

Report of the
Rights and Responsibilities Committee
to the
Executive Committee
of the
University Campuses Faculty Senate

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not on
file*

April 5, 1991

At the beginning of the year, the Rights and Responsibilities Committee agreed on the following goals for 1990-91:

1. Complete Manual Revision
2. Assess and consider any changes in the tenure and promotion process based on current faculty attitudes.
3. Discuss and attempt to resolve current problems with annual faculty evaluations to assure compliance with the Manual.
4. Provide a summary sheet of the number of faculty seeking promotion and/or tenure and of the number granted.

Concerning these items, the first is all but complete, with the Manual now being readied for printing. However, the Chancellor, acting on the advice of the Legal Department, has removed the AAUP Policy Statement from the version he is forwarding to the Board of Trustees (see attached).

To reduce the possibility of last-minute errors, the Chair of the Senate has requested that the complete Manual be reviewed by the Manual Revision Committee or the Rights and Responsibilities Committee, before printing. I concur with this request, and have relayed it, via telephone message, to Jerry Dockery.

The second goal was addressed, albeit with inconclusive results, during the third meeting of the Senate. No recommendations were made during the February meeting for action in the April meeting, but the Committee may decide to reaffirm this goal for the 1991-92 year.

The third goal (faculty evaluations) will be addressed during the April meeting, based on faculty impressions of the most recent evaluations. The fourth goal will result in a letter written by me to the Chancellor, requesting this information be released to the Committee in time for the April meeting.

The April 19 Committee agenda, therefore, will include:

Discussion of Evaluation Procedures
Summation of Tenure and Promotion Actions
Manual Update
1991-92 Committee Agenda Items

Gordon Haist, Chair



UNIVERSITY OF SOUTH CAROLINA

COLUMBIA, S.C. 29208

OFFICE OF THE CHANCELLOR
for University Campuses and
Continuing Education

(803) 777-7895

March 28, 1991

MEMORANDUM

TO: Professor Nancy Washington
Chair, University Campuses Faculty Senate

FROM: John J. Duffy *John Duffy*
Chancellor

SUBJECT: UNIVERSITY CAMPUSES FACULTY MANUAL REVISION REVIEW BY
LEGAL OFFICE

Please be advised that pursuant to our standard operating procedures, this office has requested the System Legal Department to review the revisions to the University Campuses Faculty Manual.

The Legal Department has determined that the Manual does not contain any legally prohibited or objectionable terms. However, it is the Legal Department's opinion, and mine as well, that inclusion of the AAUP provisions in the Manual would have the effect of obligating the University to comply with each of those provisions. I am not empowered to bind the University to those provisions. However, as you are perhaps aware, the University does adhere in principle to the AAUP policies. The University historically has followed the principles of AAUP rather than obligating itself to be bound by each specific AAUP policy.

Therefore, I will forward the Manual to the Board of Trustees for final action without the inclusion of the AAUP policies.

Thank you and the other senators for the excellent work you performed on this important Manual revision.

mkh

cc: Clifford Scott
Associate General Counsel

B. Welfare Committee
Dr. Mary Barton, Chair

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The committee reported that it had reviewed the overload policies at the various campuses. The committee will study the variations between the compensation for Graduate Regional Studies and courses for undergraduates. The committee made the following motion:

MOTION: IN LIGHT OF THE INCREASED EMPHASIS IN UNDERGRADUATE TEACHING, THAT ALL CAMPUSES ADOPT THE COLUMBIA MODEL OF 6.25% FOR OVERLOAD REIMBURSEMENT DURING THE REGULAR ACADEMIC YEAR. THIS WOULD PROVIDE A STANDARDIZATION OF COMPENSATION AMONG THE CAMPUSES CONSISTENT WITH THE SYSTEM CONCEPT DESCRIBED IN THE CURRENT SELF STUDY.

The motion was seconded and was approved by a majority vote.

The committee continued that in view of the projected budget shortfalls in the coming year, the Welfare Committee recommends the administration pay particular attention to the continuing need for upgrading faculty salaries.

In addition, the Welfare Committee requests that the salary information for 1990-1991 be distributed to the Welfare Committee members before Christmas so that they can review this information before the February meeting. One important issue the committee will explore at the next meeting will be the various tuition remission programs for dependents that other public institutions are utilizing.

C. System Affairs Committee
Dr. Robert Costello for Professor John Catalano, Chair

The committee discussed five topics in its meeting of November 16, 1990. There were no motions to present from committee. The topics discussed included:

1. After minor revision by the committee, a form is being distributed to senators to fill out in order to indicate interest in participating in the Visiting Scholar Forum.
2. The committee noted a need to follow up on reports that upper level business courses are being transferred into USC-Columbia from Midlands Tech, but not from University Campuses.
3. The committee discussed pros and cons of academic forgiveness policies, a topic currently on the agenda of the System Academic Policy Coordinating Committee.
4. Rumors that task reports on "learning centers" are in preparation. Faculty input on content would be desirable.
5. Protection of System, campus and faculty prerogatives from threats posed by Tech course transfer also was discussed.

V. EXECUTIVE COMMITTEE
Professor Rick Boulware for Dr. Carolyn West, Secretary

The Executive Committee has met twice since the last Senate meeting. The Executive Committee members are compiling a list of potential donors for the Ada Thomas Scholarship. A letter will be sent to potential donors in the spring semester requesting donations. The fund needs to acquire \$5000 to begin awarding