



*Palmetto College Campuses Faculty Senate*  
UNIVERSITY OF SOUTH CAROLINA  
USC Lancaster  
Founders Hall  
*Friday, April 13, 2018*

Coffee .....9:00 - 9:30 AM  
*Founders Hall, Student Lounge Area*

Morning Session .....9:30 - 10:15 AM  
*Founders Hall, Room 104*

Welcome, Dr. Ernest Jenkins

Report from the Chancellor, Dr. Susan Elkins

Report from the Dean of Extended University and Associate Provost, Dr. Chris Nesmith

Reports from Palmetto College Campus Deans  
Dean Walt Collins, USC Lancaster  
Dean Ann Carmichael, USC Salkehatchie  
Dean Michael Sonntag, USC Sumter  
Acting Dean John Catalano, USC Union

Standing Committees .....10:15 - 12:00 PM

I. Rights and Responsibilities  
*Founders Hall, Room 123*

II. Welfare  
*Founders Hall, Room 128*

III. System Affairs  
*Founders Hall, Room 127*

Executive Committee .....10:15 - 12:00 PM  
*Founders Hall, Room 132*

Deans Meeting .....10:15 - 12:00 PM  
*Founders Hall, Room 133*

Luncheon .....12:00 - 1:00 PM  
*Bradley Arts and Sciences Building, Arnold Special Events Room*

Afternoon Session .....1:00 - 2:45 PM  
*Founders Hall, Room 104*

## AGENDA

- I. Call to Order at 1:05
- II. Correction/Approval of Minutes: February 16, 2018  
USC Columbia
- III. Reports from Standing Committees
  - A. Rights and Responsibilities – Professor Jason Holt
  - B. Welfare – Professor Matt Rashotte
  - C. System Affairs – Professor Andy Yingst
- IV. Executive Committee
  - A. Chair - Professor Ernest Jenkins
  - B. *Palmetto College Campuses Faculty Manual* Liaison Officer – Professor Andy Yingst
- V. Reports from Special Committees
  - A. Committee on Libraries - Professor Rebecca Freeman
  - B. Committee on Curricula and Courses – Professor Stephen Criswell
  - C. Committee on Faculty Welfare – Professor Shelley Jones
  - D. Faculty-Board of Trustees Liaison Committee – Professor Hennie van Bulck
  - E. PCC Research and Productive Scholarship Committee – Professor Chris Sixta Rinehart
  - F. Palmetto College Campuses Academic Advisory Council – Professor Chris Nesmith
  - G. Other Committees
    - 1. Provost’s Palmetto College Campuses Advisory Council – Professor Sarah Miller
    - 2. Conflict of Interest Committee – Professor Noni Bohonak
- VI. Unfinished Business
- VII. New Business
- VIII. Announcements
- IX. Adjournment

# Morning Session

## Welcome

**Chair, Dr. Ernest Jenkins** called the meeting to order at 9:40 AM and welcomed everyone. Happy Friday the 13<sup>th</sup>!

## Reports

**Palmetto College Chancellor, Dr. Susan Elkins-see report in appendices.**

I have 5 brief comments.

1. Wednesday, April 18<sup>th</sup> is the Official Palmetto College 5 year anniversary. We will be taking multiple shots from the 5 campuses. We will be giving shirts out with all of the campuses location's colors on the sides.

Garnet Day of Giving-April 18<sup>th</sup> with a goal of \$50,000 dollar scholarship

2. Enrollment went from 3956 to 4076, this is the first time that enrollment has been over 4000. For spring, headcount went from 2694 to 2784. This is a 4.47% increase in FTE. Online went from 854 to 1002 students for PC Online, 17% increase, we crossed 1000 for the number of graduates in spring. We expected 1200 after spring commencement.

3. Hiring of Jean Carrano for Palmetto College.

Will also give away Duffy, Plyer, and Shaw Awards

4. Library Resources with Dean McNally. We are continuing to work on those.

5. Faculty Salaries- Deans and I have continued to work on that and will continue into next year.

6. Faculty Assembly- thank you to Tom Bragg for sharing and looking at what to do with the Faculty Assembly. He has been collecting data to decide what to do with this. The consensus is to have it annually, maybe in early fall, have an agenda similar to last year.

7. Commission on Higher Education. There is a new Executive Director that has been there for over a year. The public agenda for higher education in South Carolina is spending too much on higher education and there are too many schools in South Carolina. The new CEO feels like online education is where the state needs to go. He stated that "Palmetto College was the best thing in education to happen to South Carolina in a decade." He stated that the CHE should offer online general education classes for 170 per credit hour, which is much lower than all institutions. They had a flyer stating that they were going to start doing this in the summer. They would use unused seats at colleges where courses are already being offered. They said that Clemson and Aiken already had classes on the website and they passed a motion that CHE had to go through a course approval process like everyone else.

Question, Gottesman: What about accreditation?

Elkins: Dean Catalano and I first heard this in a room with technical colleges. This was the first question and then who are the faculty?

Question, Dangerfield: Is this only with public institutions?

Elkins: No one has confessed to being involved in this, as we had thought that Strayer or Phoenix was behind this. On April 23, all presidents are meeting concerning this Commission and notion of SC core.

Question, Rashotte: Who was the person who said Palmetto College was the best thing to happen to South Carolina?

Elkins: Executive Director, Jeff Schilz stated this and also said why can't we have all campuses working together like Palmetto College does? Catalano and Collins were at Rock Hill with a PC student.

Collins: We brought a BOL student stated that he couldn't come back to school without the flexibility of Palmetto College. It was a moving reception.

Catalano: This move by the CHE didn't receive a good reception from PC students and the public in general. Fred Sheheen had talked about doing this 30 years ago, shutting down campuses. This is not new.

Question Ghoshroy: Do they have legislative backing?

Elkins: No they are trying to get some friends in the legislature to help them.

Dangerfield: I thought the governor was friends with the CEO of SCCHE as he appoints the CEO.

Elkins: There has been some talk about closing down the CHE-who knows what will come out of it, any more from the deans?

Final Note: The 5 year strategic plan is written on the books although it has not been approved by the board yet-now they are working on this year's blueprint. We will look at the 5 year plan. It has been a privilege to work with all of you for the 5 year plan, expressing gratitude for the opportunity to serve students and give opportunities for more bachelor's degree programs.

### **Dean of Extended University and Associate Provost, Dr. Nesmith-no report**

#### Welcome Dean Walt Collins, USC Lancaster

Good morning, I will submit my report in a few days. Welcome to USCL. We hope you will have a few minutes to see some of the work of our students, faculty, and staff. Take the central stair case one floor down to see the artwork of our students. The library also has several exhibits for the research and reproductive scholarship week. The library will stay open until one so that you can see these exhibits if you would like.

Chair Jenkins: The Deans will be meeting in the Library Conference Room and this is the only change to the agenda.

# Afternoon Session

## I. Call to Order

Chair Ernest Jenkins called the session to order at 1:06 P.M.

Secretary Christine Sixta Rinehart called the roll by campus with the following results:

Extended: (not present: R. Mac Jones)

Lancaster: (not present: Tania Wolochwianski)

Salkehatchie: (not present: John Peek (Rodney Steward filling in))

Sumter: (not present: Damien Picariello)

Union: (not present: Lane Mayon)

## II. Correction/Approval of Minutes from the February 16, 2018 meeting

E. Jenkins moved on to the approval of the minutes. He noted that the minutes had been available and asked if there were any corrections. Hearing none, he asked for a motion to approve the minutes, which was seconded. The minutes were then approved as submitted.

## III. Reports from Standing Committees

### A. Rights and Responsibilities-Professor Jason Holt

1. We are slowly moving through the local T and P policies. The campuses have been contacted as of October 15, 2018. Faculty Chairs will be contacted to streamline/match processes.

### B. Welfare-Professor Matt Rashotte

1. The Report on Policies and Procedures for Obtaining a Salary Release will be distributed on the Senate website. This document is a way in which you can increase your salary. Rashotte then demonstrated how to find this report online.

2. Do we have an ombudsman? We have Jim Augustine who is the university ombudsmen. His cell phone is 803-463-1384. Everything you say to him is completely confidential. Jan Brewer Bass is the Faculty Civility Advocate. Bullying is defined as persistent and intentional. Her contact information is 803-777-7419 and her email is [fca@mailbox.sc.edu](mailto:fca@mailbox.sc.edu)

If there is a legal use, you will be referred to legal counsel/general counsel for help.

3. Motion that passed the deletion of data and the lack of a welfare survey this year. I emailed Sam Downs on 2-20-18. The email should be entered into the minutes (Note: I never received this email (Secretary CSR)). I have deleted all old data from past and present surveys. This is an irreversible process. Sam was the survey administrator. Ray McManus only had access during the process. Helene Maire-Afeli downloaded data but did not keep it. I called the Faculty Civility Counsel, which is our legal counsel and I called General Counsel Henry White and explained the situation where Sam had deleted all

of the old data. White said this is reasonable and practical. Sam is presented in writing that he has deleted data and Sam carried out our request. Are there any questions?

White stated if you cannot articulate why you are gathering data, then don't gather it-he saw nothing illegal about gathering data as long as we could articulate why we are gathering it.

#### 4. Input on rebuilding Faculty Welfare Survey

Questions: Do we need by-campus demographics on there?

Idea- Scale back demographics and make it completely anonymous, looked at Class Climate for software (free access through USC). Next year we will use Class Climate for the survey.

5. Bianca Rowlett was elected as the new chair of Welfare. Thank you everyone for allowing me to serve as chair.

### C. System Affairs-Professor Andy Yingst

1. Palmetto Advisory Committee gave us the BLS Legal Studies, which we are kicking back to them with some questions.

2. Procedure to amend AA plans from USCL

### IV. Executive Committee

#### A. Jenkins

1. Nominations for Executive Committee

2. Discussed pending motions which are posted.

3. A vote to suspend rules will be coming in connection to a motion we have already passed.

#### B. Faculty Manual Liaison- Professor Andy Yingst

1. Typo-page 83 Chancellor of Palmetto College

Deleting one paragraph and replacing issues in paragraph

McManus-I strenuously object to there not being a comma after Sumter.

SJones-Where is Extended University?

Elkins- We usually say Palmetto College campuses of: Sumter, Salkahatchie, Lancaster, and Union including Extended University and Fort Jackson.

Saucier: I think that Extended University is a campus of equal status to Sumter, Salkahatchie, Lancaster, and Union.

SJones-Technically we do grant AA degrees through Fort Jackson, we also grant BAs from Extended University. It is not correct to state that we just grant AA degrees.

Yingst- I think that I will leave it as is during the summer and come back with a motion for it in the fall.

## V. Reports from Special Committees

A. Committee on Libraries - Professor Rebecca Freeman-no report

B. Committee on Curricula and Courses – Professor Stephen Criswell-no report

C. Committee on Faculty Welfare – Professor Shelley Jones-**see report in appendices**

Question Yingst: Did I understand that we are not allowed to get paid more than 33% unless there are extenuating circumstances and that one of those circumstances is teaching more classes than 33% would pay?

SJones- Based on 7.5% rule, which is 2.5% per credit hour. Some faculty were teaching 4-4 hour courses. 4 courses would be 10%. Liaison asked legislature to up cap so faculty teaching 4 hour courses would be given same amount of pay per credit hour as 3 hour courses.

Yingst-I don't understand why 4-4 hour courses is extenuating but 5-3 hour courses is not. Is there any answer to that? Why do 4 hour courses get paid more than 3 classes? I don't understand the difference.

SJones- I'm not sure, historically people were teaching 4-4 our loads.

Sixta Rinehart-What was the resolution that was drafted?

SJones-The Resolution on University of South Carolina Summer Teaching Compensation. Andy would you like me to talk to Addy about this? I will raise the point in our next meeting and Dr. Addy should be there. This is a valid point to raise, thank you for bringing it to the floor.

D. Faculty-Board of Trustees Liaison Committee – Professor Hennie van Bulck-**see report in appendices**

E. PCC Research and Productive Scholarship Committee – Professor Chris Sixta Rinehart- **see report in appendices**

F. Palmetto College Campuses Academic Advisory Council – Professor Chris Nesmith-no report

G. Other Committees

1. Provost's Palmetto College Campuses Advisory Council-Professor Sarah Miller-no report

2. Conflict of Interest Committee – Professor Noni Bohonak-no report

## VI. Unfinished Business

1. Yingst-Adding courses to BOL

Question, Rashotte-Mgmt 472 is that a new course?

Dangerfield-It has been offered for quite some time.

Yingst- None of these courses are new.

Question, Saucier-Can we vote?

Motion passes, none opposed.

2. Yingst-Creating an entrepreneurship emphasis in BOL. 15 hours are sufficient to have obtained the emphasis.

Question, Yingst- There were a couple courses where we did not know who they were taught by.

Gottesman-There are a lot of options to be able to get this degree.

Question, Cruise-If there was a course offered at Cola, could PC students take that course?

Cox-Yes a students can take it but it causes problems.

Motion passes, none opposed.

3. Yingst-creating a process to amend common degrees. Currently a motion to amend can only go through System Affairs. System Affairs must then solicit feedback from all campuses,  $\frac{3}{4}$  of campuses must approve.

Question, Rashotte-It is a good idea for only System Affairs to solicit feedback?

Yingst-The intent is to have every campus informed because a change occurs as System Affairs addresses curriculum.

Cox-For clarification, a motion from the floor would be referred to System Affairs

Yingst-Yes we have always done it this way.

McManus-Feedback solicited from all campuses, what if a campus does not want this change?

Yingst-Campus must address System Affairs and Senators should express issues.

McManus-The campus could be overridden.

Saucier-We discussed a campus having a vote but that's why we went with  $\frac{3}{4}$ ; an extraordinary majority to meet all approval.

Yingst-Yes we discussed that,  $\frac{3}{4}$  is a reasonable number. We just changed BOL and no campus could make a vote.



Gottesman-We just passed a previous motion and it worked very well.

McManus-More courses in BOL/BLS but not with Associates like languages, has it been relaxed since the Associates deals with core-what do we mean by solicited and presented to all campuses?

Yingst-2 year degrees plans are already part of BOL/BLS, should probably remain this way going forward.

McManus-I was not making that argument.

Rowlett-There is more responsibility with upper level courses.

Yingst-But upper level courses include AA/AS.

Saucier- Changes going forward are to make it more inclusive.

McManus-I am seeking further clarification.

Question, Dangerfield-What is the procedure now?

Yingst-50% veto plus, make it simpler and less contentious.

DaSilva-Call the question.

Motion passes, none opposed.

## VII. New Business

1. Yingst-Data changes for presenting list of names for external review file-March 1 from April 1 intent to apply is March 15 from May 1. We move to suspend bylaws to make this vote for faculty going up for tenure and promotion.

Bylaws suspended, motion passes.

Question S Jones-We are not changing mid-year appts as there are no issues there correct?

Gottesman-This is just for notifications not

Lawrence-In addition for moving dates, does this not also compress the time line?

Cruise-Could you not move it to April 1<sup>st</sup>?

Yingst-leaving some space is better than not.

Motion passes, none opposed.

## 2. Executive Committee Nomination Slate

No nominations were submitted from the floor.

Nomination slate motion passes, none opposed

3. Awards-Chancellor Susan Elkins

1. Duffy Award-Professor Shelley Jones

2. Plyer Award-Professor Ray McManus

3. Shaw Award-Professor Christine Sixta Rinehart

Dr. Elkins also presented an award to the Chair of the Faculty Senate, Professor Ernest Jenkins

The gavel was passed to Hennie van Bulck, Chair of Palmetto College Faculty Senate (2018-2019)

# Palmetto College Campuses

## Faculty Senate

Friday, April 13, 2018

### *Remarks*

**Dr. Susan Elkins, Chancellor, Palmetto College**

Good morning! It's great to be here with you today at USC Lancaster for our last meeting of the year, so first let me extend my thanks to Dean Collins and the USCL team for their gracious hospitality in hosting the meeting. Also, as always, I want to extend my thanks to each of you for your service as a member of the Palmetto College Campuses Faculty Senate. Especially at this time of year, we know how very busy you are finishing up the semester, so please know how much your many efforts today and throughout the year are appreciated.

My report today includes six brief items.

1. First, as you can see from the slides that have been projecting while you were coming in, the fifth anniversary of Palmetto College is coming up next week on April 18<sup>th</sup>. We've been celebrating throughout the semester on each of the Palmetto College campuses and at events related to Palmetto College Online, so please know if we haven't yet celebrated on your campus that we'll be bringing birthday cake and anniversary shirts to each of the campuses soon! Also, as the slides depict, there have been many highlights and successes across the campuses and in the online programs since the launch of Palmetto College, and we're pleased to share many of them with you in the slide presentation. Also, on our actual anniversary date, April 18<sup>th</sup>, the University is launching the first annual Giving Day, so we will be requesting donations for a \$50,000 Palmetto College Endowed Scholarship Fund as birthday gifts during that campaign. Again, thanks to each of you for your many contributions to the successes we have all achieved together during the past five years!
2. Second, we continue to have good news on Spring Semester 2018 enrollment. As of the last official enrollment report, the Spring Freeze Report on March 21, Palmetto College overall headcount enrollment for the campuses was up from the same day last year by 138, 3.50%, (from 3,956 to 4,076) and FTE enrollment was up by 119, 4.47%, (from 2,674 to 2,784) over Spring Semester 2017, resulting in the largest FTE percentage increase of all the USC campuses. The official Institutional Research is attached. In addition to the associate degree enrollment, the Palmetto College Online completion degree headcount enrollment on that same day was 1002, compared to a final headcount last fall of 854, , surpassing the 1,000 mark for the first time, for a 16.62% increase. Palmetto College Online has also exceeded the 1,000 mark for graduates, with a total of 1,017 graduates as of Fall Commencement 2017.

3. A third item is that the efforts to secure additional library resources for our Palmetto College Campuses faculty continue to move forward following the needs assessment survey that was conducted in late October. Dean McNally and his team, along with other Columbia officials, are working on a pilot project for securing additional resources, focusing first on those faculty in greatest need as identified by the survey.
4. Fourth, the Deans and I continue to follow up on the resolution passed at the last Senate meeting of the 2016-17 academic year regarding the Faculty Salary Report presented by the Welfare Committee. Progress continues to be made in various ways on the individual campuses, and we are continuing our work together to address this item. Since the last Senate meeting, we have researched raises given in the past 5 years and found that 35 faculty members have earned increases for Tenure and Promotion totaling over \$220,000, and 18 faculty members have received Pay for Performance increases totaling over \$108,000. We will continue to work closely with the Welfare Committee on this item.
5. Fifth, regarding committee appointments for future planning purposes as we enter a year of long-range planning, the Palmetto College Campuses Carolina 2023 Strategic Planning Committee convened for an initial meeting this semester, and the Faculty Assembly Planning Committee completed its work. Results from that committee concluded that there should be a name change for the Faculty Assembly, that it should be scheduled on a bi-annual basis, and be held in Columbia. This item relates as well to the issue of the locations of future Senate meetings. Based on feedback in the Faculty Assembly study, the Senate Executive Committee has concluded that the first meeting of each year should be held in Columbia, with the other three meetings to rotate at the campuses. The money saved from this change will be applied to funding for the three Palmetto College Awards.
6. Finally, my last item is a complex issue regarding the SC Commission on Higher Education. The Commission developed and adopted a *Public Agenda 2017* last year, and they are now following up with Town Hall meetings across the state. The message has been somewhat controversial, so you may be hearing more as the Town Hall meetings are hosted in areas near your campuses. Additionally, the Commission has proposed that they launch a program called SC-CORE to offer online general education courses at a low price, based on a model from Georgia. This model seems to be in direct competition with all the institutions in the state, along with Palmetto College, so please be aware that these efforts are underway by CHE.

In closing, again, thank you for the opportunity to work with all of you, as well as for all you continually do as leaders of the Faculty Senate. Your many contributions to Palmetto College and our students are much appreciated!

### Student Headcount / FTE Report

Comparison of Spring 2018 to Spring 2017 (dates as specified below)

		Headcount				FTE				
Campus Type	Campus	Level	Spring 2017	Spring 2018	Spring 2017	Spring 2018	Spring 2017	Spring 2018		
			Freeze Mar 16, 2017	Freeze Mar 22, 2018	WY-WY Change +/-	WY-WY Change %	Freeze Mar 16, 2017	Freeze Mar 22, 2018	WY-WY Change +/-	WY-WY Change %
Flagship Campus	USC Columbia	Undergraduate	23,542	24,177	635	2.70%	23,122	23,734	612	2.62%
		Law	612	610	-2	-0.33%	638	642	4	0.63%
		Medicine (Columbia)	367	371	5	1.37%	367	372	6	1.64%
		Medicine (Greenville)	330	382	52	15.76%	330	382	52	15.76%
		PharmD	431	435	4	0.93%	447	454	7	1.57%
		Masters	4,503	4,150	-351	-8.01%	3,122	2,995	-127	-4.08%
		Masters	2,203	2,209	6	0.27%	1,336	1,273	-63	-4.71%
		Doctoral	2,203	2,209	6	0.27%	1,336	1,273	-63	-4.71%
		<b>USC Columbia - Total</b>	<b>31,988</b>	<b>32,334</b>	<b>346</b>	<b>0.96%</b>	<b>29,362</b>	<b>29,852</b>	<b>490</b>	<b>1.67%</b>
		<b>Flagship Campus - Total</b>	<b>31,988</b>	<b>32,334</b>	<b>346</b>	<b>0.96%</b>	<b>29,362</b>	<b>29,852</b>	<b>490</b>	<b>1.67%</b>
Comprehensive Campuses	USC Aiken	Undergraduate	2,962	2,967	5	0.17%	2,691	2,679	-12	-0.45%
		Masters	194	244	50	25.78%	79	106	27	33.92%
		<b>USC Aiken - Total</b>	<b>3,156</b>	<b>3,211</b>	<b>55</b>	<b>1.74%</b>	<b>2,770</b>	<b>2,785</b>	<b>15</b>	<b>0.54%</b>
		USC Beaufort	1,879	1,981	102	5.43%	1,726	1,785	59	3.42%
		<b>USC Beaufort - Total</b>	<b>1,879</b>	<b>1,981</b>	<b>102</b>	<b>5.43%</b>	<b>1,726</b>	<b>1,785</b>	<b>59</b>	<b>3.42%</b>
		USC Upstate	5,180	5,299	119	2.30%	4,511	4,636	124	2.75%
		Masters	189	212	23	12.17%	62	88	26	41.94%
		<b>USC Upstate - Total</b>	<b>5,379</b>	<b>5,511</b>	<b>132</b>	<b>2.45%</b>	<b>4,573</b>	<b>4,724</b>	<b>151</b>	<b>3.30%</b>
		<b>Comprehensive Campuses - Total</b>	<b>10,414</b>	<b>10,703</b>	<b>289</b>	<b>2.77%</b>	<b>9,069</b>	<b>9,274</b>	<b>205</b>	<b>2.26%</b>
		Palmetto College Campuses	USC Lancaster	Undergraduate	1,511	1,495	-16	-1.06%	1,019	974
<b>USC Lancaster - Total</b>	<b>1,511</b>			<b>1,495</b>	<b>-16</b>	<b>-1.06%</b>	<b>1,019</b>	<b>974</b>	<b>-45</b>	<b>-4.42%</b>
USC Salkehatchie	928			878	-50	-5.39%	660	631	-29	-4.39%
<b>USC Salkehatchie - Total</b>	<b>928</b>			<b>878</b>	<b>-50</b>	<b>-5.39%</b>	<b>660</b>	<b>631</b>	<b>-29</b>	<b>-4.39%</b>
USC Sumter	683			815	132	19.33%	632	637	5	0.79%
<b>USC Sumter - Total</b>	<b>683</b>			<b>815</b>	<b>132</b>	<b>19.33%</b>	<b>632</b>	<b>637</b>	<b>5</b>	<b>0.79%</b>
USC Union	834			888	54	6.48%	463	542	79	17.06%
<b>USC Union - Total</b>	<b>834</b>			<b>888</b>	<b>54</b>	<b>6.48%</b>	<b>463</b>	<b>542</b>	<b>79</b>	<b>17.06%</b>
<b>Palmetto College Campuses - Total</b>	<b>3,998</b>			<b>4,076</b>	<b>78</b>	<b>1.95%</b>	<b>2,674</b>	<b>2,744</b>	<b>70</b>	<b>2.62%</b>
<b>Overall - Total</b>	<b>46,358</b>			<b>47,113</b>	<b>755</b>	<b>1.63%</b>	<b>41,105</b>	<b>41,910</b>	<b>805</b>	<b>1.96%</b>

WY-WY indicates current Week and Year values compared to equivalent week for the same academic term a year ago.



UNIVERSITY OF  
**SOUTH CAROLINA**  
LANCASTER

Dr. Walter P. Collins, III  
Palmetto College Campus Dean

Report to the Palmetto College Campuses Faculty Senate  
meeting at USC Lancaster  
April 13, 2018

## People

### Enrollment

As of March 22, 2018, 1490 students (headcount) were registered for Spring 2018. This is our official Spring semester freeze number. We are serving approximately 127 BOL/BLS students this semester.

### Athletics

We have four Lancers baseball student-athletes who have committed to four year schools for next year:

Chase Coker- Valdosta State University  
Josh Evans- Limestone College  
Jacob Morrison- UNC Pembroke  
Jared Firmstone- North Greenville University

### Faculty/Staff searches

The tenure-track Art position offer has been accepted. Please welcome **Prof. Brittany Taylor-Driggers** to the position of Assistant Professor of Art.

**Mr. Justin Pearson** will begin duties as our new Executive Director of Enrollment Management on April 16<sup>th</sup>. He joins our staff after many years in enrollment management work at The Citadel.

### Congratulations to

**Dr. Stephen Criswell** (English and anthropology) who will be awarded the **Jean Laney Harris Folk Heritage Award** for Folklife and Traditional Arts Advocacy. The ceremony is May 2 at the South Carolina State House.

**Prof. Marybeth Berry, Mr. Tyrie Rowell, and Ms. Kristen Hammond** on their award of a Horizon Grant from the J. Marion Sims Foundation to support this semester's theatrical production of *The House at Pooh Corner*. The play will be presented on April 27-29 in Stevens Theatre.

**Many thanks to Dr. Nick Lawrence** for his dedicated and distinguished service as the USCL Faculty Organization chair for the past two years. Thanks also to Dr. Andy Yingst and Dr. Suzanne Penuel for their service as vice chair and secretary respectively.

## Facilities

The following offices in Starr Hall will be set to get new carpeting: Financial Aid, Counseling Services, the Business Office, and the Student Life Offices. Additionally, we are working on upgrades to the fire alarm system in Starr Hall and are currently in the design phase of that project.

Regular **maintenance work** for several areas was completed over Spring Break. Work included:

- Replaced all filters on HVAC equipment
- Cleaned coils on chillers
- Made repairs to HVAC system in Hubbard Hall
- Repaired hot water line in Medford, restoring hot water to TRIO and 2<sup>nd</sup> floor restrooms
- Resurfaced select white boards in Founders
- Repainted stage floor in Stevens Theatre
- Cleaned carpet and floors in various locations
- Repaired elevator in Hubbard Hall
- Isolated roof repairs at the Gregory Center

## Other items...

- The **Celebration of Research and Productive Scholarship** events and activities are scheduled for next week, April 9-12<sup>th</sup>, 2018, inside Medford Library. Thanks to Drs. Sellhorst and Easley as well as Professors Kendrick and Freeman for the organization and coordination of the events and activities.
- A brand new outreach and engagement program for local middle schoolers will launch in May 2018. The **University of Possibilities at USC Lancaster** is a program designed to introduce a local co-hort of middle schoolers from A. R. Rucker Middle School to higher education with visits, workshops, and support in order to encourage them to see our campus as the first step in continuing their education after high school graduation. The program, replete with activities, events, support mechanisms, and incentives, will involve the students, their parents, and their teachers. It is the brain child of Mr. Derrick Huggins, VP for Facilities and Transportation for USC who is originally from Heath Springs, SC. While the program will eventually be in place in all of the communities where the Palmetto College campuses are located, it will launch here at USC Lancaster next month. Laura Carnes will serve as our “University Coordinator” and contact person for this program. We will share updates on the program in the fall.
- The **Educational Foundation of USC Lancaster** held a fundraiser, the 5K and 10K **Laps for Lancers** on Saturday, Mar. 24 on campus. The Foundation raised over \$5500.
- USCL BSN student, Molly Melton, represented the campus on Mar. 23 at the **Student-Trustee Liaison Committee** meeting of the USC Board of Trustees in Columbia.
- **Update on the Gregory Family YMCA (GFYMCA):**
  - Membership is ahead of projections with approximately 1900 members in mid-March
  - Plans are underway for a re-dedication ceremony tentatively for May 17<sup>th</sup>
  - Signage on Hubbard Drive will be going up soon
  - GFYMCA will be participating in the “Give Local Lancaster” promotion on May 1st.
  - New equipment (cardio & resistance) has been installed at the facility
  - Childwatch service and offering of more evening aerobics classes to begin shortly
  - All USCL faculty/staff and students receive a free membership to the GFYMCA



UNIVERSITY OF  
**SOUTH CAROLINA**  
SALKEHATCHIE

**Palmetto College Campuses Faculty Senate**  
**April 13, 2018**

### **Campus Dean's Report**

Dr. Carmichael announced the following faculty accomplishments:

- Dr. Melissa Rack has had her essay accepted for publication by *Studies in Philology*, a journal at the University of North Carolina.
- Dr. Rod Steward has been invited by the Scandinavian Association for American Studies to present his current research at their annual conference in Stockholm this September. This conference attracts scholars of American history from North America and all over Northern Europe. He has also been named an Archie K. Davis Fellow of the North Caroliniana Society at UNC Chapel Hill for the second consecutive year.
- Dr. Eran Kilpatrick was awarded the newly established 2018 Distinguished Research Service Award from the Office of the Vice President for Research.
- April Cone is a recipient of the 2018 Palmetto Gold Award for nursing excellence through the USC College of Nursing.
- Margaret Young was recently awarded the Lifetime Achievement Award of the South Carolina Foreign Language Teachers' Association.
- Professor Janet DuBois was selected to receive the Outstanding Teaching Award and was honored at the last faculty meeting.

USC Salkehatchie is pleased to announce that Glen Mayo has been hired as the head coach for the new women's basketball program beginning for the 2018-19 season. Women's basketball will join the six other sports at USC Salkehatchie: Baseball, Softball, Men's and Women's Soccer, Volleyball and Men's Basketball.

Mr. John Winthrop has established an endowment for the area around the pond in Allendale, now named "Winthrop Grove." Mr. Winthrop and family have been longtime supporters of USC Salkehatchie and he will be awarded with the Outstanding Contribution to the Community Award at commencement.

Ann C. Carmichael  
Regional Campus Dean





OFFICE OF THE  
DEAN

Palmetto College Campuses Faculty Senate Report  
April 13, 2018  
Michael E. Sonntag, Ph.D.

Faculty and Staff

Mary Ellen Bellanca:

- First USC Sumter Faculty member to receive the newly created Jean-Luc Grosso Award for Outstanding Faculty Scholarship.

Wanda Fenimore:

- Presented paper "Memorials to the Empire in a Postcolonial Age: Materiality and Rhetorical Performance of the Queen Victoria Memorial in London" at the Southern States Communication Association's 88th Annual Convention on April 7 in Nashville, TN.
- Served as respondent for the panel of top graduate student papers in the American Society for the History of Rhetoric interest group of SSCA.

Pearl Fernandes and Dan Kiernan:

- Awarded USC Sumter Summer Scholarship Stipend Grant "Identification of Plankton at Swan Lake Iris Gardens"

Kajal Ghoshroy:

- Research titled, "Improved Method for Handling and Collection of Semi-Thin Sections of Resin-Embedded Biological Specimens for Light Microscopy" has been accepted for presentation at the International Microscopy & Microanalysis 2018 Meeting. I will be presenting this in August 2018 at Baltimore, MD.
- Received Summer Scholarship Stipend for research proposal titled, "Cytotoxic Effects of Titanium Dioxide Nanoparticles on Crop Plant Species Using Foliar Spray".
- Selected as fellow in the 2018-2020 USC System Academic Leadership Fellow Program.

Kristina Grob:

- Workshop proposal accepted to the biannual American Association of Philosophy Teachers workshop and conference (to be held this July). Will lead a pedagogy workshop called "I make my students write every day and they love it."
- Attended the annual New Mexico Texas Philosophical Society conference and meeting where she (a) presented a paper called "more than one true story: the limits of narrative form for stories of moral change"; (b) presented comments on another paper; and (c) chaired a panel.
- Asked to review a manuscript on silence for Brill publisher's series Studies in Existentialism, Hermeneutics, and Phenomenology

Dan Kiernan:

- Featured on Sumter Today (*Item*, Sumter's Newspaper): Alice Drive Middle students take STEM field trip to learn about fruit fly biology at USC Sumter.  
<http://www.theitem.com/stories/sumter-today-alice-drive-middle-students-take-stem-field-trip-to-learn-about-fruit-fly-biology-at.305025>

Sal Macias:

- Presented an update on CABE (APA Committee on Associate and Baccalaureate Education) actions and new opportunities, events, and materials for undergraduate psychology education.
- His students (Janette Williams and Christine Nance) presented their research at the same conference. The title of their study is: Scientific literacy: Comparing students in psychology courses vs. other science classes."

Ray McManus:

- Two poems accepted for publication in the SC Review
- Five poems featured in Talking River Review
- Essay accepted for publication in the anthology Gather at the River: 25 Authors on Fishing
- Essay (as well as poems) that will be published in TOWN magazine.
- In March was appointed to a three-year term as Writer in residence at the Columbia Museum of Art.
- In April, for National Poetry Month, Richland Library named him one of 10 South Carolina Poets to Watch.

Jane Luther Smith:

- Presented a LECTURE/RECITAL on February 23, 2018 at noon in the Nettles Auditorium at USC Sumter entitled "GOD IS IN THE HOUSE" A Piano Lecture/Recital Honoring Three Twentieth Century African-American composers: Scott Joplin, "Father of Ragtime", Art Tatum, "Virtuoso of Stride Piano", and Duke Ellington, "King of Swing."

Hennie van Bulck:

- "Stimulating System Innovation: A Case Study of an Online Teaching Academy for Business Faculty," Susan A. Elkins, Mick Fekula and Alice Taylor-Colbert, Hendrikus E.J.M.L. van Bulck, presented by Susan A. Elkins, Alice Taylor-Colbert and Hendrikus E.J.M.L. van Bulck at the 2018 Association for Continuing Higher Education (ACHE) South Conference, Austin, Texas, April 9-11, 2018. The paper was also presented by Susan Elkins at the Society for Advancement of Management (SAM) International Business Conference in Arlington, VA, March 22-24, 2018.
- "Your Online Course will be Dead in Five Years," presented at the Academy of Business Research (ABR) Spring 2018 International Conference, New Orleans, Louisiana, March 21-23, 2018. The Abstract was published in the ABR Conference Proceedings. The presentation received a Best Paper Award.

### Students/Athletics/Campus

- Tennis Coach Alex Poda solidified his first coaching and team National Championship Tournament birth with team's win over Spartanburg Methodist College; other teams competing well
- Renovating fountain and fountain lighting
- Resealing and striping Nettles parking lot
- Engineering and design has begun for Science Building renovation
- Received grant of approximately \$62,500 for campus warning system.

- Earned “Military Spouse Friendly School” designation, only USC campus to receive such a designation
- Received recognition by Second Nature as a “Marks of Distinction” winner for the Climate Change Network

#### Faculty/Staff Hires/Searches

- Several in progress

#### Budget/Enrollment

- HDCT: 816 (Spring 2018) vs. 683 (Spring 2017) (22% increase)
- FTE: 637 (Spring 2018) vs. 532 (Spring 2017) (21% increase)

## USC Union, Dean's Report to PCFS, 4/13/18

### Students

Enrollment increases for spring are strong. USC Union currently serves more students than USC Sumter or USC Salkehatchie. We currently serve students from over 80 high schools. Continued emphasis will be on full time regular freshman enrollment, aided by new sports teams and student housing. The new Union County Community Scholarship and the new Laurens County Future Scholarship have helped with enrollment. Privately owned and operated student housing will be built on three sites and 56 beds should be ready for occupancy in fall 2018. USC Aiken Nursing will offer the BSN in Union / Laurens with a tentative starting date of fall 2018. Six students attended the SEPA meeting in Charleston and three presented their eye tracker research. Six more students are taking chemistry in Paris this summer, studying the chemistry of fragrance, food, and wine. Next year we hope to send twelve students to New Orleans on the train for a walking and reading tour of the Big Easy. USC Union and PC student Brianna Vaughn has won a Magellan Scholarship, working under Drs. Lowell, Aziz, & Pisano for a research project entitled "How Culture in the South Affects Facial Perception". The research makes use of the new campus eye tracker machine.

### Faculty & Staff

Two tenure track faculty searches are underway (Biology & Art Studio). We have hired a women's soccer coach & a bass fishing coach. We hope to have a new Nursing Program Coordinator on campus by July 1, 2018. One staff search is underway for a recruiter in the Admissions Office.

### Facilities

Main Building plaster repair and interior painting is ongoing. MB exterior work is complete. Central Building roof replacement and exterior painting is ongoing. Patron's Park construction will begin soon. Several small projects are underway including the window panel replacement project in CB (93 in total), expansion of the new ASC, and moving the PC office to the ground floor of MB. Landscaping work is underway at Truluck, MB, and CB. We have just replaced an HVAC compressor in Truluck. Enamel coated steel fencing in a crescent pattern has been installed in front of the MB.

### Community

The Carnegie Library has taken up residency in CB until their renovation is complete in September. Union County millage has increased from 2 mil to 2.4 mil with the plan to increase to 3.2 mil next year. Congressman Ralph Norman will be the Commencement Speaker in 2018 and because of an increased number of graduates we will have the ceremony in the First Baptist Church of Union. The Literary Festival was a success in March.

### Budget

The USCU budget is in good shape, due mainly to recent enrollment increases, and both revenues and expenditures are very close to budgeted figures. SC appropriations remain a concern.

PC Campus	Fall 2017 FTE	2017/8 Appropriation	\$/ FTE
Lancaster	1186	\$2,456,070	\$2070.89
Salkehatchie	731	\$1,725,878	\$2360.98
Sumter	733	\$3,139,573	\$4283.18
Union	557	\$ 881,195	<b>\$1582.04</b>
Average			\$2557.75

If USC Union were funded at the Palmetto College campus average we would have received an additional \$543,374 this year. If USC Union were funded at Sumter's rate we would have received an additional \$1,504,536 this year.

Palmetto College Campuses Faculty Senate  
April 13, 2018 Faculty Senate Meeting  
USC-Lancaster

Report from USC-Columbia Faculty Welfare Committee

To: Palmetto College Campuses Faculty Senate

From: Shelley AJ Jones, Extended University  
PCC Representative to USC-Columbia Faculty Welfare Committee—2015-2018

Meeting Dates: February 26, 2018 and March 26, 2018

The committee continued its work with the Faculty Advisory Committee in consultation with Cheryl Addy, Vice Provost and Dean of the Graduate School, to draft summer pay guidelines. In its March meeting, Dr. Addy reported that the cap for additional faculty salary at the state level is higher (at 40%) than the University's HR policy (at 33%) to allow for extreme extenuating circumstances, such as faculty teaching a 4-credit hour 4 course load or taking over administrative duties in the middle of a semester while teaching. Thus, increasing the cap in HR policy would not be possible. Dr. Addy also advised that the type of detail presented in FWC's draft would not be suitable for policy. She advised that these be considered guiding principles, but not formal policy, reminding that the Faculty Manual gives a level of flexibility to units as long as the faculty agrees to this flexibility. The committee then drafted a Resolution on University of South Carolina Summer Teaching Compensation, which was approved by FWC on March 26th and FAC on March 28th, and presented to Faculty Senate in its April 4th meeting. The minutes from Senate are not available yet, and I have not received details of how the document was received. I have included the Resolution with my report.

The March meeting was a joint meeting between FWC and FAC with guests Chris Byrd, Vice President of Human Resources, Clifford Scott, Director of the Office of Equal Opportunity Programs, and Sandra Kelly, Vice Provost and Dean of Undergraduate Studies (who attended for Dr. Addy). FAC completed a survey, which revealed faculty concerns regarding the appointment of administrative positions using internal searches. Specifically, faculty were concerned that there are often no job postings, interviews, or even announcements to faculty when administrative appointments are made. Faculty raised concerns about administrators serving on hiring committees. The guests made clear that there are no policy violations given that HR policies 1.00 and 1.01 do not require advertising for internal searches or specify whether administrators can or cannot serve on hiring committees with that decision made at the unit level. Also, no claims of questions of diversity in recent internal administrative hirings have been reported to EOP. There was agreement that the University wants to have a policy that is clear and results in the confidence of the faculty. As a result of this meeting, Bill Suddeth, co-chair of FAC, will forward the research he has completed regarding vague or possibly contradictory wording in these HR policies to Dr. Addy and FWC and FAC will consider drafting changes to the policy for consideration.

## **Resolution on University of South Carolina Summer Teaching Compensation**

**Approved by FWC on March 26, 2018**

**Approved by Faculty Advisory Committee – March 28, 2018**

Summer courses at USC have taken on increasing importance as more non-traditional students seek degrees and as both traditional and non-traditional students strive to complete their degrees as quickly as possible to minimize debt. Additionally, due to FICA compliance issues, graduate students employed as graduate assistants are now required to enroll in three credit hours during the summer and there are currently not enough graduate level summer courses offered for these students. Furthermore, since salaries at USC lag behind those at many other institutions, some faculty members face economic hardship if they are unable to teach during the summer, hindering faculty retention. Nonetheless, summer salaries should in no way be seen as a substitute for offering competitive pay during the school year. Finally, strategies are needed to minimize last minute course cancellations due to low enrollment, which can delay student progression and cause economic hardship to and wasted effort by faculty members.

Each department should develop fair and consistent procedures for assigning teaching and determining summer pay. Given the differences in normal course loads, enrollment numbers, and lengths of summer terms, it is not possible to offer a simple, universal formula for the amount of compensation that should be offered for each course; however compensation practices should follow the guiding principles outlined below. These guidelines apply to both tenure-track and non-tenure-track faculty members.

### **1. Fair payment principles:**

- Summer pay should be based on the principle of full-time pay for full-time work. Thus, if the workload and amount of effort put forth by a faculty member during the summer is similar to the workload during the school year, faculty should be paid at the same daily rate as they are paid during the school year, which is 33.85% of base salary for faculty with 9-month appointments.
- For faculty who teach part-time in the summer, pay should be based on the percent of full-time effort required. An advanced course with low enrollment may be just as much work as an introductory course with high enrollment and a course taught intensively over a three week period may require just as much effort as teaching more than one course over a longer period. Such factors should be considered when deciding the amount of compensation to be offered for each course. For example, if a faculty member teaches for the entire summer and the amount of effort represents half the amount expended during the school year, then the faculty member should be paid  $0.5 \times 33.85\% = 16.93\%$  of base salary.
- Under no circumstances should a faculty member receive less compensation for teaching than the rate that would be paid to a similarly-credentialed adjunct professor or instructor.

- The dollar amount of payment for summer teaching should not be capped, as this is unfair to senior faculty. Additionally, students benefit from being instructed by experienced, highly successful faculty members and such faculty members should not be discouraged from teaching during the summer.
- Many units offer less pay for courses with low enrollment. Teaching even a small number of students requires considerable effort on the part of faculty members. Therefore, any pay reductions due to low enrollment should be commensurate with the reduction in effort and should be no less than half the rate paid for the same course with high enrollment.
- As mentioned in HR 1.81, remuneration is generally not offered for advising or mentorship of undergraduate or graduate students; however, compensation may be considered on a case-by-case basis for faculty supervising a large number of students and must be approved by the Chief Academic Officer.

## **2. Maximum payments:**

- State law and HR 1.81 mandate a cap of 40% of base pay for summer teaching. This extra 6.15% pay is only to be offered under extenuating circumstances where the workload is higher than that required during the school year.
- With regard to faculty members who have extramural grant funding for summer research at 100% effort, grant compliance requires that all effort (not just 37.5 hours per week) goes towards research and research-associated tasks. Therefore, grant-funded faculty may only teach during the summer if one of the following conditions is met: (1) Grant funding covers less than 3 months, (2) the percent effort paid by the grant is less than 100%, or (3) course release is offered during the school year so that the faculty member can devote more effort to research during that time.

**3. Course planning:** Given the lack of budget allotted to summer courses, the summer courses offered by each department must generate adequate revenue to cover salaries and overhead expenses. This reality often leads to course cancellations that may delay graduation for students and cause economic hardship to faculty members who have given up external summer employment opportunities.

Departments should use one or more strategies to minimize course cancellations and uncompensated effort.

- When deciding which courses to offer during the summer, departments should consider historical enrollment numbers and not offer courses that are unlikely to meet the required enrollment.
- In the event that particular courses are required for timely advancement of students, departments should consider offering high enrollment courses in order to offset deficits incurred by low enrollment courses.
- New courses require devotion of considerable time and effort prior to the start of classes and enrollment is uncertain, leading to a high risk of cancellation. Therefore, new courses should

not be offered during the summer term unless the department can guarantee that the course will run regardless of enrollment.

- Courses should not be cancelled later than three business days prior to the first day of class so that enrolled students can look for alternate courses.

**4. Allocation of summer teaching:** Summer teaching is highly desirable or even a financial necessity for many faculty members. Other faculty members prefer not to teach during the summer. Each unit should develop fair and transparent guidelines to determine who is offered the opportunity to teach summer courses. Several factors may be considered. Development and communication of clear procedures will reduce the sense that assignment of summer teaching is capricious or unfair.

- Specialization of individual faculty members will no doubt be a major factor in determining who is best suited to teach individual courses. Faculty should be told which courses they are considered qualified to teach.
- Faculty should be told whether senior faculty members are preferred for certain advanced courses.
- Faculty preference should be strongly considered so that those who prefer summer research or other activities do not feel pressured to teach and those who want to teach are given teaching opportunities.



## **Report from the Board of Trustees Academic Affairs and Faculty Liaison Committee**

The Academic Affairs and Faculty Liaison Committee met Friday, March 16, 2018 at the C. Edward Floyd Boardroom, Alumni Center

The Committee met in executive session to discuss Honorary Academic Titles, Appointments with Tenure, Transfers of Tenure and Honorary Degree Nominations

The Committee recommended approval of a new dual degree program for the Darla Moore School of Business (DMSB) and EM Lyon Business School in Ecully, France, and a dual degree doctoral program in Business Administration (Administration Ph.D., DMSB / Management Ph.D., EM Lyon).

The Committee recommended approval of a new Graduate Certificate in Global Health, for the Arnold School of Public Health.

The Committee recommended approval of a name change from the Bachelor of Arts in Management Science to Bachelor of Science in Business Administration Operations and Supply Chain, for the Darla Moore School of Business.

The Committee recommended approval of an Articulation Agreement between USC and Midlands Technical College involving:

1. Bachelor of Arts in Early Childhood Education
2. Bachelor of Arts in Elementary Education
3. Bachelor of Arts/Bachelor of Science in Middle Level Education.

The Committee recommended approval of the South Carolina Center for Assistive Technology and Educational Research, College of Education.

The Committee recommended approval of a Program Modification to the Bachelor of Arts in Music Education for USC Aiken.

The Committee recommended approval of a change to the Mission Statement, USC Beaufort.

The Committee recommended approval of new programs for USC Upstate: Master of Education in Teaching and Learning and Master of Science in Business Analytics. The Committee also recommended approval of a Program Modification to the Bachelor of Arts in Chemistry, USC Upstate.

**Report to Palmetto College Faculty Senate for April 13, 2018**  
**Research and Productive Scholarship**

Currently, Research and Productive Scholarship is working on the following items:

I. As usual, upgrading and extending the Research and Productive Scholarship Website

A. Please consider having your own website whether it is scholarship, service, or teaching-oriented. Contact Bob Dyer to get your site set up @ [DyerR@mailbox.sc.edu](mailto:DyerR@mailbox.sc.edu)

B. Please see the following website for RPS announcements and features.

<http://blogs.pc.sc.edu/rps/archive-featured-research/>

II. Dr. Julia Elliott will present her research at the second ever Palmetto College Faculty Research Symposium on April 20<sup>th</sup> to all the Palmetto College campuses at 1:30.

III. I am stepping down as chair of RPS after 2 years of service. Please let me know if you are interested in taking over the role as chair of RPS.

Please submit questions and concerns to me at [Sixta@mailbox.sc.edu](mailto:Sixta@mailbox.sc.edu)

Respectfully Submitted,

Christine Sixta Rinehart, Chair of Research and Productive Scholarship