in addition to all of the tremendous classroom instruction that they receive, making our graduates even more of the total package that they already are.

The living-learning communities launched in the last couple of years are the Galen Fellows and the Rhodos fellows. Galen will be starting its third year in the fall. This is the Health Sciences Living Learning Community. Rhodos is finishing its first year and starting its second year in the fall. There are 280 students with 40 majors in Rhodos and in Galen there are almost 400 students. There were over a thousand applications for that living learning community. It is one of the most rewarding collaborations that she’s been a part of that took in a lot of different cross campus participation in order to really stand up and highlight existing strengths. They didn't have to create anything fundamentally new to do this and were able to attract some really amazing students to the university who are being served very well through the faculty principalship of David Simmons in Galen and Simon Tarr in Rhodos.

In the fall, the university is piloting an entrepreneurship living learning community and this will be led by Dirk Brown who is the head of the McNair Institute for Entrepreneurship, that the President referred to earlier.

The other living learning communities were around interdisciplinary areas where there is a synergy of pedagogy and research. Entrepreneurship is more around the entrepreneurial spirit rather than a set of majors or programs. It was kept small for the first year in addition to having some housing constraints and forming the community creation that's very important to the success with these communities.

Highlights from the conclusion of the President's USCreativity year include a Gamecock Design Challenge; creativity contest across all the U102 sections; the first-year reading experience book “A Beautiful Question”; creative vibe with performances, workshops and demonstrations with

TED Style talks and the bus from the design challenge. The winning project from the design challenge is being fixed up and should be out on the road soon. David Cutler led this hand in hand with Sandra Kelly and the Provost's office.

Entering students this fall have had access to "my UofSC Experience," which gives them a recorded inventory of their experiential and engaged learning activities. By next year, this becomes what a nondegree or nonacademic transcript, a supplemental transcript. Essentially it is produced by the university and it is official. It's just not part of the GPA or requirements for graduation. As more and more employers and graduate programs and other types of post undergrad experiences look to students to present themselves in this very three-dimensional way, USC is partnering with Student Affairs in order to make this possible.

From Graduate Studies. From May 1st, 2018 to the present USC has hired 123 FTE faculty at all tracks and ranks; 4 hires with tenure; 65 tenure track faculty; 54 clinical and instructional faculty. The provost office has partnered on 13 retentions with many more at the unit level that didn't require or seek a provost office partnership. The university started and then expanded the Academic Administrators Academy to onboard department chairs and associate deans.

USC has started to participate actively in the two external surveys on faculty satisfaction through Coache, the Harvard entity that measures collaborative on academic careers in higher education. One of which is an exit survey that was asked for by faculty and in particular by the Black Faculty Caucus. The Faculty Satisfaction Survey is this fall. Exit surveys have to aggregate or accumulate over three years to have a sufficient data set to analyze.

USC was selected as one of 15 institutions to participate in the inaugural cohort for what's called the Institutional Change Network. This is an initiative to cultivate postsecondary institutions where STEM faculty from underrepresented groups are widely recruited. That was a competitive process and the administration is excited to have been selected to be a part of that.

The Provost's Office just announced 26 new internal grants for projects to be completed over the next two years from creative and performing arts, humanities pedagogy, social science and visiting scholar programs.

Global Carolina continues to experience a lot of growth in undergraduate enrollments and international enrollments, and this was the first year that the master's accelerator program was fully operational. That resulted in 40 additional international master students to the university. In many of programs, masters student enrollment is down, so they're very pleased with the outcome of those efforts. Most of those students come in through a partnership that USC has with an organization called Shorelight Education. They're an educational partner that helps USC identify international students who may be interested in the university; USC just renegotiated that contract. The Board approved it at the last meeting with very favorable financial terms to the university. Questions can be directed to Alan Miller.

Study abroad participation is also increasing in both headcount and length of stay, which is a very important metric for globalization and cross-cultural competency efforts. In particular, the Maymester programs on Global Health and Costa Rica and Sustainability in the Galapagos have

expanded a lot and now they're going to full semester programs. Global Carolina offers travel grants to faculty and this year there were 21 travel grants to faculty across the university who were presenting significant research or engaging in creative and artistic enterprises around the world. In partnership with CTE, Global Carolina offered its first set of \$5,000 grants for internationalization in the curriculum. USC was recognized nationally, arguably internationally, this year in receiving APL Use Gold Award for diversity and inclusion in its internationalization efforts.

The Office of Diversity and Inclusion had a big win this year. A very long tortoise and hare type of effort to have the university's first standalone equity and inclusion plan created through a shared governance process and then approved by the Board a couple of months ago. The plan aligns with the recently-approved University Focus Carolina 2023 Plan and has four key strategies to help USC pursue and measure its commitment to diversity and sustaining an inclusive campus culture through the three benchmark measures of composition, engagement, and achievement. So, a lot of programming is now tying into that plan. A lot of student affairs recruiting efforts, a lot of faculty efforts are all now anchoring into the measures around that plan. John Dozier has details if anybody would like them.

Diversity and inclusion also did a lot of programming this year with the Finding Common Ground Forum. This year's speaker was Deirdre Cooper Owens who spoke about the history of medicine and enslaved women, including the controversial work of James Marion Sims.

The collaboration on race and reconciliation has flourished. USC has had over \$300,000 in grants and donations that helps fund the welcome tables. This year it launched the first equity summit on conversations on race and reconciliation. It brought together academics and activists in the same space to discuss strategy and tactics. Over 250 people attended.

They also launched the South Carolina Youth Collective, which is university-sponsored and also by a gift from the Knight Foundation, which provides programs for teenage students to think critically about race and other expressions of identity.

The Council of Academic Diversity Officers was very active this year, partnered with the Center for Teaching Excellence to develop a teaching toward Inclusive Excellence Certification Program. Seventy-three members of the faculty went through this program.

This office also runs the community engagement arm of the university. USC is a Carnegie community engagement university. They've updated the website and engaged Val Littlefield to become faculty director of those efforts.

2019 Faculty award winners are:

The Outstanding Undergraduate Research Mentor award has gone to Michael Angel, who's a Carolina Trustee Professor in Chemistry and Biochemistry; Natalia Shustova who is an Associate Professor of Chemistry and Biochemistry; Deanna Smith, who's an Associate Professor of Biological Sciences; and Dawn Wilson-King, who is a Professor of Psychology.

The University of South Carolina Integrity Award goes to Molly Dawes, who's an Assistant Professor in the Department of Educational Studies.

The Chris P. Plyler Excellence in Service Award goes to Eran Kilpatrick, who is a Professor in the Department of Biology at USC Salkehatchie.

The John J. Duffy Excellence in Teaching Award goes to Ray McManus who is a Professor of Art and Letters.

The Denise R. Shaw Excellence in Scholarship Award goes to Dr. Wei-Kai Lai, who's an Associate Professor in the Department of Mathematics at Salkehatchie.

The John N. Gardner Inspirational Faculty Award goes to Dr. David Snyder who is a Clinical Associate Professor in the Department of History.

The Ada B. Thomas Outstanding Faculty Advisor Award goes to Mark Uline who's an Associate Professor of Chemical Engineering and Biomedical Engineering.

The Ada B. Thomas Outstanding Staff Advisor Award goes to Rebecca Boyd, who's an undergraduate student services coordinator in the School of Visual Art and Design.

The Russell Award for Research and Science, Mathematics and Engineering goes to Dr. Ronald Benner, the Carolina Distinguished Professor of Earth, Ocean and Environment and Biological Sciences.

The Russell Award for Research in Humanities and Social Sciences goes to Dr. Lauren Sklaroff, an Associate Professor in the Department of History and to Dr. Kurt Goblirsch and who's a Professor of Languages, Literatures, and Cultures.

The USC Foundation Award for Humanities and Social Sciences goes to Dr. Mark Weist, who's a Professor of Psychology.

The Educational Foundation Award for Research in Science, Mathematics and Engineering, goes to Dr. Thomas Vogt, who is the Educational Foundation Distinguished Professor in the Department of Chemistry and Biochemistry.

The Educational Foundation Award for Outstanding Faculty Service goes to Dr. Jed Lyons who's a Professor of Mechanical Engineering.

The Carolina Trustees Professorships this year go to Dr. Brian Benicewicz who is a USC Educational Foundation Distinguished Professor of Chemistry and Biochemistry, Dr. Christy Friend who is a Professor in the Department of English Language and Literature and Dr. Andrew Myers, who is an Assistant Professor in the Department of History.

The Clinical Practice Teaching Award goes to Dr. Celeste Caulder, who's an Associate Professor in the College of Pharmacy and Dr. Sheryl Mitchell, who's a Clinical Assistant Professor in the College of Nursing.

The Michael J. Mungo Undergraduate Teaching Awards go to Dr. Caryn E. Outten, who's a Professor in Chemistry and Biochemistry, Dr. Conor Harrison, who is an Assistant Professor of Geography, Dr. Alicia Wilson, who is a Professor of Earth, Ocean and Environment and Dr. Meir Muller, who's an Assistant Professor of Instruction and Teacher Education.

The Michael J. Mungo Graduate Teaching Award goes to Dr. Amanda Fairchild who's an Associate Professor of Psychology.

The Michael J. Mungo Distinguished Professor of the Year Award goes to Dr. Donna Chen who is a Professor of Chemistry and Biochemistry.

## **5. Reports of Committees**

PROFESSOR MARCO VALTORTA (Chair of the Faculty Senate) – thanked Harris Pastides for his past 11 years of service as president and described that service from the point of view of the Faculty Senate Chair. The president maintained regular meetings with the chairs of the Faculty Senate. He continued the presidential tradition of addressing every Faculty Senate meeting and he expressed support for the faculty's role in the governance of the university, both inside and outside the university. On a personal level, Valtorta greatly benefitted from the president's patient listening and wise advice in their near monthly conversations and enjoyed the social functions that he and his wife Patricia Moore Pastides generally organized for the faculty, students and others. Thank you, President Pastides for leading USC through difficult times and leaving a stronger university. He expressed hope that the summer would be a time for celebration of and reflection on Pastides' accomplishments.

Valtorta reported on the search for a new president. He encouraged everyone to support the interim president, Chancellor Brendan Kelly of USC Upstate, whose installation as Chancellor in Spartanburg on October 14, 2017, Valtorta attended. There was a sense of promise as a light rain fell on the university green and Faculty Senate Chair Holly Pae join others on the podium introducing the new chancellor. Chancellor Kelly's relationship with the Upstate Faculty Senate and indeed with the faculty as a whole is very good. It is a good omen that he was attending a Senate meeting when he was called on Friday afternoon and offered the interim presidency of the university. In a brief conversation yesterday, Chancellor Kelly expressed to Valtorta and chair elect Mark Cooper his desire for a constructive relationship with the faculty.

Valtorta provided a recap of the activities of the presidential candidate search committee, under two major constraints. First, he signed a confidentiality agreement that limits what he can say. Second, he does not have access to all information. While the first point confidentiality may be obvious, the second one, limited access to information, requires an understanding of how a presidential search works and indeed of the system of governance at this university. At USC, the choice of the president is the responsibility of the Board of Trustees, which is the final

institutional authority of the university. Nevertheless, the Board's bylaws wisely require substantial participation in the search process by faculty, reflecting the tenet that such a presidential search is, to quote from the 1966 AAUP "Statement on Governance of Colleges and Universities," which may be the bedrock document on shared governance, "is a joint effort of a most critical kind" and for this kind of effort corporation should take place. So, this participation takes the form of having three faculty representatives on the Presidential Candidate Search Committee (PCSC). The bylaws specify that one of them is the chair of the Faculty Senate, one is elected by our Senate and one is chosen by the senates of the other institutions collectively. In Columbia, the Senate made its choice at a specialty called meeting on October 26<sup>th</sup> and elected Julius Fridriksson. The other faculty member chosen is Araceli Hernandez-Laroche, Associate Professor of Modern Languages and Assistant Chair for the Division of Languages, Literature and Composition at USC Upstate.

Here is a timeline of events, mostly well documented on the PCSC website, maintained by the university communications staff. Many thanks to them and to the PCSC Chair Hugh Mobley for allowing this kind of transparency:

- On October 3rd, 2018 President Harris Pastides announced that he will retire as President, effective the summer of 2019.
- On November 8, 2018 there was the first meeting of the PCSC. The charge was given to the committee and there were presentations of legal parameters, equal employment opportunity rules, human resources' policies and procedures, communications and the current position description. The meeting was fully public. Most of the other meetings had large parts that were in executive session. The charge was read by John von Lehe, the Chair of the Board of Trustees:

*The Board thanks all of you for serving on this committee. You're going to find that it will be both rewarding and time consuming. Thank you for the sacrifice that you will make in the next several months. As you look at the duties and responsibilities of the Board of Trustees, you will see the most important responsibility that the Board of Trustees has is to select the president. And this committee is equally as important as the Board of Trustees, in that you bring to the Board the candidates from whom the Board will make that selection. You want to find a leader who will lead us to new and greater heights, building on the excellence that we already have in place. You want to bring to the Board a person of energy and vision who will understand that we have high expectations. I have asked that a copy of the bylaws be distributed to everyone and on pages 25 to 26 you will see the job description for the president of the University of South Carolina.*

*As you look at these criteria, I think you will agree that this is a very, very difficult assignment. I also ask you to look at the bottom paragraph on page seven of the Bylaws. This committee is charged with bringing in the names of four acceptable candidates for the presidency to the Board of Trustees. This has been handled in recent presidential searches in different manners. In 1990 and 2008 we presented finalists to the Board of Trustees in one day. In 2002 the finalists met with the Board over several days. It may be difficult to bring four people to appear before the Board in one day, but this is a matter on which the committee will advise the Board. So, I know that under Hugh's leadership you will prepare yourselves and that you will take this job*

*very seriously. As you bring us candidates. I asked you to exercise your judgment with the understanding that you have one allegiance and that is to the University of South Carolina.*

*Thank you again for your commitment. We appreciate very much what you are about to do.*

That ends the charge. Towards the end of that public meeting, the issue of diversity and inclusion in the composition of the committee was raised. Reading from the minutes:

*Dr. Valtorta referred committee members to the Association of Governing Boards Guide Presidential Search and Overview for Board Members, which offered good practices for search committees. He noted the guide stated search committee membership should be balanced in terms of gender, race, ethnicity and age. The committee's balanced as it represents the university's constituency is deficient, he said, "in respect to this point, which is too late to do anything about, the committee should be especially mindful of the need to be fair minded as highlighted in the meetings presentations because of the way the committee is composed." Chair Mobley thanked Dr Marco Valtorta noting the committee would take all things into consideration.*

- November 20, 2018, second meeting of the PCSC. Appointment of affirmative action advocate Trustee Moody. Interviews with search firms.
- December 7, 2018, third meeting of the PCSC. The University of South Carolina's presidential search committee voted unanimously December 7, 2018 to enlist Atlanta-based Parker Executive Search to help identify the successor to President Harris Pastides. Vetting of the search firms preceded this meeting.
- December 13, 2018 fourth meeting of the PCSC. The University of South Carolina's Presidential Search Committee met with representatives from Parker Executive Search to discuss various matters related to the proposed contract for the search, including a search web page, community input survey, and the development of the position description.
- January 11th, 2019 fifth meeting of the PCSC. Discussion of position description, Parker Executive Search (PES), reports many comments by email and link on website. Incidentally, shortly before this a New York Times article had appeared mentioning White House Chief of Staff Nick Mulvaney as a possible candidate. The position description states that "The president will have an earned doctorate or terminal degree from an accredited institution and higher education experience."
- January 25th, 2019, Araceli Hernandez-Laroche and Valtorta attended a meeting of the USC Palmetto College Executive Committee upon the invitation of Faculty Senate Chair, Christine Sixta Rinehart. The focus of the meeting is on explaining the role and the value of the Palmetto College within the USC system.

- February 6, 2019, presentation with question and answer by Laurie Wilder and Porsha Williams, of PES at the Faculty Senate. Presentation by Mark Blackwell of the AAUP, South Carolina, and David Snyder, Diversity and Inclusion Advisory Council Chair at Faculty Senate in this room.
- February 13th, 2019 sixth meeting of the Presidential Candidate Search Committee. PES representatives informed the committee that interest in the position is strong and that the number of applications and nominations is where it should be at this point in the process. The position is being advertised nationally with a wide variety of higher educational outlets. The last print ad appeared on February 11th, just two days before this meeting. In addition, Parker is continuing to actively recruit candidates and receive nominations and applications. There was a cutoff date of March 8 for full consideration.
- February 22, 2019. Presentation by PES again, Laurie Wilder and Porsha Williams at Provost Retreat.
- March 4, 2019 seventh meeting of the PCSC. The Presidential Candidate Search Committee met via conference call, with a few members on site, March 4th to receive an update from PES. Parker representatives affirmed for the committee the interest in the position is strong that the number of applications and nominations is where should be at this point in the process. The position is again being advertised nationally in a wide variety of higher educational outlets and again, Parker is continuing to actively recruit candidates and received nominations and applications.
- March 27, 2019 eighth meeting of the PCSC. The Presidential Candidate Search Committee met with Parker Executive Search to review applicants and discuss potential candidates for in-person interviews. Questions for the in-person interviews were also discussed.
- April 8-10, 2019. The PCSC and PES convened in Atlanta to conduct in-person interviews with qualified candidates which are often referred as semifinalists. The number 11 was later disclosed. However, this precise number is misleading because the sets of select semifinalists, scheduled semifinalist and actually interviewed semifinalists were different and of different sizes.
- April 17, 2019, the PES and the PCSC met and in accordance with Article Four, Section Two of the bylaws of the Board of Trustees recommended to the Board four candidates for consideration to become the 29th president of the University of South Carolina.

- April 22- 25. Forums are held.
- April of 26. The Board of Trustees meets to interview the candidates with the non-trustee members of the PCSC in attendance to serve as a resource to the Board. They were invited to make a statement to the Board. Most of them did it at the end. The Board lets the non-trustee members of the PCSC out and at around 4:30 PM. Students and faculty demonstrate on the first floor of the Alumni Center. When open session resumes the Board announces the suspension of the search and the appointment of Chancellor Brendan Kelly of USC upstate as Interim President.
- April 29th, the Board at this regular meeting approves a compensation package for Interim President Kelly. The search is still in suspended state. At the end of the meeting, the Chairman of the Board and the Chairman of the Search Committee gave an interview to Andy Shain of the Post and Courier:

*Trustees are seeking legal advice whether they must keep the same member. No timetable was given in the new search for a leader of South Carolina's largest college, but it is expected to last well into the next school year. Trustees are seeking legal advice whether they must keep the same members on the search committee, said Trustee's Vice Chairman Hugh Mobley. It is expected that the same group of nine men and two women will oversee the hand for a new leader, again, Board Chairman John von Lehe said.*

Valtorta had to abide by his commitment to confidentiality. However, he stated that some of the things that circulated about the search are not accurate or highly implausible based on what he knows. Here is one: The timetable was chosen to prevent faculty, students and others from expressing their opinion on candidates. Valtorta responded that, on the contrary, the Board made a commendable decision to have a more open search than the previous one and in fact, historically a very open search. Faculty views were heard and heard loud and clear both through the forum process and inside the PCSC.

PROFESSOR BETHANY BELL (College of Social Work) - Two questions. One is just factual that there's no way the members [of the PCSC] can stay the same when there's a new Student Body President and there's a new Faculty Senate Chair.

FACULTY SENATE CHAIR VALTORTA - That is an interesting question and it really depends on how strictly the Board interprets the bylaws. The bylaws made it very clear that the Student Body President and a Faculty Senate Chair in place at the time of the start of the search serve until the conclusion of the search, regardless of whether they're still Student Body President and Faculty Senate Chair. In fact, Taylor Wright was no longer Student Body President but was still serving on the Presidential Candidate Search Committee. His situation is a little more complicated because he's leaving the university, so it maybe that that will affect the composition of the committee.

PROFESSOR BELL – asked a question re: the meeting on March 27th when the search committee met with Parker to discuss whittling it down to the semifinalists. The next date was April 8th through 10th when the airport interviews occurred. What was that process in terms of who was running that meeting, Parker or Hugh Mobley? And how was the information presented? Was there a rubric used to score candidates, et cetera?

FACULTY SENATE CHAIR VALTORTA - As part of the interview process with the firms, the committee was given packages by seven firms. Some firms indicated a quite a formal approach to the identification of semifinalists and some less formal approach. Parker was more on the less formal side. Laurie Wilder said to the Senate that they facilitated reaching a consensus. They provided materials on nominees who accepted the nomination on a web-based system. The committee had ample time to review the materials before March 27th. He could not answer specifically who was more active, who led what happened. The PES facilitated this process.

PROFESSOR HEATHER BRANDT (Health Promotion, Education and Behavior) – also asked about that particular meeting. She was interested in the quoted number about 80 interested people in the position that's been thrown around and how then that process that flowed from going from being interested to ultimately ending up as one of the 11 semifinalists who were interviewed in Atlanta. And related to that, that number 80, could Valtorta clarify if that number includes those who were nominated, where somebody put them in the search box and said, hey, you should look at this person as well as those who formally applied.

FACULTY SENATE CHAIR VALTORTA - could not confirm the number 80 in the sense that he no longer has access to that list. That was made public and he thinks it was correct. That number is the number of candidates who accepted the nomination or at least who appear to have accepted the nomination at that time. There were many more nominees than that and some of them were contacted and did not accept the nomination. Every nominee and every nominator was contacted by the firm.

And this is regardless of how they got to the firm. This has to be said, that some nominators went through, for example, a trustee. The firm took that responsibility to follow up on those nominees too.

FACULTY SENATE CHAIR VALTORTA – then thanked Provost Gabel, President Designate Gabel and congratulated her for her new appointment and most importantly for four years of service to the faculty of the university.

PROFESSOR BELL – (inaudible) ...asked for the status of where the current T&P letters are for candidates who are anticipating the letters.

PRESIDENT PASTIDES - The T&P letters is the question. What is, what, where are they, what is the status? When might they be sent?

PROFESSOR BELL – Are they signed, are they through you or are they sitting at the Board of Trustees?

PROVOST GABEL – From the midyears or for the ones this spring?

PROFESSOR BELL – From assistant to associate.

PRESIDENT PASTIDES - well it depends on when the review was, the midyear or right now?

PROFESSOR BELL – Regular term. She got her own letter May 17, several years ago. Some people have been told June.

PRESIDENT PASTIDES – There was a final meeting today of the T&P Committee.

PROVOST GABEL - Assistant to Associate doesn't dictate, you know. It's done twice a year. And so there was a group that was in the full board meeting, approved this last time. And then there is this group that there was a meeting about today who won't hear until the next time they have a sequence of an Academic Affairs Board vote to full vote. So that first group should get their letter soon because it comes from the Board. And the second group won't hear until the fall. When does academic affairs, because June... July. It turns out, both will get their letter in June just at different pacing May or June.

FACULTY SENATE CHAIR VALTORTA – In the past, the President would send a letter usually at the beginning of May indicating his recommendation to the Board. And then there will be later a letter from the Board or from the university notifying the candidate that the Board has made a decision.

PRESIDENT PASTIDES – didn't think it was good form for the candidate to receive a letter from the President when the board hasn't voted. But it's no different this year than in any other year. There are people who go through sooner and that has to do with how the reviews are done. He has one folder left in his office, all the rest, more than 99% are already out of his office. In his experience, it's not always done by mid-May. It's often what he would call in the summer when people get their letters. May is not always the standard that certainly not when everyone gets their letter.

PROFESSOR BELL – (inaudible) ...the letter that came out of the President's office, that was in mid-May and she got tenured in 2014 so it's been in the last 5 years so letters are still going out to faculty.

PRESIDENT PASTIDES - stated they would check on it.

PROVOST GABEL - President letters by May 15<sup>th</sup>. Board letters in June for regular cycle.

## **6. Old Business/New Business**

PROFESSOR MARK COOPER (College of Arts and Sciences) brought forward a resolution affirming faculty and student participation in the presidential search.

*Whereas, it is the responsibility of the Board of Trustees to select the President of the University of South Carolina, and Whereas, choosing a president is a joint effort of the most critical kind in the life of a public university, and Whereas, the faculty and students of the University, by virtue of their expertise and daily experience, can offer valuable perspectives on the qualities distinguishing great leaders of public universities, and Whereas, no university president can hope to succeed without the support of the faculty and students, and Whereas, the Board of Trustees wisely sought to involve faculty and students in vetting finalists for the position of President in April 2019, and Whereas, contention in important matters is not to be feared, but rather embraced as a pathway to informed decision-making and committed consensus Therefore be it resolved that the Faculty of the University of South Carolina will continue to advise the Board of Trustees openly and honestly to the best of its ability regarding the presidential search.*

The motion was seconded and discussion began.

PROFESSOR BELL – stated she was fully behind this, and assuming this gets approved, she would encourage this to be officially shared communications from the University. So whether that's immediate release or what have you, this is important enough that as this process continues, it's really important that the public understand the role that faculty and students should have in this process.

The motion passed unanimously.

PROFESSOR ANDREW GRACIANO (School of Visual Art and Design) - There were four changes that were approved by Faculty Senate that the Faculty Advisory Committee brought to the Senate.

The first one is a change to the committee description of the Faculty Senate IT Committee. The phrase “research cyberinfrastructure” has been changed to “research computing.” The change was approved.

The second item is a change to the description on the Committee for Libraries in the Faculty Manual. The change was already approved some time ago, but the manual was updated with incorrect language. This is a change to correct it to what is supposed to be there. The changes are highlighted yellow: it should read “three-at-large faculty members appointed by the Provost.” The change was approved.

Third, there were changes to a description of the Grievance Committee in the Faculty Manual. For the sake of clarity, the four types of grievances were brought together in one place and listed numerically. The fourth grievance type originally appeared on page 45; it was brought forward to page 37 with the other three types. The change was approved.

Finally, there is a change to the Faculty Manual section on T&P. Throughout this section “Third Year Review” has been changed to “Tenure Progress Review” for the sake of clarity. Tenure Progress Review doesn't always happen in the third year. The section does say at the end that in

the third year after appointment all in tenure, tenure track faculty members must be given a written comprehensive evaluation. So, in other words, it's still saying that it normally happens in the third year. However, it then goes on to describe the exception in which the probationary period is extended.

There is also some new language that requires that the unit granting tenure and promotion provide candidates a unit-specific calendar for the tenure and promotion process. This unit-specific calendar will eventually appear on the Provost's website near the T&P criteria for that unit. The changes were approved.

#### **7. Good of the Order.**

There was nothing for the good of the order.

#### **8. Adjournment.**

A motion to adjourn was seconded and approved.

The next meeting of the General Faculty will be Wednesday, September 4, 2019, at 2pm in the Karen J. Williams Courtroom of the School of Law.