

THE UNIVERSITY OF SOUTH CAROLINA

GENERAL FACULTY MEETING

Tuesday, September 2, 2020 at 3 p.m.

Koger Center for the Arts

PRESIDING: President Robert L. Caslen, Jr.

PRESIDENT CASLEN called the meeting to order, welcomed faculty and called for a motion to approve or correct the minutes of the September 4, 2019 General Faculty Meeting. It was so moved and seconded and the minutes were approved as submitted.

Report of President

Caslen reviewed the protocol for preserving social distancing in the question and answer period as well as for asking questions via the Teams platform. He indicated that he would need to leave the meeting at 5:00pm and would pass the gavel to Provost Tate at that point if needed.

Caslen expressed his gratitude for the resilience and agility of the faculty since the March pivot to online instruction. He particularly recognized professors Melissa Nolan and Lee Pearson from the Arnold School of Public Health for their epidemiological work and from the Pharmacy School Phil Buckhaults for the work with saliva testing. He reported that we are conducting 900 - 1300 tests per day and emphasized the importance of identifying asymptomatic positives.

Caslen provided an update on the current state of COVID mitigation efforts as well as future plans. The online dashboard shows 1192 positive cases from August 1, and 1026 active cases; 98% students and 2% employees, including faculty. Of 134 faculty tested, there was one positive. Yesterday we tested 923 with 18 positive, a 12.8% positive rate and a major improvement over last week at 20%. He emphasized the importance of frequent, high volume testing and reported a conversation with the President of University of Alabama that underscored that point. Two key principles of our mitigation plan are 1) providing a safe and healthy environment for our students, faculty and staff, and 2) to contain any spread from going outside the University campus community. We're watching very carefully. With respect to faculty cases, we want to make sure that the classroom is indeed safe and healthy. The one faculty positive was infected off campus; we have no evidence of in classroom transmission. He visited some classes last week and found classroom safety protocols—social distancing and masking—to be in place. In-person attendance was low at a class he taught: eight people in-person compared with 31 online. In addition to infection rates, we're also watching the hospitalization and ICU rates.

Caslen underscored his hope that we will contain spread within the student body. Infected students tend to have minor symptoms; 1.5 to 5% are asymptomatic altogether. If we have 35,000 returning students, 1.5% is 550 students that are positive. We want to find those 500, quarantine them, get them healthy and then get him back into the classroom. Contact tracing is very important. It is also a huge burden and thus a concern. On average, for every positive person the contact tracers have to make 8 phone calls. It adds up fast. Caslen described the logistics of moving students into quarantine or isolation and caring for them, which are daunting. Currently we are at 72% capacity and watching that very carefully. He has directed more modeling to address this. He provided additional details about the 1192 student positives: four cases required medical care beyond our health care clinic; they were brought to the hospital, examined, and released the same day.

Caslen addressed student behavior. We predicted that social activities off campus would be a challenge. It is not the party itself that's the problem; it's close distance without masks. This has also been an issue with study groups. For the most part, students are doing outstanding work. Perhaps 90% of them understand the seriousness of the situation; they don't want to go home due to a campus shut down. He applauded Student Body President Issy Rushton's the iPLEDGE Columbia campaign. Peer-to-peer engagement of this sort will help. He sent letter to students encouraging proper behavior and explaining consequences for violating the rules. There are 15 students now facing the possibility of suspension. We are also working very closely with Mayor Steve Benjamin on city ordinances to require masks indoors, to stopping serving alcohol at 11:00, and to limit capacity inside restaurants or bars. Discussions about more restrictive measures are ongoing.

Caslen discussed the need for science to inform our response. He described environmental wastewater monitoring and the role it plays in mitigation efforts, to include directed testing and quarantine of specific buildings. He concluded his COVID discussion by emphasizing the importance of testing.

Caslen discussed the strategic plan describing it as "the most important thing that I'm going to do as a president of this University." A strategic plan is ends, ways, and, means. The ends are strategic priorities which are further defined by goals and objectives. The ways are the programs that will accomplish those goals and objectives. And the means are the resources to support the programs. The plan came together beautifully. Last year he led the first off-site meeting with deans and his direct reports. He was told this was the first time in the history of this University that we had that collective group together to talk about the future of the university. It was really enlightening. The initial off-site produced a vision, a draft vision statement, mission statement, and strategic priorities. He did not want this plan to be the president's plan to be implemented by everybody else. He wants this to be the university's plan, collective and collaborative, with broad participation. The more collaborative and open the process, the more ideas you get. If you want to be inclusive, ideas pile up. A lot of work then went into clarifying and simplifying the plan. He asked the Faculty Senate to provide representatives to planning groups because faculty participation is important.

Our vision statement states that we are the preeminent flagship university in the nation. He understands there is some skepticism about this, in that other flagships have research programs and faculty resources

that seem impossible for us to attain. He encouraged faculty not to sell themselves short as we have a number of top ranked programs. He also asked faculty to consider what we mean by “flagship,” and specifically our responsibility to educate the people of South Carolina. He is focused on access and affordability for South Carolinians, and the diversity of our students and faculty. The state of South Carolina is 27% African American and our student and faculty percentages are nowhere near that. Our in-state students are coming from a K-12 system that ranks in the bottom five or six in the nationally. Can we do something as a university to help change that so high schools out there are able to inspire students to come to higher education? 35% high school graduates in South Carolina do not go on to higher education. Can we inspire them and equip them with the skills and grades they need to meet the requirements of admission, not only here but throughout the state? To be a flagship will mean not only that will get very best students from South Carolina, but that there is an accessible and affordable pathway for any student in South Carolina that wants higher education. Our goal is to make the whole pie bigger.

Our mission statement says that we will transform lives--that's the operative verb. The vision and mission will be accomplished through eight priorities, which are part of your ends: 1) get the best students, that represent the state of South Carolina, and have accessible and affordable pathways; 2) build a world class faculty and staff; 3) after considerable discussion we set a priority of becoming AAU eligible and will devote resources to that end; 4) is about creating an inclusive culture—our new Vice President for Diversity, Equity, and Inclusion, Julian Williams is doing a phenomenal job in this area; 5) create an integrated and interoperative system, that will include Carolina Online—we believe there is a large untapped market for online education in the state; 6) partnerships in economic development, including experiential learning opportunities for our students; 7) physical and virtual infrastructure, and a \$2 billion fundraising campaign to help build it; 8) winning with excellence on the field and in the classroom.--a philosophy that we don't want to be average but rather to get into areas where we are uncomfortable and need to stretch; we will underwrite mistakes as opportunities to learn and to become better and stronger. This last one is where you see beat Clemson. You'll never see something like that in any other university's strategic plan, but winning with excellence is important.

Caslen invited questions.

PROFESSOR JESSE KASS, MATHEMATICS asked if President Caslen supports the call to rename Strom Thurmond gym and why he appointed Dean William Hubbard to his Presidential Commission on University History as a trustee member? Kass asserted that Dean Hubbard originally promoted naming the gym after Strom Thurmond in the late 90s by bringing a motion at a Board of Trustees meeting.

PRESIDENT CASLEN explained that Hubbard was put on the Presidential Commission as a trustee when it originally constituted in 2019, in his first act as president. When Hubbard resigned as a trustee number to become dean, it seemed simple just to keep him on the commission to fill a vacancy for a dean on the commission.

PROFESSOR KASS questioned the wisdom of having Dean Hubbard on the commission because he has not answered question about whether the gym could be renamed and why it was named for Thurmond in the first place.

PRESIDENT CASLEN and PROFESSOR KASS engaged in some back-and-forth about the timing of this inquiry.

PRESIDENT CASLEN responded that the renaming discussion requires open, honest, candid dialogue from all sides. He does not know what Hubbard's position was 20 years ago or today. Nor does he know how Hubbard would vote. He does not believe skepticism about renaming or silence on the question should disqualify someone from participating. The dialog will be healthier if the full range of views is expressed.

PROFESSOR KASS expressed concern that his voice won't be heard, asserting that he emailed President Caslen with detailed information about what happened with the Board of Trustees this morning; the 10th or 11th email that he sent this summer, only receiving one response that was a PDF forwarded from the Provost.

PRESIDENT CASLEN and PROFESSOR KASS engaged in back-and-forth about the nature of the documentation provided, the minutes of a Board of Trustees meeting from the 1990s in which plans for the gym were decided. Kass repeated his question about whether Hubbard would remain on the Commission and asked what the justification for the decision is.

PRESIDENT CASLEN stated that Dean Hubbard would remain on the commission as he did not see making a nomination 20 years ago as grounds for removal, if accurate.

PROFESSOR KASS asked "Do you personally support renaming the Strom Thurmond gym?"

PRESIDENT CASLEN stated that he supports a process through the Presidential Commission where all voices will be heard so that I can receive a recommendation on what action they would like to see take place.

PROFESSOR KASS: So if I correctly understand you, you have no position either way, but you want to see that the communities' voices are heard.

PRESIDENT CASLEN: I want all voices heard.

PROFESSOR KASS: Thank you.

THE MODERATOR presented an online question from a faculty member watching live on Microsoft Teams who asked "what is the protocol when students ask us if other students in the class have tested positive for COVID-19?"

PRESIDENT CASLEN said it's a great question that will be better addressed in the Town Hall meeting following the General Faculty Meeting, when our medical professionals will be able to give a comprehensive answer.

PRESIDENT CASLEN hearing no other questions, welcomed Provost Bill Tate to the podium for his report.

Report of Provost

PROVOST TATE expressed his appreciation for the welcome and support he has received since arriving on campus 8 weeks ago. His report will consist of general updates, tenure and promotion updates, and the new faculty introduction by the Deans.

During the pandemic, there are three stages of activity: stabilization of the organization, evaluation, and reallocation processes. Tate thanked the faculty for the stabilization portion of this process. He has seen two institutions over the last several months and this university is well run in terms of the protocols put in place for the pandemic. This could not have happened without the stabilization of the faculty in terms of delineation of modality and quickly pivoting. On the evaluation front, Tate encouraged the faculty to be tested for COVID. He and the president are concerned for the faculty's safety and the only way to know is for faculty to get tested. So far one faculty member has been documented as testing positive and through contact tracing it was decided that it was probably caught somewhere else. There is no known documented case of in classroom transmission of the virus to a faculty member. Tate thanked his colleagues, including the deans, for their hard work. He again encouraged faculty to get tested as testing facilities and processes are being reallocated towards faculty participation.

The remainder of Tate's remarks were organized around the strategic plan. The plan was in design phase when he was interviewing for the position and now that it has been announced he has been able to read and dissect it. He offered three things that would be done over the next few months in order to deal directly with faculty retention, recruitment, research productivity, and the university's reputation through resource allocation or resource alignment. Tate's first observation after eight weeks is that our research lab utilization processes need to be evaluated very carefully. He believes that they are harming our ability to retain and recruit faculty and limiting our research productivity, which harms our reputation long term. A committee will be examining our research lab utilization and reporting. Tate will provide more information as that unfolds in the months to come. Second, he has asked for a group of colleagues to come together around the Health Sciences. He thinks there are some unique opportunities to continue to build and develop our Health Science infrastructure and add value. He will be bringing people together from across campus to continue to grow and elevate it with more collaborate efforts. Third, if you look at the strategic planning, implied in it is that individuals from the humanities, social sciences, professional schools, engineering ought to be working together to advance the institution. Interdisciplinary is a big part of what he sees in the strategic plan. Tate announced that effective today, Joel Samuels, Director of the Rule of law Collaborative at the School of Law, will join the Provost Office for at least for a year as Interim Vice

Provost for Interdisciplinary Studies with a specific charge of refashioning what he has done with the rule of law across the totality of the enterprise to enhance our interdisciplinary efforts, research, productivity and external funding.

Tate provided an update on tenure and promotion. There have been 132 decisions made since the last report, 124 of them were positive with 83 faculty members involved. Of those 83 faculty members, 78 were positive decisions.

- 48 assistant professors applied for tenure and promotion to associate professor and 46 were awarded, a 94% success rate.
- 28 tenured associate professors applied for promotion to full professor and 26 were awarded, a 93% success rate.
- Two associate professors applied for tenure only and both were awarded, 100% success rate.
- One associate professor applied for tenure and promotion to professor and that was awarded.
- Four librarians apply for tenure and all were awarded.

In summary, 55 unit votes for tenure happened at the unit level and 51 were positive. Also, 77 unit votes for promotion and 71 were positive. Overall, there's a very good agreement across all levels. The lowest level of agreement was between chairs and the UCTP Group, with agreement rates ranging between 92 and 98%. The level of agreement between the Provost and the deans range between 96 and 100%. The level of agreement between the provost and the chairs ranged between 97 to 100%. The level of agreement between the UCTP and the deans range from 93 and 97%. The highest levels of agreement were between the UCTP, the provost and the president, with a range of 97 to 100% across all decisions except for promotion to professor, where it was at 93%.

Tate called the deans forward to introduce new faculty members.

DEAN FORD introduced 18 faculty members hired last year in the College of Arts and Sciences who were able to start in the fall with another six who will join in the spring.

- Eric Jones - Anthropology, Associate Professor, PhD Penn State University.
- Christy Wilson – Biology, Assistant Professor, PhD Georgia State University.
- Eric Eudy - Biological Science, Instructor, Palmer College.
- Alea Knots - Biology, Instructor, PhD University of South Carolina.
- Brent Klein - Criminology and Criminal Justice, Instructor, University of Arkansas.
- William Smith - Criminology and Criminal Justice, Instructor, JD University of South Carolina
- Sarah Rogers - Criminology and Criminal Justice, Instructor, PhD Mississippi State University.
- Jonathan Edwards – English, Assistant Professor, PhD from Northwestern University.
- James Risk – History, Instructor, PhD University of South Carolina.
- Parrish Wright - Languages, Literatures and Cultures, Assistant Professor, PhD University of Michigan.
- Wuchen Li – Mathematics, Assistant Professor, PhD Georgia Institute of Technology.

- Agnes Bolinska – Philosophy, Assistant Professor, PhD University of Toronto.
- Cody Drolc - Political Science, Assistant Professor, PhD University of Missouri.
- Jessica Schoenherr - Political Science, Assistant Professor, PhD Michigan State University.
- Joshua Meyer-Gutbrod - Political Science, Instructor, PhD Cornell University.
- Mita Banerjee – Psychology, Assistant Professor, PhD Michigan State University.
- Aaron Meyer Gutbrod - Earth, Ocean & Environment, Assistant Professor, PhD Cornell University.
- Ray Bai – Statistics, Assistant Professor, PhD University of Florida.

DEAN BREWS introduced new 8 faculty members who joined the Moore School this year.

- Tim Brown – Accounting, Associate Professor, PhD Cornell.
- Mustafa Karakaplan – Finance, Clinical Professor, PhD Texas A&M
- Xuelin Li – Finance, Assistant Professor, PhD University of Minnesota.
- Austin Starkweather - Finance, Assistant Professor, PhD University of Maryland.
- Katrice Branner - Management Science, Clinical Assistant Professor, PhD University of North Carolina.
- Beverly Wright - Management Science, Clinical Assistant Professor, PhD from Georgia State University.
- Ayse Ozturk – Marketing, Clinical Assistant Professor, PhD Georgia State University.
- Cem Ozturk – Marketing, Assistant Professor, PhD Emory University.

DEAN PEDERSON introduced one new faculty member in College of Education.

- Alison Moore - Educational Studies, Clinical Assistant Professor, PhD Florida State University.

DEAN HAJ-HARIRI introduced 8 new colleagues in College of Engineering and Computing.

- Forest Agostinelli - Computer Science and Engineering, Assistant Professor, PhD UC Irvine. Part of Artificial Intelligence Institute that was funded with Excellence Initiative from the University.
- Rasha Karakchi - Computer Science and Engineering, Instructor PhD University of South Carolina.
- Biplav Srivastava - Computer Science and Engineering, Full Professor, PhD Arizona State, was distinguished data scientist and master inventor at IBM Chief Analytics. His area is ethical human machine collaboration.
- Qi Zhang - Computer Science and Engineering, Assistant Professor, PhD University of Michigan.
- Kristen Booth, Electrical Engineering, Assistant Professor, PhD NC State.
- Yavuz Yapici - Electrical Engineering, Assistant Professor, PhD Middle East Technical University in Ankara, Turkey.
- Dexter Harlee - Integrated Information Technology, Instructor, PhD Capella University.
- Caizhi Zhou - Mechanical Engineering, Associate Professor with tenure, PhD Iowa State University

DEAN BROWN introduced five faculty who joined Hospitality, Retail and Sport Management this year.

- Chris Knezevich - School of Hotel, Restaurant and Tourism Management, Instructor, Masters University of Phoenix.
- Ashley Richardson - School of Hotel, Restaurant and Tourism Management, Clinical Instructor, Masters Columbia College.
- Kristy Ellison - Retailing, Instructor, Masters University of South Carolina.
- Jeff Johnson – Retailing, Instructor, Masters University of Georgia.
- Youngjin Hwang - Sport and Entertainment Management, Assistant Professor, PhD University of South Carolina.

DEAN REICHERT introduced 4 new faculty who joined the College of Information and Communications, all in the School of Journalism and Mass Communication.

- Yingying Chen - Assistant Professor, PhD Michigan State University.
- Jacob Long - Assistant Professor, PhD Ohio State University.
- Brett Robertson - Assistant Professor, PhD, University of Texas, Austin.
- Manie Robinson – Instructor, MFA Wake Forest University.

DEAN HALL announced 8 new faculty members that joined the USC School of Medicine in Columbia.

- Clinton Webb - Cell Biology and Anatomy, Professor. Doctor Webb will be leading newly formed Cardiovascular Translational Research Center.
- Megan Weis - Family and Preventive Medicine, Research Assistant Professor.
- Forrest Lowe, Neurology, Assistant Professor, Neurovascular Neurologist who is already assuming leadership roles in our stroke program.
- Mark Bentz – Pharmacology, Physiology and Neuroscience, Clinical Assistant Professor. Joined Nurse Anesthesia program.
- Fiona Hollis, Pharmacology, Physiology and Neuroscience, Assistant Professor, already received a career development award from the Veterans Administration.
- Aaron Jasnow - Pharmacology, Physiology and Neuroscience, Associate Professor.
- Sujit Pujhari - Pharmacology, Physiology and Neuroscience, Research Assistant Professor, leading Viral Vector Core in the School of Medicine.
- Alan Sechtin - Assistant Dean for branch campus in Florence, Clinical Associate Professor.

DEAN HARDING announced 6 new faculty members for the School of Music. The first two of whom are professional singers who gave up opera careers and joined the faculty in the last couple of years.

- Dominic Armstrong – Assistant Professor in Voice, Master of Music degree in opera from Curtis Institute.
- Rachel Callaway Streisfeld. Instructor, Director of park Music Leadership Laboratory, Master of Music and Voice Performances from Manhattan School.
- Alex Carrico – Assistant Professor, PhD in musicology from FSU.
- Jabarie Glass - Assistant Professor, Associate Director of Choral Studies, PhD in Choral Conducting from University of Michigan.

- Serena Hill LaRoche - Instructor, PhD in voice performance from University of South Carolina. She is also the director of our Carolina Music Studios.
- Mary Luehrsen - Professor of Practice, Leadership and Advocacy, MFA in music education from SUNY Buffalo.

DEAN ANDREWS introduced 9 new faculty to join the College of Nursing.

- Duane Alleyne - Assistant Professor, Doctor of Nursing Practice from University of South Carolina.
- Joy Deupree - Professor and Associate Dean, PhD from University of Alabama.
- Jackie Haverkamp - Associate Professor, Doctorate in Nursing Practice from Ohio State University.
- Diana Inman - Associate Professor, Doctorate in Nursing Practice from University of Arizona.
- Christy Jeffcoat - Assistant Professor, Doctorate in Nursing Practice from University of Alabama, Huntsville.
- Rachel Onello - Associate Professor, PhD University of Maryland.
- Maggie Selph - Assistant Professor, Doctor of Nursing Practice from Medical University of South Carolina.
- Allison Sweeney - Assistant Professor, PhD from Stony Brook University.
- Kimberly Taylor - Assistant Professor, Doctor of Nursing Practice from University of South Carolina.

SENIOR ASSOCIATE DEAN SEASE introduced six new faculty members in the College of Pharmacy.

- Reagan Barfield - Clinical Pharmacy and Outcome Sciences Department, Clinical Assistant Professor, PharmD University of South Carolina. a
- Lindsay Cobbs - Clinical Pharmacy and Outcome Sciences, Clinical Professor, PharmD University of South Carolina College of Pharmacy. He will be taking over the helm of the Kennedy Pharmacy Innovation Center as chair.
- Chengwen Teng Doctor - Clinical Pharmacy and Outcome Sciences, Assistant Professor PhD University of Texas.
- Ismaeel Yunusa - Clinical Pharmacy and Outcome Sciences, Assistant Professor, PhD Massachusetts College of Pharmacy and Health Sciences.
- Juan Francisco Leon - Drug Discovery and Biomedical Sciences, Assistant Professor, PhD from University of La Laguna.
- Doctor Rezaian - Drug Discovery and Bio Medical Sciences, Research Assistant Professor, PhD from Tokyo University of Agriculture and Technology.

DEAN CHANDLER announced 5 new faculty joining the Arnold School of Public Health.

- Jean Neils-Strunja - Chair of Communication Sciences and Disorders, Professor, PhD in Communication Sciences from Case Western Reserve University.
- Kelly Fleming - Environmental Health Sciences, Instructor, MD degree from University of Kentucky School of Medicine.

- Beth Regan - Exercise Science, Physical Therapy Program, Clinical Assistant Professor, PhD from University of South Carolina.
- Leila Larson - Health Promotion, Education and Behavior, Assistant Professor, DPT Doctor of Physical Therapy from Elon University and a PhD in Nutrition and Health Sciences from Emory University.
- Kolby Redd - Health Services Policy and Management, Clinical Assistant Professor, PhD from USC.

HEATHER HECKMAN introduced Edward Blessing who joined the University Libraries faculty as Head of User Services and Curator of Published Materials.

CHANCELLOR ELKINS welcomed 11 new faculty members to Palmetto College.

- Uday Neelakantan - USC Lancaster, Instructor with a Masters in Biology from the University of North Carolina, Charlotte.
- Todd Lekan - USC Lancaster, tenured Full Professor and Associate Dean of Academic and Student Affairs, PhD from University of Illinois.
- Whitney Bishop - USC Salkehatchie, Instructor. With a Masters in Nursing and organizational leadership from the University of South Carolina.
- Soumyadip Acharyya - USC Sumter, Assistant Professor, PhD in mathematics from University of Alabama.
- Chase Aunspacht. - USC Sumter, Instructor, PhD from University of Nebraska, Lincoln.
- Sher Chhetri - USC Sumter, Assistant Professor, PhD in mathematical Sciences from Florida Atlantic University.
- Susanna Hall - USC Sumter, Instructor, Masters in Chemistry from University of South Carolina.
- Daniel Stanforth - USC Sumter, Instructor, PhD in Languages, Literature, Cultures from University of Valencia in Spain.
- Lukasz Szatkowski - USC Sumter, Assistant Professor with a PhD in chemistry from Lodz University of Technology in Poland.
- Sandy Phillip-Long - USC Union, Instructor, Masters in Biological Sciences from Clemson University.
- Courtney Pinnell - USC Union, Instructor, MSN nursing education from Western Governors University.

PRESIDENT CASLEN thanked Provost Tate for his report and congratulated the new faculty members.

PROFESSOR KASS asked Tate if he supported the renaming of the Strom Thurmond Gym.

PROVOST TATE responded that he has been at the University 8 weeks and has read three history books on South Carolina. Honestly many of the names in history books are around our campus. The books delineate very clearly with good evidence things that have happened here and are, quite frankly, painful to contemplate. He would like to see a very careful analysis of not only that particular artifact, but all of the

artifacts that might be under consideration by this Commission. In addition, per our motto, for learning to humanize us and prevent us from being cruel, Tate hopes that we stand for that model in reality.

PROFESSOR KASS asked Tate to clarify his answer regarding the Strom Thurmond Gym specifically.

PROVOST TATE suggested, that just like he studied the state, it might be time for a lot of people to really dig deep and read the original works of the individuals, and he hopes that they line up in such a way that the ideals of this institution manifest themselves.

PROFESSOR KASS asked if Tate will get back to him about the documents he emailed to him that morning about the Strom Thurmond gym?

PROVOST TATE responded that he usually reads historians, but he will gladly read anything sent to him and offer commentary.

PROFESSOR KASS asked Tate why William Hubbard is serving as his Law School Dean? He asserted that Dean Hubbard originally promoted naming the gym after Strom Thurmond in the late 90s by bringing a motion at the meeting of the Board of Trustees. Hubbard has made no public comment about the gym name over the past 20 years, despite having been asked to do so by student government this summer.

PROVOST TATE did not make the decision on Hubbard becoming Dean of the Law School but he did review the documents about his background and had an opportunity to meet him. Hubbard is without question one of this country's finest lawyers and has distinguished himself in such a way that he was most worthy of consideration for the position and clearly merits an opportunity to lead the law school. Tate has no questions at all about his background as an intellectual and as a contributor to the law in this country.

PROFESSOR KASS questioned if it is appropriate for the Dean of the Law School to have supported naming the gym after Strom Thurmond in the late 90s to honor Thurmond's advocacy for fitness.

PROVOST TATE responded that the historians he has read agree that Thurmond was a fitness advocate. He supports Dean Hubbard and looks forward to working with him in the years to come.

PROFESSOR KASS requested that the former provost explain why he appointed Dean Hubbard.

PARLIMENTARIAN BILL SUDDUTH, PRESIDENT CASLEN, AND PROVOST TATE engaged in a personal discussion. Then Tate responded that an answer would not be given at the present meeting.

Report of Faculty Senate

FACULTY SENATE CHAIR COOPER extended a welcome to the new faculty introduced by their deans. For the benefit of the new faculty members, he briefly explained the purpose of the General Faculty Meeting and why it is different from the Faculty Senate. Before the 1970s, the faculty exercised their shared governance responsibilities in large meetings, chaired by the president. When the Faculty Senate was established in the 70s, the faculty delegated most of its powers to the Senate, reserving the power to be the final approver of changes to the Faculty Manual. Faculty Manual changes come through the Senate to the General Faculty, then to the President and the Board and that is why motions are before you today. The Faculty Senate is a representative body. There is one senator for every 10 faculty members. There are rules that allow for online participation. If you come to the Senate meeting, if you are senator, you can vote on formalizing those rules at the next meeting. This meeting does not allow for online participation according to Faculty Manual. There is no quorum requirement and all faculty members present can vote, and that would include deans and the provost as well.

The first motion to revise the Faculty Manual has two parts. First to create a University Committee on Professional Track Faculty which will review policies regarding faculty who are not on the tenure track. Second, to replace the terms non-tenure track faculty and non-tenure track with professional-track faculty and professional-track throughout the Faculty Manual. The details have been circulated with the agenda. The Senate approved these changes unanimously at the recommendation of the Ad Hoc Committee on Non-Tenure Track Faculty as well as the Faculty Advisory Committee (FAC).

PRESIDENT CASLEN called for discussion of the motion to revise the faculty manual as indicated in materials attached to the agenda to create a Committee on Professional Track Faculty and change the term non-tenure track to professional-track throughout the Faculty Manual. Seeing no discussion, he called for a voice vote and the motion passed.

CHAIR COOPER brought the second motion on behalf of the Senate to change the Faculty Manual to clarify criteria for associate graduate membership as full-time faculty with academic credentials to direct doctoral student research and other culminating experiences. In addition, this change would substantially reorganize the section on graduate faculty with some procedural detail removed for the Graduate Council Manual. This change was also circulated in advance and attached to the agenda. Faculty Senate approved these changes unanimously at the recommendation of FAC.

PRESIDENT CASLEN called for discussion to the motion to revise the Faculty Manual as indicated in materials attached to the agenda.

PROFESSOR CHRISTIAN ANDERSON: Most of the changes seem to be very well done and make a lot of sense in terms of cleaning things up. There is one area of concern for the College of Education in relation to associate membership, where it seems to restrict who can serve as associate members and dissertation chairs. This is especially relevant to their DED, which is a professional doctoral degree. The College of Education needs more clarification, especially as to how it affects faculty governance at the

unit level in terms of deciding on who has the expertise to handle these matters. Anderson respectfully asks that this go back for revision by FAC and come up for a vote later.

PRESIDENT CASLEN asked for and received a second to the motion by Anderson to refer the proposal back to FAC. Seeing no further discussion, he called for a voice vote on the motion. The voice vote was close so a show of hands vote was taken. The motion carried.

CHAIR COOPER brought a final motion on behalf of the Faculty Senate to change the Columbia Faculty Manual to increase the size of the Budget Committee to facilitate embedding members in administrative committees established to govern budget development. This change was also circulated in advance of the meeting and attached to the agenda, The Faculty Senate approved these changes unanimously at the recommendation of FAC and the Budget Committee.

PRESIDENT CASLEN called for discussion on the motion to revise the Faculty Manual as indicated in materials attached to the agenda to increase the size of the Budget Committee as a motion from the faculty Senate. Seeing none he called for a vote. The motion carried.

CHAIR COOPER thanked the faculty in public health areas who have been working hard this summer. There are several other people have not been mentioned as often, but also put in a tremendous amount of effort. First, Faculty Senate chair-elect Bethany Bell worked very hard in many capacities all summer long and continues to do so even though she is transitioning to a new position at the University of Virginia. Second, Brett Altschul, chair of Standards and Petitions, along with colleagues in the Office of Student Conduct, CTE, other offices around campus helped prepare guidance for faculty for the COVID information on the Faculty Senate website. Third, thanks to Matt Brown, Interim Dean of HRSM, who worked on the Finance Subcommittee of the Future Planning Group. Thanks to Andrea Henderson who worked on mental health and well-being and played a key role in development of the mental health survey. And finally, thanks to Christian Andersen, who is leading our AAUP chapter and also served on the communications team this summer. Cooper anticipates a full agenda for the fall Faculty Senate meetings where some key issues that will be discussed include diversity and equity, curriculum approval process improvements, the Ad Hoc Committee on College Level Governance, board reform, a new presidential search policy, and questions about the Committee of Nine.

New Business

PRESIDENT CASLEN thanked Mark Cooper for his incredible work in representing the faculty. Caslen asked if there is new business to come before the general faculty.

PROFESSOR KASS asked the parliamentarian to display a PDF of a resolution.

PARLIMENTARIAN SUDDUTH explained to Kass that he should read the resolution.

PROFESSOR KASS moved that the faculty vote on passing the following resolution requesting that the Strom Thurmond Wellness and Fitness Center be renamed: Whereas many members of the university committee, including Marcus Lattimore, Moe Brown, Natasha Hastings, Cheslie Kryst, Christopher Campbell, Charlamagne tha God (Lenard McKelvey), and Dawn Staley, have asked that the Strom Thurmond Wellness and Fitness Center, be renamed, therefore, be it resolved, that the faculty of the University of South Carolina requests that the Board of Trustees rename the Wellness and Fitness Center.

PRESIDENT CASLEN read the resolution again and asked for a second to the motion. A second was received and the motion was opened for discussion.

PROFESSOR AUGIE GRANT personally supports the motion but will vote against it at this point because the matter should be referred to the Faculty Senate for debate. He does not think there is sufficient representation of the faculty at the meeting to pass a resolution of this type and he would like to see this go through the faculty. So he is moving that the resolution be referred to the Faculty Senate for consideration.

PRESIDENT CASLEN called for and received a second on the motion to move it to the Faculty Senate. Discussion on referring it to the Faculty Senate was opened.

PROFESSOR KASS does not want to delay the motion because with COVID it could delay the motion for a year. He would like to try and pass it now.

PROFESSOR BETHANY BELL supports continuing the discussion. Faculty Senate is still operating with better attendance since the meetings are virtual. The resolution will not be delayed until the next General Faculty meeting because Faculty Senate can pass resolutions anytime at any meeting.

UNIDENTIFIED PERSON asked about state law and the eventual impact of such a vote. She thinks that would need to be part of the Senate conversation as well.

PARLIMENTARIAN SUDDUTH relayed that the question is not actually relevant to the question of referral and discussion cannot go into substance of the original motion.

PRESIDENT CASLEN commented that there is a process in place through the Presidential Renaming Commission to address this issue. He asked the Commission to come up with the history of all the different buildings, the history of the names of the people on the buildings, and those that are controversial. There are 67 buildings that they have identified they think are controversial, including Strom. The Commission will bring forward a recommendation and provide a forum for open, candid dialogue on each one that they recommend to be renamed. If it comes to him as president he will it forward on to the Board, and the Board will make a decision whether to it forward to the General Assembly or not. In accordance with the Heritage Act, the General Assembly has to approve it unless the

Heritage Act is found unconstitutional or removed. This process is going to continue regardless of the vote by the general faculty or Faculty Senate, but it will be very important and have a large voice.

PROFESSOR KASS asked if Caslen had reviewed his email with a detailed explanation about how the Heritage Act does not apply to Strom Thurmond because Thurmond is unrelated to the Confederacy and the Civil Rights Act.

PARLIMENTARIAN SUDDUTH relayed that the discussion goes back to the point of referral and the remarks are supposed to be focused on the question of referral.

PROFESSOR KASS asked Caslen how the President's Commission process was created.

PRESIDENT CASLEN responded that it was decided and assembled right before he took over and the paperwork to commission it was on his desk his first day as president. The very first thing he did as the president of this University was to sign it. The Commission was put together before he arrived, but he knows the Board played a role in that as well as his predecessor.

Caslen asked for any further discussion on the motion to move this resolution to the Faculty Senate for debate. With no further discussion, Caslen called for a vote. The motion carried. No other new business.

For the Good of the Order

PRESIDENT CASLEN called for anything for the good of the order. Having nothing for the good of the order, Caslen once again thanked the faculty for pivoting on short notice last Spring and for the quality of education delivered as a result. Caslen thanked those who participated in the future planning groups. He appreciated the faculty's voice in the strategic plan. The faculty's voice matters and makes a difference. Caslen asked for a motion to adjourn. A motion was received and seconded.

The meeting was adjourned.

Minutes corrected April 26, 2021.