



UNIVERSITY OF  
**South Carolina**  
UNION

*A Regional Palmetto College*

FO Minutes  
April 28, 2023

**In person attendance:**

Dr. Maggie Aziz  
Dr. Randy Lowell  
Dr. Tekla Ali Johnson  
Professor Sandy Phillips-Long  
Professor Gale Ashmore  
Dr. Andrew Pisano  
Dr. David Mitra  
Dr. Avery Fouts  
Dr. Emily Schafer  
Professor Neill Hance  
Professor Kevin Torres  
Dr. Lee Morris  
Dr. Helen Maire-Afeli  
Dr. Steve Lowe  
Dr. Katie Klik  
Dr. Dave Hudson  
Dr. Andrew Kettler

**On-line attendance:**

Professor Caroline Wilson  
Dr. Steve Lownes  
Dr. Christina Sixta Rinehart  
Dr. Joe Anderson

FO Chair Dr. Andrew Pisano called the meeting to order at 12:10 PM.

**Approval of minutes from March 24 meeting**

Approved.

**Dean's Report: Dr. Randy Lowell**

Dr. Lowell's notes are attached.

**Academic Dean's Report: Dr. Maggie Aziz**

Dr. Aziz's report is attached.

**Dr. Pisano** reported on a study abroad trip that he is planning for June 2024. It will be a literary tourism trip in conjunction with two professors from other Palmetto College campuses. He is hoping to recruit at least six Union students. There is a plan to include 18 students total from all three campuses. The course will be listed as ENGL 285 – Special topics – with AIU credit. Cost

will be \$4489 per student. The trip is being planned through EF tours.

### **Faculty Senate, Committee memberships, FO roles**

Dr. Pisano led members in a discussion of filling vacant Senate seats, updating committee memberships and FO roles. He compiled the results into a report that is attached to these minutes.

### **Committee Reports**

Faculty Welfare: Dr. Klik urged everyone to complete the Faculty Welfare survey that was sent out by the committee. She emphasized its importance and the seriousness with which the results will be taken.

### **Announcements:**

The next FO meeting will be August – date, time and location TBA.

### **Adjournment**

At 10:15 AM there was a motion to adjourn. It was seconded and unanimously approved.

Submitted by:  
Gale Ashmore, FO Secretary

Randy Lowell, USC Union  
Dean's Report  
April 28, 2023

### **Students**

- In comparison to where we were at this time last year for summer enrollments, we are running even with that pace, and in a similar position for the upcoming fall semester.
- Congrats to senior BLS student, Caden Jackson, who was honored last week at the awards ceremony on the Columbia campus, receiving two senior awards, including Outstanding Senior and the President's Award, adding to the many other accolades that he has accumulated at USC Union and through Palmetto College during his time with us, as he prepares to graduate this weekend.
- Dr. Lowell and Dr. Schafer took students down to New Orleans earlier this month to present research at the annual meeting of the Southeastern Psychological Association, and they did a great job representing the campus there. This included sophomore, Za'Kyah Jeter-Walton, and freshman, Hannah Copeland, who presented on their work with Dr. Schafer on ACEs among students at two-year campuses; and sophomore, Jessica Dawkins, who presented on her work with Dr. Lowell on incidental vocabulary acquisition in reading. She also presented this work at Discover USC last week.
- Our student-athletes have had a number of successes recently. This includes our Baseball team sweeping a doubleheader against the #4 nationally ranked, Florence Darlington Tech, ending that team's 17-game region winning streak. They will begin conference tournament play on May 5 in Lexington. The Softball team finished the regular season in second place in the conference standings, finishing with a doubleheader sweep of USC Sumter. They begin their conference tournament on May 4 in West Columbia. The men's soccer team recently earned an exhibition victory against Brevard up in NC, a 4-year school. And, our club bass fishing team is wrapping up their year strong, with the duo of Mark Kershaw and Jacob Butts qualifying to compete in the Bassmaster College Bass National Championship this summer.
- Earlier this week, I presented a proposal to County Council during their budget workshop meeting for them to consider expanding the Union County Scholarship to include our upper division BSN students from Union, and our upper division Education students from Union. As they wrap up those budget discussions for the upcoming fiscal year, we're hopefully that this request may be granted.

### **Faculty/Staff News**

- The search for a new full-time Nursing Instructor is making progress, as we have a campus visit scheduled early next month for one finalist, and possibly for a second candidate who recently applied as well. We also have an active search that was recently launched for a coordinator position for our Laurens location, which has a number of applicants already. We also have a search for a replacement for our Apple Lab Coordinator/Carnegie IT Director, which has some applicants already. There are others that are in various stages of preparation or awaiting approval from Columbia to pursue, which will hopefully move forward soon.
- Congrats to this year's USC Union Distinguished Teacher of the Year, Dr. Emily Schafer, Assistant Professor of Psychology! As well as Adjunct Instructor of the Year, Brandon Simpson (Psychology and Disability Services); and Staff Member of the Year, Micah Stancil (Head Baseball Coach).
- The USC Union DEI Committee, chaired by Dr. Emily Schafer, organized a World Religions Panel on campus in March. This featured a great panel discussion, facilitated by Dr. Avery Fouts, regarding a variety of religious affiliations from the perspectives of Mr. Ibrahim Hanif, Rabbi Yoshi Leibowitz, and Pastor Steve Lemons.
- Last week, the campus hosted the annual Spring Fling event that is open to the campus and the entire community. This year there were four different food trucks, vendors and organizations, music, games, and an American Ninja Warrior pop-up course with a warped wall. This was a very well-attended event on Patron's Park, with planning spearheaded by Anita Whitney, Student Activities Coordinator.
- On March 30, USC Union participated in the 2023 Union County Career Day, which was organized by the Union County Development Board and will hopefully become an annual event. This event

featured representatives from local industries, small business, government entities, etc., and was held at Union County High School. Over the course of the day, approximately 2,500 4<sup>th</sup> through 12<sup>th</sup> grade students attended the event, giving the staff at our USC Union table many opportunities to share with them what our campus, and Palmetto College, have to offer.

- Congratulations to Greta Bailey, who teaches courses in Political Science and business law on campus and to dual enrollment students at area high schools for us, as she has just been voted on by Broome High School senior class as their favorite teacher this year!
- Dr. Majdouline Aziz was recently invited to represent USC Union on a panel presentation at the National Humanities Alliance Annual Meeting in Washington, DC, to share the efforts at USC Union to promote the humanities to students on campus, which was well received there.
  - o Publications:
    - **Aziz, M.**, Aziz, M. (in press). Muslim religious identity formation: Factors that promote a Muslim religious identity among a sample of Muslim college students. *Journal of Islamic and Muslim Studies*.
    - **Aziz, M.**, Aziz, M., Jackson-Smith, S., (in press). State of the state: South Carolina 2021-22. *Journal of Education Human Resources*.
    - **Aziz, M.**, Aziz, M. (in press). State of the state: California 2021-22. *Journal of Education Human Resources*.
  - o Presentations:
    - **Aziz, M.** (March 2023). Expanding Access to Undergraduate Humanities Education: Investing in New Curricula and Recruitment. *Invited Panelist at the National Humanities Alliance Annual Meeting, Washington, D.C.*
- Dr. Allan Charles, Professor Emeritus of History:
  - o Published in the “Union County News” and the “Historical Newsletter” of the Union County Historical Society over the last year some six articles regarding Black history, women’s history, and local (general) history.
- Dr. Tekla Johnson, Assistant Professor of African American Studies:
  - o Book Contract for *African American (Urban) Removal* with USC Press.
  - o Conference Paper at the National Council of Black Studies: "Un-Random Acts"
- Dr. Andrew Kettler, Assistant Professor of History:
  - o A paperback edition of book came out in December.
  - o That is: *The Smell of Slavery: Olfactory Racism and the Atlantic World* (Cambridge, 2022 [2020]).
  - o Since the new year, presented at: The Smell Studies Working Group, Brown University, Providence, Rhode Island.
  - o And just received a 2023-24 Beckman Center Fellowship at the at the Science History Institute for one month research.
- Dr. Katie Klik, Assistant Professor of Psychology:
  - o Publications:
    - **Klik, K. A.**, Reynolds, K. J., & Cárdenas, D. (in press) School climate, school identification and student outcomes: A longitudinal investigation of student well-being. *British Journal of Educational Psychology*.
  - o Grants:
    - *Exploration of faculty welfare: The impact of campus social and work environment on faculty outcomes*
      - **Role:** PI (March 2023 – Nov 2023)
      - **Funder:** University of South Carolina - Research Initiative for Summer Engagement (RISE) program
      - **Aims:** Design and implement a psychometrically validated questionnaire that longitudinally assesses the impact of the campus social environment (i.e.,

campus climate, campus identification, and PC system identification) and the work environment (i.e., leadership, team morale, and professional development) on faculty outcomes (work health, stress, organizational commitment, retention, and meaning at work) throughout the Palmetto College system. Data will be used to direct strategic planning of executive committee at Palmetto College.

- **Amount:** \$7982.68

- Dr. Emily Schafer, Assistant Professor of Psychology:
  - Students presented at SEPA Conference on summer research - Adverse childhood experiences in students on two-year college campuses.
  - Presentation about post-Covid mental health of college students at the 10th annual congress on mental health in Dublin.
  - Paper under review for a special issue journal Stress, Burnout, and Trauma in Schools: Coping Strategies for Teachers, Staff, and Students. Entitled: trauma-informed care training in schools: a review.
  - Reviewing a paper for psychological trauma APA journal:
    - Investigating the Roles of Stereotype Beliefs and Posttraumatic Cognitions in the Relationship Between Experiences of Discrimination and Posttraumatic Stress Symptoms

#### **Facilities**

- The Whitener Central Building second floor HVAC project is moving a few weeks ahead of schedule, originally estimated as a 4-6-month project that started in February.
- Renovation work on Truluck Gym (roof/bathrooms) will start after the semester concludes, as well as work on the new wet lab in the Nursing Simulation Lab building and on the softball/baseball fields.
- Preparations are underway for the move of the Laurens location to the old Bell Street school property over the summer. The school district there is committing substantial resources toward helping to have it ready in time for the start of the Fall 2023 semester.

#### **Budget**

- FY23 tuition revenue is at 95.95% of budget to date. Spring tuition revenue was down about 8% from budget, but we hope to recoup some of these losses during the summer sessions. Expenditures as of the close of the 3<sup>rd</sup> quarter were at 76.19% of budget.
- The FY24 budget process continues to unfold at the state house. The Senate Finance version of the budget saw some changes from the initial House Ways and Means version. Notably, those changes included an increase in tuition mitigation recurring funds for our campus from the House version; and increase in the dollar amount of capital projects funding from the House version; reinstatement of the technology funding for the system institutions; and some changes to the pay plan in the House version. For the pay plan, the Senate version proposed a raise for full-time state employees of \$2,500 for full-time employees making \$50,000 or less. For those making \$50,000 or more, it would be a 5% raise. The process will still need to go back to the House and to conference from there before it is finalized, so there will still be the opportunity for changes to be made.
- Columbia has already requested our budget request for FY25, which Michele has submitted for us this week, and includes requests for recurring funding to increase ongoing support of operating costs without raising tuition, operation of the Apple labs in the Carnegie library and out in the Laurens County libraries, funds to keep up with expanding facilities and costs of maintaining those, and for recurring salary funds to be able to hire on more full-time faculty and staff. This request also includes a substantial amount of one-time money from the state to go towards a variety of physical plant and infrastructure projects. This request is for the budget that the state legislature will eventually put together next summer for the following fiscal year (after the FY24 money is finalized for the coming year).

**Academic Dean's Report  
APRIL 2023**

**IMPORTANT CONTACT INFORMATION**

Majdouline Aziz: [azizma@mailbox.sc.edu](mailto:azizma@mailbox.sc.edu)

Amber Ivey: [ail@mailbox.sc.edu](mailto:ail@mailbox.sc.edu)

**Final Exams:**

- Final exams for full semester classes are to be given ONLY at the regularly scheduled time listed on the final exam schedule.
- In any course or laboratory that meets weekly, no quiz, test, or examination shall be given during the last class session before the regular examination period. In any course or laboratory that meets two or three times a week, no quiz, test, or examination shall be given during the last two class sessions before the regular examination period. In any course or laboratory that meets more than three times a week, no quiz, test, or examination shall be given during the last three sessions before the regular examination period.

**Final Grades:**

- When entering final grades in Self-Service, if a student had stopped attending that class at some point (or stopped logging in the case of an online class), you will need to enter a grade of "FN" (rather than just an "F"), as well as their last date of attendance/login for that student. Those unearned/walk-away FN's are tracked by Financial Aid to determine if the student owes additional money and that information needs to be as accurate as possible when those grades are entered.
- Final grades are submitted and posted to students' academic records using Self Service Carolina. Final grade rolls will be available 2-3 business days before the last day of class and are due no later than 72 hours after the date of the scheduled final exam. Grades submitted late may affect a student's academic standing, eligibility for financial aid, or ability to graduate.

**Advising:**

- Summer and Fall 2023 schedules are live.
- Please be sure to review your courses on these schedules and reach out to your advisees to schedule advising appointments.

**Course Materials and Syllabi:**

- Be sure to get information about any required course materials for your summer and fall courses to Tanja Black as soon as possible, ideally using the online submission portal to submit textbook information. If you are not requiring students to purchase any materials for your class, also let her know so they can convey that to the students as well.
- Always be sure to submit summer and fall syllabi (by the first day of each semester) to Amber Ivey as soon as you have them prepared.

**PURE Grant:**

- \$12,500 available in funds.
- I am pleased to announce that the Palmetto Undergraduate Research Experience (PURE) grant program has been renewed for this year. As you may recall, this grant program provides students at the four Palmetto College campuses with the opportunity to conduct research

during the summer under the mentorship of a faculty member. The goal of this program is to encourage and enhance student-faculty mentoring and joint research efforts.

- I emailed for your review a FAQ page. Please review this page carefully. I also emailed you the application for funding. The application dates for 2022 are **May 1, 2023 through June 9, 2023.**
- Applications are evaluated and awarded on a rolling basis (pending available funds). Please note that these applications are to be completed by the student but will require a signature and letter of recommendation from the faculty mentor. Incomplete applications will not be considered. Applications/letters of recommendation should be emailed directly to me.

## Committee List Update – Spring 2023

### Faculty Senate

(Senators: 3-year term)

- Andrew Kettler (Rights & Responsibilities)...term ending spring 2026
- Emily Schafer (Faculty Welfare)...term ending spring 2024
- Tekla Ali Johnson (System Affairs)...term ending spring 2025
- Randy Ivey (alternate) annually appointed, 2023-24
- Andrew Pisano (Alternate)...annually appointed, 2023-24
- Steven Lownes (Chair Elect 2023-24; PC Senate Chair 2024-26)

Columbia Faculty Senate Representative: (2-year term)

- Gale Ashmore (term ending in 2025)

Palmetto College Faculty Senate Research and Productive Scholarship Committee: (2-year term)

- Katie Klik (term ending spring 2025)
- Tekla Johnson (start spring 2023, end spring 2025)

Provost's Palmetto College Campuses Advisory Committee: (2-year term)

- Helene Maire-Afeli (term ending spring 2025)
- Lee Morris (term ending spring 2025)

Palmetto College Campuses Faculty Senate Academic Advisory Committee: (2-year term)

- Emily Schafer (term ending spring 2025)

Palmetto College Campuses Grievance Committee: (1-year term)

- Chris Rinehart (ending Spring 2024)

Local Campus Tenure and Promotion Committee:

- Avery Fouts (chair)

Palmetto College Tenure and Promotion Committee: (3-year term)

- Steve Lowe (2023-26?)
- Andrew Pisano

Current Local Union Committee Rosters

(In addition to filling vacancies, open for discussion for any faculty seeking to rotate on or off of any of these local committees. Year-by-year appointment)

USC Union Faculty Organization:

- Andrew Pisano (Chair)
- Avery Fouts (Vice Chair)
- Gale Ashmore (Secretary)

USC Union Faculty Advisory Committee:

- Andrew Pisano (FO Chair)
- Steve Lownes (Academic Affairs Chair)
- Kevin Torres (Student Affairs Chair)
- Katie Klik (Welfare Chair)
- Avery Fouts (Scholarship Chair)
- Emily Schafer (DEI Chair)
- Maggie Aziz (ex officio)



USC Union Academic Affairs Committee:

- Steve Lownes (Chair)
- Emily Schafer
- Lee Morris
- Gale Ashmore
- Andrew Pisano (ex officio)
- Maggie Aziz (ex officio)

USC Union Student Affairs Committee:

- Joe Anderson (Chair)
- Katie Klik
- Andrew Kettler
- SGA President
- SGA Vice-President
- SGA Secretary
- Brad Greer (ex officio)
- Andrew Pisano (ex officio)
- Maggie Aziz (ex officio)

USC Union Faculty Welfare Committee:

- Katie Klik (Chair 2023-26)
- Helene Maire-Afeli
- Joe Anderson
- Andrew Pisano (ex officio)
- Maggie Aziz (ex officio)

USC Union Scholarship Committee:

- Avery Fouts (Chair)
- Sandy Phillips Long
- Kevin Torres
- Andrew Pisano (ex officio)
- Maggie Aziz (ex officio)

USC Union SAP Committee:

- Brad Greer (Chair)
- David Mitra
- Kristie Roberson
- Andrew Pisano (ex officio)
- Maggie Aziz (ex officio)

USC Union Peer Review Committee:

- Avery Fouts (Chair)
- Sandy Phillips Long
- Lee Morris
- Randy Ivey
- Helene Maire-Afeli
- Andrew Pisano (ex officio)
- Maggie Aziz (ex officio)

USC Union Diversity, Equity, and Inclusion (DEI) Committee:

- Emily Schafer (Chair)
- Steve Lownes
- Gale Ashmore
- Tekla Ali Johnson (formally added spring 2023)
- Zach Simmons
- Michael Sumner
- Maggie Aziz (ex officio)

CARES Committee:

- Maggie Aziz (Chair)
- Emily Schafer
- Tony Gregory
- Lynn Edwards
- Brandon Simpson

Academic Intervention Committee:

- Maggie Aziz (Chair)
- Steve Lownes
- Anita Whitney
- Brandon Simpson
- Randy Ivey
- Bobby Holcomb
- Christen Mayes