

UNIVERSITY OF SOUTH CAROLINA
Regional Campuses Faculty Senate
USC Lancaster
James Bradley Arts & Sciences Building

Friday, April 7, 2006

Coffee..... 9:30 - 10:00 AM
Bradley #126 – The Multipurpose Room

Morning Session10:00 - 10:30 AM
Bradley #126 – The Multipurpose Room

Welcome

Standing Committees10:30 - 12:30 PM

I. Rights and Responsibilities
Bradley #106

II. Welfare
Bradley #113

III. System Affairs
Bradley #103

Executive Committee
Bradley #126

Deans Meeting
Carole Ray Dowling Health Services Center Conference Room

Luncheon.....12:30 - 1:30 PM
Carole Ray Dowling Health Services Center Meeting Room

Afternoon Session..... 1:30 - 4:00 PM
Bradley, #121

AGENDA

- I. Call To Order
- II. Correction/Approval of Minutes: February 17, 2006
USC Columbia, Columbia, SC
- III. Reports from University Officers
 - A. Dr. Chris P. Plyler, Vice Provost and Executive Dean
 - B. Dr. Carolyn A. West, Associate Vice Provost
 - C. Regional Campus Deans
 - D. Assistant Vice Provost for Continuing Education Credit Programs
- IV. Reports from Standing Committees
 - A. Rights and Responsibilities – Professor Danny Faulkner
 - B. Welfare - Professor Fran Gardner
 - C. System Affairs - Professor Chris Borycki
- V. Executive Committee - Professor Roberto Refinetti
- VI. Reports from Special Committees
 - A. Committee on Libraries - Professor Bruce Nims
 - B. Committee on Curricula and Courses - Professor Robert Castleberry
 - C. Committee on Faculty Welfare - Professor Darris Hassell
 - D. Faculty-Board of Trustees Liaison Committee – Professor Noni Bohonak
 - E. Research and Productive Scholarship Committee - Professor Hayes Hampton
 - F. Regional Campuses Research and Productive Scholarship Committee – Professor Lisa Rashley
 - G. Regional Campuses Academic Advisory Council – Professor Noni Bohonak
 - H. Other Committees
 1. Conflict of Interest Committee – Professor Dave Bowden
- VII. Special Orders & Elections
- VIII. Unfinished Business
- IX. New Business
- X. Announcements
- XI. Adjournment



**Meeting of Friday, April 7, 2006
USC Lancaster, James Bradley Arts & Sciences Building**

Morning Session

- 1) The Senate Chair, Noni Bohonak, called the meeting to order at 10:02 A.M.
- 2) The Dean of the Lancaster campus, John Catalano, welcomed the senators.
- 3) The Vice Chair of the Senate, Kate Fritz, presented the slate of candidates for next year's Executive Committee. (See *VII. Special Orders* below.)
- 4) The general meeting was recessed at 10:11 A.M. so that the various committees could meet.

Afternoon Session

I. Call to Order

The senate was reconvened at 1:30 P.M.

II. Correction/Approval of Minutes

The minutes of the February 17, 2006 meeting were approved by voice vote.

III. Reports from University Officers

A. Vice Provost and Executive Dean, Chris Plyler

The Vice Provost was unable to attend the meeting. The Associate Vice Provost, Carolyn West, presented the report on his behalf:

Legislative:

The House version of the state budget has been sent to the Senate for consideration. The Appropriations Bill (H. 4810) and supplemental bill (H. 4811) and Capital Reserve Fund bill (H. 4812) all passed in the House. The bills are as they were coming out of the House Ways and Means Committee.

Our campuses do not receive any additional recurring funds, and Upstate loses the \$1,000,000 received last year for the Greenville University Center. The appropriations bill includes a 3% pay package. In the supplemental bill the following NON-RECURRING funding was approved:

USC Columbia - Faculty Excellence Initiative - \$4,000,000
USC Columbia - Congaree River Initiative - \$2,000,000
USC Aiken - MRR Parity - \$599,237
USC Upstate - MRR Parity - \$1,877,675 (remember though loss of \$1M recurring funds)
USC Beaufort - MRR Parity - \$502,175
USC Lancaster - MRR Parity - \$650,000
USC Salkehatchie - MRR Parity - \$100,000

Academic Searches:

The search for a Dean of USC Union is progressing on schedule. A list of five finalists is presently being considered for the first stage of interviews.

The search for an Associate Dean for Academic Affairs at USC Salkehatchie will continue.

Most faculty searches are in the late stages of progression, and the candidate pools have been very impressive.

University:

The Provost and a contingent of academic deans will be in various parts of Asia until April 17 working on developing partnerships in research and various forms of academic exchange.

Absent any change in the budget at the end of Senate deliberations, a Regional Campuses 2006-'07 tuition rate of 8.3% for in-state residents will be proposed to the Board of Trustees in late June.

Please note the following change in federal grants submission that will take place immediately: *Any grants.gov proposal must complete its approval route and obtain all internal approvals via USCeRA not less than 4 business days before the published sponsor deadline.*

SAM will always work with faculty to process exceptions and attempt to submit all proposals by the sponsor's deadline, but this four day requirement is what is necessary for review, data entry, and submission. Adherence to this four-day rule is necessary for SAM to guarantee successful proposal submission.

The Bachelor of Arts in Liberal Studies proposal continues to be revised in our Academic Programs unit and should soon be on its way to the Faculty Implementation Committee for their review in the very near future. We are taking great care to conform to University, CHE and SACS formats while also ensuring that we have clear and documentable responses for every anticipated question from higher levels.

I would like to pay special tribute to Professor Cynthia McMillan of USC Salkehatchie who is completing her 40th year of service to the University. Cynthia was hired at Salkehatchie in 1966, which was literally one year after the campus was chartered. She has influenced the lives of many students in the central Savannah region of South Carolina throughout her tenure, and she will retire at the end of the spring semester.

I would also like to salute Steve Buchanan, Professor of Psychology at USC Union, who will also retire from full-time faculty status at the end of spring semester.

B. Associate Vice Provost, Carolyn A. West

1) The Associate Vice Provost commended senators for their work on two main projects: the preparation of a thorough report by the committee on research and productive scholarship

and the elaboration of procedures for external peer review of tenure and promotion files conducted by the committee on rights and responsibilities.

2) She also answered several questions posed by senators about the Vice Provost's report, particularly about the pending approval of the Bachelor of Liberal Arts in Palmetto Programs and about the possibility of cross-listing of upper-level courses.

C. Regional Campus Deans

USC Lancaster, John Catalano

STUDENTS

Spring 2006 registration numbers are up in headcount (7.06%) and FTE (8.81%). The 2006 Honor's Day was a huge success with a record turnout of approximately 430 exceptional high school students. History Day was also a big success with approximately 250 young historians attending. USC Lancaster students will be at USC Sumter next week for a flag football game.

FACULTY

The following professors will join the faculty as Assistant Professors in the tenure track this fall:

Mark Coe (PhD, Clinical Psychology, DePaul University),

Terry Polenski (PhD, Developmental Psychology, University of Pittsburg),

Annette Golonka Praay (PhD, Biology, Duke University),

and Shemi Alhaddad (PhD, Mathematics, North Texas University).

Bettie Obi-Johnson (PhD, Chemistry, Georgia Tech University) will go from instructor status to Assistant Professor in the tenure track. We have also made an offer to an exercise physiologist and will receive an answer next week. New visiting faculty positions have been awarded in archaeology, history, and philosophy. As many of you already know Dr. David Norman will leave us this year to become Executive Director of the Trinity Forum Academy on the eastern shore of Maryland. The search for a business professor continues. We expect to have several additional searches in the coming year and we are working with the Faculty Hiring Priorities Committee in order to make decisions.

Dr. Stephen Criswell has received a \$10,000 grant from Duke Power that will enable USCL to continue planning and begin implementing our new program of Native American Indian studies. Please pick up a brochure advertising the Native American Studies Week on campus next week. Dr. Walt Collins has received a publication date in June for his forthcoming book on post-colonial African authors. Dr. Riner's recent symposium on Childhood Obesity has attracted some very favorable press for the campus. I have learned at these symposia to stop calling big boned children fat and to stop saying *injuns*.

FINANCES

The House budget added \$650,000 to the USCL budget that will be targeted for new faculty salaries. There is a long way to go before the money materializes but at least the problem has been recognized in Columbia. Remember that this additional appropriation will still leave us with fewer dollars appropriated per student than any other regional campus, but will go a long way toward making me shut up about parity. We will soon advertise the position of business manager for the campus and we hope to have a new business manager in place by June 1, 2006.

FACILITIES

Thanks to a grant from the J Marion Sims Foundation, we have announced the complete renovation of the Richards Tennis Complex. The project will total \$350K and should be completed this fall. The new maintenance facility shed is nearly finished and will house tractors, lawn mowers, etc. The new parking lot next to the Dowling Buildings on Hubbard is nearly finished, and the Dowling landscaping project is still in the works. As many of you can see and smell extensive roofing repairs are being completed on the Bradley Building, a six year old building. The general contractor is funding the repairs after mediation. Our hope is to start interior repairs as soon as we are sure we have a building that doesn't leak. Further mediation will decide

financial responsibility. We have had tremendous help on these facilities projects from the LCCHE, the EF of USCL, the LCC, and the City of Lancaster.

COMMUNITY

Bundy Auditorium is on track for renovations and a performance series that will begin September 15, 2006 and feature Newberry Opera House style acts. The Performance Series at the Bundy Auditorium website is linked to the campus website and is accessible through the Lancaster City and County websites. Please pick up a brochure and become season ticket holders. It is less expensive per event than football and we don't charge for parking.

USC Salkehatchie, Ann Carmichael

Dean Carmichael was unable to attend the meeting. The campus representative in the Executive Committee, Roberto Refinetti, presented her report:

Approximately 35 USC Salkehatchie supporters attended the Carolina Day at The State House event on March 28.

Official enrollment figures for the spring indicate that headcount is 10% above last spring; FTE is 18% above last spring.

A wellness center is scheduled to open to students, faculty, and staff in mid April. The center is equipped by a donation from USC Columbia.

USC Salkehatchie now has a women's volleyball coach on its East Campus (Walterboro) staff and a women's softball and soccer coach on its West Campus (Allendale) staff. Both coaches have begun their recruiting efforts.

The baseball team is 12-19 overall and 3-9 in conference play. We have had one player named conference pitcher of the week (Gary Owens) and another (EJ Deal) who is in the top 10 in batting average. This is very good considering we have 90% of our players that are freshmen.

Professor Joe Siren and Dr. Arthur Mitchell accompanied a group of students and staff on a weeklong trip to China during spring break. The group visited Tiananmen Square, the Forbidden City, The Great Wall of China, the Ming Tombs, the Summer Palace, and the Panda Zoo and was able to observe a great deal of the Chinese culture.

Spanish Professor Sharon Folk will visit Spain this summer and will be taking a group of Salkehatchie students.

On March 31, the Student Government Association hosted a reception honoring the Salkehatchie faculty and recognized retiring Professors Cynthia McMillan, Larry Strong, Bill Lamprecht, Bob Group, and Arthur Mitchell. There will be a campus-wide reception honoring these retiring professors on April 25.

On Friday, March 31, Professor Cynthia McMillan, Office Administration professor and chair of the Professional Studies division at USC Salkehatchie, was awarded a pin for 40 years of service to USC Salkehatchie. Dr. Hussein Zeidan, Associate Professor of Chemistry, was also honored for 20 years of service to the institution.

Two 40th anniversary events remain in April. On April 8 there will be a homecoming at the USC Salkehatchie Baseball Field at 2:00 on the Allendale Campus. A Town and Gown Event, "World Travels", with the USC Salkehatchie Faculty will be held in the Library Resource Building at 7:00 p.m. on April 19. The 40th celebration will close with the commencement exercises on May 1 at 7:00 p.m. in the USC Salkehatchie Conference Center in Allendale. The Honorable Robert E. McNair will be the keynote speaker.

Special thanks are extended to the retiring professors who presented lectures during this year of celebration and to the entire 40th Anniversary Committee.

USC Sumter, Leslie Carpenter

Dean Carpenter was unable to attend the meeting. The Associate Dean for Academic Affairs, Anthony Coyne, presented his report:

Since my last report to the Regional Campuses Faculty Senate on February 17, 2006, there have been a number of notable events and activities.

Human Resources: Due to the significant number of announced retirements, USC Sumter has had searches underway this spring for five faculty and four staff positions. Searches continue for the four full-time staff positions of Director of Alumni Relations; Media Specialist; Library Manager I; and Head Librarian. The search for a full-time tenure-track Assistant Professor of Sociology was recently concluded with the appointment of Blane DaSilva, effective August 16, 2006. Interviews are currently underway for full-time tenure-track Assistant Professor positions in Biology and Speech Communication. And searches are progressing for full-time positions as tenure-track Assistant Professor of Management and term Instructor of Economics. Since the inception of the TERI program, 24 USC Sumter employees have opted into the program. Of those 24, eleven have already retired, four will be retiring by the end of the current fiscal year, two are scheduled to retire in FY 07, two in FY 08, four in FY 09, and one in FY 10.

Enrollments: Official enrollment figures at USC Sumter for the 2006 Spring Semester indicate a 3.74% headcount enrollment increase compared to last year, as well as a 3.90% FTE enrollment increase compared to last year. USC Sumter faculty and staff continue to work hard on initiatives intended to continue improvements in recruitment and retention of students.

Students: On the evening of May 3, 2006, 142 students will graduate during USC Sumter's annual commencement ceremonies. Approximately 50 of those graduates will voluntarily participate in these ceremonies, hearing David King, USC Sumter alumnus and current Director of NASA's Marshall Spaceflight Center, deliver the commencement address. USC Sumter students continue to be keenly interested in the advent of new bachelor's degrees through Palmetto Programs, and continue to ask questions about the timeline for implementation of new bachelor's degrees as well as about the specific new degrees to be offered.

Fortieth Anniversary: The 2005-06 academic year represents the 40th Anniversary of the Sumter Campus, which first offered classes in the 1966 Fall Semester as Clemson University at Sumter. In 1973, with strong community leadership, the campus proudly became part of the University of South Carolina, which it remains to this day. Many events this year are being conducted in celebration of our 40th Anniversary, and on April 7 and 8, 2006, USC Sumter will host our second ever Homecoming Celebration for alumni and former students. Saturday, April 8, also will be a Community Open House, with the keynote event being the dedication of the Founders Grove of six Palmetto Trees in honor of the original six members of the Mid-Carolina Commission for Higher Education who founded the campus.

USC Union, Jim Edwards

Perhaps the most important activities on our campus are the searches that are going on. Currently we are searching for the following positions:

Dean of the campus
Administrative Assistant/Human Resource Director
Fiscal Technician II/Budget Manager

We are greatly encouraged with the number of student applications we have already received for the fall semester. Through the end of March, we have an increase of 130% over March of 2005:

March 2005 - 61
March 2006 -140

As a part of our recruiting process, we held the annual Junior Scholars Awards Program on March 23. We had 55 outstanding juniors from our service area to attend the program and the reception. Counting students, parents, relatives, and other guests, we had 250 in attendance.

On March 24, USC Union celebrated Free Friday. We hosted 40 high school seniors from four high schools. These prospects met with faculty and they toured the campus.

On March 31, our campus honored Brenda Childers who has served our campus for 35 years. She is retiring as our campus' Business Manager/Human Resources Director.

On May 12, USC Union will honor Dr. Allan Charles and Dr. Stephen R. Buchanan. They are retiring at the end of this academic year. Fortunately, Dr. Charles, Dr. Buchanan and Brenda Childers will continue to work for our campus.

USC Union's OSP has been very active on campus. These events included: a workshop on personal goal setting; a group of students visited USC Upstate's Fabulous Friday; hung posters and handed out buttons and bookmarks in celebration of Women's History Month; co-hosted a showing of the film "Iron Jawed Angels" with Dr. Denise Shaw; visited Limestone College; held a financial aid workshop with Bobby Holcombe; took a road trip to Atlanta, Georgia; held a Roundtable with Dr. Buchanan; and a luncheon in honor of OSP graduates.

The African American Association and the Student Government held several events as a tribute to Black History Month. On February 22, Marquette Goodwine, affectionately known as Queen Quet, Chieftess of the Gullah/Geechee Nation provided a histo-musical presentation of Gullah/Geechee Culture. On February 28, Moody Black (Robert Mullins) performed his original poems. Other events held for Black History Month included Movie Day at the Union cinema, and a black history quiz challenge.

Upcoming events include the following:

April 18 - Awards Evening

April 28 - Graduation Rehearsal and Dean's Luncheon in honor of the graduating students

May 2 - Commencement Program and Reception

D. Assistant Vice Provost for Continuing Education, Sally Boyd

The Assistant Vice Provost was unable to attend the meeting. Senator Nancy Washington presented her report:

At a reception on April 21 we will honor Dr. Leone Rochelle, this year's recipient of the Stephen L. Dalton Distinguished Teaching Award. Dr. Rochelle, an adjunct faculty member who has taught biology for us for almost twenty years, is a second-time winner of the Dalton Award, which means she will also be designated a Lifetime Achievement Award recipient.

At the end of this semester we are saying farewell and happy retirement to Dr. David Bowden, who in December became Distinguished Professor Emeritus of history. David has taught United States history at USC for 32 years, primarily in the Evening, Weekend, and Fort Jackson Programs. He has also served numerous terms on this Senate and represented his colleagues on a variety of committees. We salute a valued colleague and wish him well in his new adventures.

Two new faculty members will join us in August. Orren McKay, a doctoral candidate, will serve as instructor of computer science. Dr. Janet Hudson, who holds a Ph.D. in US History from USC, has been named assistant professor of history. Dr. Hudson, a Columbia resident who since completing her doctorate has taught at Columbia College and Winthrop, specializes in the Civil Rights Movement and African American history. Rejoining our faculty in August will be Dr. Becky Lewis, whose Fulbright took her to Jordan this year.

IV. Reports from Standing Committees

A. *Rights and Responsibilities, Danny Faulkner*

Prof. Hayes Hampton was chair in the absence of Prof. Danny Faulkner.

The committee elected Prof. Stephen Bishoff (Sumter) chair for the next academic year (2006-2007).

Prof. Hampton informed the committee that the newest listings from the Carnegie Foundation for the Advancement of Teaching include a peer cohort for the Regional Campuses of the University of South Carolina (“Mixed part/full-time two-year”). He said that this category provides us with potential peer institutions but cautioned that the Carnegie listings minimize campus mission in favor of statistical data and that, for the purposes of evaluating T&P files, campus mission is paramount. Therefore, some of the institutions on this list won’t be true peers (e.g., culinary institutes, technical colleges), and some true peer institutions will be found in other Carnegie cohorts.

The committee continued its work on the external review policy, first considering a definition for the term “peer individual.”

Mindful of the committee’s previous decision not to limit peer individuals to faculty at peer institutions (or even, necessarily, to faculty—e.g., in the case of curators, artists, and other experts), the committee discussed the essential parameters of peer individuals, concluding that a **peer individual** should have the following characteristics:

1. If a faculty member: the same or very similar teaching load/ research and service expectations, from campus with very similar mission
2. a demonstrated understanding of candidate’s research or field

A **peer-aspirant individual** should have

1. If a faculty member: a lower teaching load (e.g., 3-3 rather than 4-4), concomitantly higher research expectations
2. a demonstrated understanding of candidate’s research or field

The committee also agreed that the candidate for tenure/promotion should not, at any point during the tenure/promotion process, be in touch with the external reviewers.

The committee also reaffirmed its earlier decision that the external review process must involve the candidate’s entire file (not just the section pertaining to scholarship).

The committee continued to discuss the language for the external review process agreed upon at the last meeting, agreeing to the following changes:

The local campus ~~will~~ <must> coordinate the process of finding reviewers in consultation with the applicant.

<The list of external reviewers must be mutually satisfactory to the candidate and the local campus entity (i.e., chair).>

[Deletions in ~~strikeout~~; insertions in <angle brackets>.]

Discussion then turned to the number of external reviewers: how many should review the file, and of how many should the pool of potential reviewers consist?

The committee agreed to three reviewers from a pool of at least five. The possibility of two reviewers was discussed, but several committee members expressed concern that if one of the reviewers returned a negative review, the candidate's file could be in jeopardy.

The committee agreed that external reviewers must use the criteria from the applicable version of the *Regional Campuses Faculty Manual* and the mission statement of the candidate's campus to evaluate files.

The committee also discussed the right of candidates to find their own external reviewers—to solicit teaching observations, for example, or reviews of teaching portfolios or research. It was unanimously agreed that candidates be afforded the right to solicit their own reviews; the committee recognized that such reviews would likely have a lower status than allegedly "objective" external reviews, but that they could serve an important advisory capacity in the assessment of files.

Discussion turned to a possible rubric for reviewers, a standard set of questions that would tend to ensure objectivity and standardization of responses. The committee agreed to take up this question at its next meeting.

Discussion turned to possible language for the *Regional Campuses Faculty Manual* on how external review will strengthen our T&P process and individual T&P files. It was suggested that if external reviewers have yes/no, thumbs-up/thumbs-down input, they will tend to give candidates a positive review. If we let reviewers draw their own conclusions, the candidate could experience negative results due to other readers of the file interpreting external reviews as they see fit.

Other members of the committee argued that external reviewers are not intended to have a vote in the T&P process—or even the semblance of a vote. Their reviews serve in an advisory capacity only, and giving them more power than this could potentially do much harm to candidates' files.

A compromise was reached: reviewers could give a yes or no answer to the question: "Does this file meet the criteria as stated in the *Regional Campuses Faculty Manual*?" This would be if and only if the reviewer extensively justified his or her answer.

The committee agreed that reviewers should also look at a yes/no question of whether the candidate's teaching, research, and service were consistent with the mission of the candidate's home campus.

Another way the external review process could benefit our T&P process: it will bring in new voices from outside the University of South Carolina system and, in particular, from the candidate's field. Potentially, Regional Campuses faculty submitting T&P files can be the only person in their field who will see that file; the external review process will remedy that problem.

The committee then turned its attention to the question of whether candidates should have access to external reviews during the T&P process or, as is currently done with ballots, only afterwards as part of a grievance. Should candidates be able to see the reviews and have the opportunity to rebut them?

Those who advocated giving candidates the chance to see and respond to external reviews expressed the concern that the reviews would be accorded importance in the T&P process out of balance with their stated advisory role, and that it was vital for candidates to be able to correct misunderstandings and misinformation. There is no guarantee, for example, that an external reviewer will return a perfectly true and accurate review of the candidate's work.

Other members of the committee agreed that disproportionate weight accorded to external review letters is a major shortcoming of any external review process. Regardless of the stated role of external review letters, some readers of the file are likely to exaggerate their importance and treat them as "votes."

The committee's clear consensus (4-2) was that candidates **not** have the opportunity to see external review letters. This was for several reasons:

- From a practical point of view, rebutting an external review only makes the candidate look worse. Others who write letters for the file (department chairs, deans) are far more appropriate choices to rebut external reviewers, should the need arise—they can do so from a position of strength.
- If a candidate exercised the option not to rebut an external review, it would likely harm his or her case: some reviewers of the file would mistake the candidate's silence for agreement with a negative review. Therefore, offering the "option" for rebuttal constitutes a de facto *requirement* for candidates to submit a rebuttal, thereby possibly harming their case per the reason given above.
- Offering candidates the chance for rebuttal makes the external review process more adversarial than it is intended to be. The fact that external reviews are done in an advisory capacity only needs to be at the forefront of our decision making.

The committee agreed to continue discussion of the external review procedure at its next meeting.

B. Welfare, Fran Gardner

This year, the committee diligently worked to execute our charges concerning the Faculty Salary Report, Faculty Workload Report, and the Tenure and Promotion Workshop.

Annual Report of Faculty Salaries

This year the committee compared salaries of each campus within rank and of each campus within rank and gender (*see Appendix 1*). With regard to salaries, we urge the 2006-07 executive committee to ask welfare to compare overload and summer pay across campuses in addition to the overall study. We continue to urge our Regional Campus administrations to support and advocate for salary increases.

Tenure and Promotion Workshop

On May 9, 2006 beginning at 10 am, the Welfare committee and the Regional Campuses office will host the annual Tenure and Promotion Workshop to be held at the Gressette Room in Harper College on the USC campus. Everyone will receive a flyer by email prior to the event. Please RSVP to me (Fran Gardner) by 5/1/2006 if you would like to attend. The agenda will address the tenure and promotion process and is recommended for regional campus faculty seeking tenure and/or promotion, tenure and promotion committee members, campus academic deans and campus deans. The workshop will begin with a question & answer session, where invited panelists will respond to a series of questions that have been developed by the committee based on input from faculty across the regional campuses. The questions will be provided to the panelists prior to the workshop so that they may prepare thorough responses. The panelists this year are: Dr. Karl Heider, Associate Provost and Dean of Undergraduate Studies, USC; Dr. Chris Plyler, Vice Provost and Executive Dean; Dr. Carolyn West, Associate Vice Provost; and Associate Professor Hayes Hampton, USC Sumter. After lunch, an interactive session titled Narrative Writing: Crafting Rationales in your Files, will be led by Dr. Ron Cox and Dr. Lisa Rashley. This will give participants a chance to get detailed input on the process of compiling a T & P file. The committee would like to thank the panelists for their participation in this important faculty activity.

Faculty Workload Survey

This year the committee edited the workload portion of the survey and administered it online in hopes of a greater response, which indeed occurred. We had a 44% response rate which was a full 50 % higher than last year. The report is very thorough. *See Appendix 2*.

I would like to especially thank Lisa Rashley and Teresa Smith for their work on the survey and Tarsem Purewall for his work on the salary report and the committee for their hard work this year.

Walt Collins was elected as the committee chair for the 2006-2007 academic year.

C. System Affairs, Chris Borycki

The committee elected Mary Hjelm as the chair for the 2006-2007 academic year, discussed issues concerning Palmetto Programs, and endorsed the change in criterion for *summa cum laude* designation as previously approved by the USC Columbia faculty senate (see motion in *IX. New Business*).

V. Report from the Executive Committee, Roberto Refinetti

The executive committee met previously on March 24 in preparation for today's senate meeting. It heard reports from the vice provost, the campus representatives, and the standing committee chairs.

In today's meeting, the executive committee discussed the status of senate-approved changes in the *Faculty Manual* and issues concerning the award of 4-year degrees through Palmetto Programs.

The committee also established tentative dates for senate meetings in the 2006-2007 academic year:

Friday, September 8, 2006: Columbia
Friday, November 17, 2006: Union
Friday, February 16, 2007: Columbia
Friday, April 6, 2007: Salkehatchie

VI. Reports from Special Committees

A. Committee on Libraries, Bruce Nims

The Faculty Committee on Libraries met March 30, 2006, in the Mezzanine Conference Room of the Thomas Cooper Library. The meeting came to order at noon.

Thomas McNally, Director of Thomas Cooper Library, briefed the committee on the extensive renovations needed in the Thomas Cooper Library. There are many obvious problems, but the most expensive concerns are behind the walls. The committee reviewed a long list of structural issues. Preliminary estimates on repair costs are between twenty and thirty million dollars. The committee unanimously supported a request from the library to the administration for funding a feasibility study to look into the renovation needs in more detail.

Dean Willis then reported that groundbreaking for the new political collection and rare book wings will take place in June to assure attendance by the maximum possible number of legislators, although actual construction will start in August. The target date for completion of the new wings is August, 2008. He also reported that the Movietone newsreel collection has moved to a new warehouse. Ultimately, the library administration hopes to establish the collection in a new, more accessible facility, perhaps in the main library building after renovation. Representative Clyburn and his staff have taken a strong interest in the collection, and the library administration is confident that more Federal support for this collection will be forthcoming. The committee discussed the collection and agreed on its long-term value.

The meeting adjourned at just after 1 p.m.

B. Committee on Curricula and Courses, Robert Castleberry

Let me begin by asking if anyone has any questions about the Courses & Curriculum Committee or its most recent activity.

In that case, there are three items I would like to report on at this time.

First, on April 2, Ember Marie Salazar, my most recent granddaughter, weighed into the world at 8 lb 3 oz. Everyone is doing well. Even better, she doesn't take after me, so she is actually quite a beauty. I do have some pictures here on my computer if anyone is interested. Actually, I have them on my computer even if you aren't interested.

Second, I want to share with you that Saint Arnold is the Patron Saint of Brewers, a fact that we should all commit to memory. I would like to thank disciple ... sorry, I meant to say *Dean Les Carpenter* for that tidbit of information.

Last, I want to remind you that I do feel that these reports are unnecessary. It isn't that I don't like sharing your company, but really, the reports just aren't needed. When I get the agenda for the meeting, I pass it on to the administration of each of our campuses. They respond back to me if they have a concern about anything. Once the committee votes, that is just a recommendation to the Faculty Senate. It is their action that really matters, and you can find out about that on their webpage.

That is my unnecessary report, and I thank you for your support.

C. Committee on Faculty Welfare, Darris Hassell

The Committee on Faculty Welfare met on Friday, March 3 and continues to seek dialogue with Jane Jamison concerning preventive care options for healthcare for faculty. The committee is consulting with BCBS to see plan options that might be available besides the ones currently in place. The next meeting is scheduled for Thursday, April 13 in room A at the McCutchen House on the horseshoe.

Faculty retention and recruitment is the subject of a survey that will soon be available for faculty online with regards to tuition remission for dependent children of faculty members.

D. Academic Affairs and Faculty Liaison Committee, Noni Bohonak

The committee met on March 16 and discussed faculty promotions, honorary degrees, and a proposal to allow replacement of two courses in student transcripts.

E. Research and Productive Scholarship Committee, Hayes Hampton

No report.

F. Regional Campuses Research and Productive Scholarship Committee, Lisa Rashley

The committee prepared an extensive report on "Understanding and Promoting Research on the University of South Carolina Regional Campuses." A draft of the report was distributed to the senators. A final version is expected in May.

G. Provost's Regional Campuses Advisory Council, Noni Bohonak

The committee met on March 31 and discussed sabbaticals, 2-day teaching work-weeks, course reduction for research activities, and multi-media classrooms on the regional campuses.

H. Other Committees

1. Conflict of Interest Committee, Dave Bowden

No report.

2. Manual Review Ad Hoc Committee, Lisa Rashley

Having completed its ad hoc purpose, the committee was disbanded.

VII. Special Order

The ad hoc committee on nominations (Duncan McDowell, Barbara Oswald, Walt Collins, Hayes Hampton, and Debbie Hudson) presented the slate of candidates for the executive committee for the 2006-2007 academic year:

Past Chair: Noni Bohonak
Chair: Kate Fritz
Vice Chair: Roberto Refinetti
Secretary: Teresa Smith
Member at Large: Danny Faulkner

Representative to

Curricula and Courses Committee: Robert Castleberry
Faculty Welfare Committee: Darris Hassell
Board of Trustees Liaison Committee: Kate Fritz
Research & Productive Scholarship Committee: Steve Bishoff
Conflict of Interest Committee: Noni Bohonak

The slate was elected by voice vote.

VIII. Unfinished Business

There was no unfinished business.

IX. New Business

The System Affairs committee presented the following motion:

“The System Affairs Committee moves to concur with the USC Columbia faculty senate’s approval of the changes in designation range for *summa cum laude* to 3.95-4.0 and *magna cum laude* to 3.75-3.94.”

The motion was approved by voice vote.

X. Announcements

After miscellaneous announcements, the Associate Vice Provost thanked the senate’s Chair for her service during the 2005-2006 academic year. The Chair gave a brief farewell speech.

XI. Adjournment

The meeting was adjourned at 2:55 P.M.

Minutes prepared by the Senate Secretary, Roberto Refinetti

Two appendices follow.

Appendix 1

Annual Report of Faculty Salaries

USC Regional Campuses

Nine-month Salaries for FY 2005-2006

(When only salary range was reported the mid-point of the range was used.)

	Average (000)	Average		Mean (000)
Professor		\$61,830		
Lancaster	\$58.2	10	\$581,989	
Salkehatchie	\$59.0	7	\$413,323	
Sumter	\$59.9	13	\$779,016	
Union	\$59.1	3	\$177,162	
Cont. Education	\$72.9	2	\$145,858	
		35	\$2,097,348	\$59.9
Associate Professor		\$54,308		
Lancaster	\$49.2	7	\$344,483	
Salkehatchie	\$42.0	4	\$168,000	
Sumter	\$50.9	13	\$661,993	
Union		0	\$0	
Cont. Education	\$75.1	1	\$75,096	
		25	\$1,249,572	\$50.0
Assistant Professor		\$37,733		
Lancaster	\$39.3	6	\$236,000	
Salkehatchie	\$40.0	4	\$160,000	
Sumter	\$40.0	10	\$400,000	
Union	\$47.3	3	\$142,000	
Cont. Education	\$22.0	2	\$44,000	
		25	\$982,000	\$39.3
Instructor		\$37,478		
Lancaster	\$34.7	6	\$208,000	
Salkehatchie	\$36.0	3	\$108,000	
Sumter	\$36.0	4	\$144,000	
Union	\$43.1	4	\$172,499	
Cont. Education	\$37.6	5	\$188,000	
		22	\$820,499	\$37.3
		107	\$5,149,419	
			\$5,149,419	

USC Regional Campuses

Nine-month Salaries for FY 2005-2006

(When only salary range was reported the mid-point of the range was used.)

	Average (000)	Average		Mean (000)
Professor		\$61,830		
Lancaster	\$58.2	10	\$581,989	
Male	\$61.2	8	\$489,989	
Female	\$46.0	2	\$92,000	
Salkehatchie	\$59.0	7	\$413,323	
Male	\$57.9	6	\$347,279	
Female	\$66.0	1	\$66,044	
Sumter	\$59.9	13	\$779,016	
Male	\$60.1	11	\$660,976	
Female	\$59.0	2	\$118,040	
Union	\$59.1	3	\$177,162	
Male	\$59.1	3	\$177,162	
Female	\$0.0	0	\$0	
Cont. Education	\$72.9	2	\$145,858	
Male	\$72.9	2	\$145,858	
Female	\$0.0	0	\$0	
Total		35	\$2,097,348	\$59.9
Male	\$60.7	30	\$1,821,264	
Female	\$55.2	5	\$276,084	
Associate Professor		\$54,308		
Lancaster	\$49.2	7	\$344,483	
Male	\$50.7	2	\$101,396	
Female	\$48.6	5	\$243,087	
Salkehatchie	\$42.0	4	\$168,000	
Male	\$42.7	3	\$128,000	
Female	\$40.0	1	\$40,000	
Sumter	\$50.9	13	\$661,993	
Male	\$50.6	10	\$505,912	
Female	\$52.0	3	\$156,081	
Union		0	\$0	
Male		0	\$0	
Female		0	\$0	
Cont. Education	\$75.1	1	\$75,096	
Male	\$75.1	1	\$75,096	
Female	\$0.0	0	\$0	
Total		25	\$1,249,572	\$50.0
Male	\$50.7	16	\$810,404	
Female	\$48.8	9	\$439,168	
Assistant Professor		\$37,733		
Lancaster	\$39.3	6	\$236,000	
Male	\$38.4	5	\$192,000	

	Female	\$44.0	1	\$44,000	
	Salkehatchie	\$40.0	4	\$160,000	
	Male	\$40.0	2	\$80,000	
	Female	\$40.0	2	\$80,000	
	Sumter	\$40.0	10	\$400,000	
	Male	\$38.4	5	\$192,000	
	Female	\$41.6	5	\$208,000	
	Union	\$47.3	3	\$142,000	
	Male	\$50.0	1	\$50,000	
	Female	\$46.0	2	\$92,000	
	Cont. Education	\$22.0	2	\$44,000	
	Male	\$0.0	0	\$0	
	Female	\$22.0	2	\$44,000	
	Total		25	\$982,000	\$39.3
	Male	\$39.5	13	\$514,000	
	Female	\$39.0	12	\$468,000	
Instructor					\$37,478
	Lancaster	\$34.7	6	\$208,000	
	Male	\$32.0	3	\$96,000	
	Female	\$37.3	3	\$112,000	
	Salkehatchie	\$36.0	3	\$108,000	
	Male	\$40.0	1	\$40,000	
	Female	\$34.0	2	\$68,000	
	Sumter	\$36.0	4	\$144,000	
	Male	\$36.0	4	\$144,000	
	Female	\$0.0	0	\$0	
	Union	\$43.1	4	\$172,499	
	Male	\$44.2	3	\$132,499	
	Female	\$40.0	1	\$40,000	
	Cont. Education	\$37.6	5	\$188,000	
	Male	\$36.0	2	\$72,000	
	Female	\$38.7	3	\$116,000	
	Total		22	\$820,499	\$37.3
	Male	\$37.3	13	\$484,499	
	Female	\$37.3	9	\$336,000	
			107	\$5,149,419	
				\$5,149,419	

Appendix 2

Faculty Workload Survey Report 2005-2006

Prepared by the Welfare Committee of the Regional Campuses Faculty Senate:
Fran Gardner, Chair, USC Lancaster; Michael Bacon, USC Sumter; Dwayne Brown,
USC Lancaster; Tara Fatemi, USC Union; Cynthia McMillan, USC Salkehatchie;
Barbara Oswald, Continuing Education; Tarsem Purewal, USC Salkehatchie; Terrie
Smith, USC Sumter

Purpose

Under charge of the Executive Committee of the Regional Campuses Faculty Senate, the Welfare Committee conducted a survey of the full-time faculty of the regional campuses — USC Lancaster, USC Salkehatchie, USC Sumter, USC Union and Continuing Education. The purpose of the survey was to obtain quantitative information concerning faculty workload and division of faculty responsibilities.

Method

A questionnaire was prepared, formatted into an online survey program, and distributed to all full-time faculty on the regional campuses via email. The questionnaire was modeled after the 1999 National Study of Postsecondary Faculty survey conducted by the United States Department of Education, National Center for Education Statistics. Faculty were asked to complete the questionnaire based on their activities for the Fall 2005 semester. Faculty were also asked to complete the questionnaire anonymously. Forty eight surveys were completed and returned.

Results

Questions regarding faculty total workload and distribution of responsibilities revealed the following results. Twenty-seven percent of the respondents reported that they worked between 41 and 50 hours a week; twenty-five percent said that they worked between 51 and 60 hours a week; and four percent said that they worked 71 or more hours a week. Workload results also reveal that forty-six percent of the faculty taught four classes during the Fall 2005 semester; twenty-five percent taught five classes; and thirteen percent taught six classes. Thirty-three percent of the faculty had three different course preparations; twenty-nine percent had four preparations; and six percent had five preparations. Forty-two percent of the faculty reported that they had taught an overload course in the Fall semester, with eighty percent saying that they taught one overload course; fifteen percent said that they taught two overload courses; and five percent taught three overload courses. Over all of their courses, faculty taught an average of 77 students, with a maximum of 230.

Faculty divide their workload between the primary areas of teaching, research, professional growth activities, administration work with university committees, and professional service to the community, with teaching taking the most time. On average, faculty spent sixty-five percent of their time teaching, fourteen percent of their time on research, four percent on professional growth, ten percent on administration work with university committees, and six percent on service activities.

Faculty distribution of actual time spent on these activities is similar to their preferred distribution of time, except that they would prefer to spend more time on research and professional growth activities than they currently are able to do because of teaching and service responsibilities. The national averages show seventy-two percent of time spent on teaching, four percent on research, and twenty-four percent on service. Compared to national averages for two-year schools, our faculty are spending comparable time in teaching activities and considerably more time on research activities.

Regarding the research activities of faculty, seventy-five percent of the respondents said that they were engaged in some form of professional research, writing, or creative work during the semester in question. Seventeen percent of those involved in research were engaged in funded research projects. Many faculty may feel hampered in their ability to conduct research activities, since thirty-seven percent said that their equipment available for basic research was poor or fair, and twenty-eight percent felt that their laboratory space and supplies were only fair or poor. Thirty-two percent felt that technical support for computer-related activities was fair or poor; and thirty-six percent felt that their library holdings were fair or poor.

In terms of utilization of technology for their teaching activities, all of the respondents reported using e-mail to communicate with students for course-related information; fifty-two percent spent less than six hours a week doing so, and forty percent spent between six and ten hours a week responding to students through e-mail. Forty-eight percent of the faculty reported using Blackboard to post general class information; thirty-eight used it for homework assignments; and twenty-seven percent used Blackboard to provide links to other information.

End of appendices.