

Regional Campus Faculty Senate
Minutes of Meeting
April 2, 1976
Union Regional Campus

Welcome

Corrections to
the Minutes
February 13,
1976

Minutes
approved
as corrected

The fourth and final meeting of the Regional Campus Faculty Senate was called to order by Chairperson Emily Towler (Aiken). The Chair called for corrections to the minutes of the February 13, 1976 meeting. There was one correction. Professor John Samaras (Lancaster) informed the Chair that he had been misquoted on page 6 (third paragraph, lines 10-12) of the Minutes as saying that the faculty at Lancaster had received an "illusory mention" of the budget. The correct expression, he said, should be "allusory mention" meaning that the budget had been alluded to in their faculty meeting, but had not been described in detail. He then added that since the last Senate meeting, the Lancaster faculty has held a meeting in which their budget was presented in detail. There were no other corrections, and the minutes were approved in the form they had been presented to the Senators, and as corrected.

II. Introductions and Comments by University Officials.

Chairperson Towler introduced the President of the University, Dr. William H. Patterson, as the first speaker.

President
William H.
Patterson

Dr. Patterson addressed the Senators on the subject of the University's governance system. He first noted that the University's budget for the next year would probably not be increased over this year's amount. He also noted that the Medical School would probably continue to receive funding for next year. He then described and discussed the three levels involved in University governance as represented by (1) the State's Commission of higher Education (2) the University's Board of Trustees, and (3) the Faculty Senate. He noted that House Bill 37-38 which has been introduced to the legislature would change the composition of the Commission on Higher Education. It would, he said, replace individual institutional representatives with eighteen members selected from judicial circuits and two from elsewhere. It would also, he said, give the new commission power to eliminate courses and programs in addition to its present power to approve new programs, and would change the budgeting system from a formula to a continuing system. Concerning the Board of Trustees, he observed that the Board is in charge of all nine campuses as a result of having "inherited" the regional campuses rather than as a result of having been established by law to govern them. Concerning the faculty senates, he noted that having three senates in the system (main campus, regional and regional campus senates) may create a problem as to who is legislating for whom; and advised the Senators to think about their role and about how that role should be played in the governance of the University. He concluded by encouraging the Senators to continue to inform the administration of their reactions to administrative matters.

There were no questions.

Chairperson Towler next introduced Dr. George Curry, Secretary of the University and Secretary to the Board of Trustees, as the second speaker.

Dr. George
Curry

Dr. Curry spoke on the nature and function of the Board of Trustees. Characterizing the Board as the agency that sets and monitors goals

for the University, he described its duty to pick a president and monitor his performance as perhaps its most important function. He explained that since the President selects and monitors the performance for the University's administration, the Board monitors the "general health and tone" of the administration through the president. Although the president is the official channel of communication with the Board, he said, the Board is open to anyone at the University regardless of their status, provided that they first exhaust normal channels through the Provost's office as well as explanations through the president's office. He emphasized that although the Board sets and monitors goals, it does not, at least in theory, administer them. Describing the distinction between setting and administering goals as consisting of a fine line, Dr. Curry stated that there is a temptation to draw the Board into some administrative functions. Trustees, he explained are elected by legislators, are highly visible to their constituents, and fee responsive to public need. Concerning the Law School, he conceded that the Board has gotten into trouble by attempting to administer the School's admission policy, but added that the conflict produced a "healthy situation" by reminding the Law School that it is a part of the University system. Concerning the budget, he indicated that for the first time, the Board might have to make some policy decisions on priorities the University should have for financing. He noted that this will be something new for the Board to consider this year, since they have been fairly well assured that needs could be met each year for the past decade.

There were no questions.

Chairperson Towler announced that Dr. H. Willard Davis, Vice-President in charge of regional campuses, was not able to attend the meeting and called on Dr. John Duffy, Associate Vice-President in charge of regional campuses.

Dr. John
Duffy

Dr. Duffy reported that three items had been referred to him during the last Senate meeting. They were: (1) a financial report, which he said would be submitted by Professor Nancy Moore later in the meeting; (2) information concerning regional campuses input on the New Courses and curriculum Committee prior to its approval of courses; and (3) the status of the Regional Campus Faculty Manual. Concerning (2), he reported that he had received a form for new courses and curriculum which had yet to be approved by the main campus Faculty Senate. If enacted, he said, it will request department heads to state whether proposed courses affect regional campuses and whether the changes have been coordinated with regional campuses. (Note: see the report from the Representative to the New Courses and Curriculum Committee, item V.B. of these Minutes, for details.) Concerning (3), he stated that administrative changes were being made to update the Faculty Manual with changes that had already been approved. He explained that actions which are manifested in the main campus Faculty Manual, and actions which had been approved by the Regional Campus Faculty Senate (for example, new procedures for promotions and tenure) were to be included. He noted, however, that the Manual will apply only to two year campuses, since four year campuses must now develop their own Manual. He then introduced the guest speaker, Ms. Byrn Birch, Employee Benefits Advisor for the University Personnel Office to speak to the Senate on fringe benefits, especially insurance and retirement programs.

Ms. Birch presented a brief overview of programs available through her office, and then opened the floor to questions. She presented the programs.

Ms. Byrn
Birch
Employee
Benefits
Counselor

in the following order:

1. The State's Insurance Program
2. Additional insurance plans available through the University to its employees.
3. The State's retirement program

State
Insurance
Programs

1. The State insurance program. Ms. Birch described this program as comprised of three separate types of insurance: health insurance coverage, life insurance coverage, and disability income insurance coverage. She then discussed each type of coverage separately.

Health
Insurance

a. Health insurance coverage. There are, she said, three different health insurance plans available to State employees: Plan A (formerly known as the "extended" coverage); plan B (formerly known as the "standard" coverage); and Plan C (new as of the Fall of 1975). Plan B, she said, is selected by the majority of faculty members, and differs from Plan A in two important respects. First, although both plans cover hospitalization costs, Plan A requires \$2500 deductible charges, whereas Plan B requires no deductible charges. Second, physician's charges are paid on a fee schedule under plan A which, she explained, sets the amount to be paid for each surgical procedure or for in-hospital medical treatment. She contrasted this to Plan B which pays physician's charges according to the "customary and prevailing fee". She explained that physicians who are participating members in Blue Shield have agreed to accept what Blue Shield pays under Plan B, regardless of their normal charges. On the other hand, she said, physicians who do not participate in Blue Shield have not agreed to accept this amount, and pointed out that "we have found that ninety percent of the time there is going to be a difference between what Blue Shield pays and what the doctor charges you." She added that both plans A and B are designed to cover in-hospital charges and will cover only three types of out-patient treatment: out-patient surgery out-patient therapy, and the initial treatment for injuries in connection with an accident. However, both plans, she said, carry a major medical insurance designed to cover generally out-patient types of treatment which allows as eligible charges such expenses as: ambulance charges, prescription drugs, office visits to the doctor when ill or injured, diagnostic X-Ray and laboratory work done on an out-patient basis, prosthetic devices, braces, nurses, etc. She described its type of coverage as a \$100 deductible per person per contract year type, with the contract year running from July to July of each year. According to her, this insurance will pay eighty per cent of eligible charges after the first \$100, and claims for it are very simply filed by the patient directly with Blue Cross-Blue Shield, who in turn reimburses the patient directly.

She mentioned Plan C only briefly, stating that only a few University people participate in it because it is designed to work in conjunction with other insurance plans employees might have, possibly through spouses employed elsewhere. It is, she said, a weekly disability income insurance in the form of a major medical plan that pays benefits only after \$700 deductible charges per person have been paid.

Life
Insurance

b. Life insurance coverage. The state, she said, carries a \$3,000 life insurance policy on each employee. The policy includes an accidental death benefit that will pay double, or \$6,000, in the

event of accidental death.

c. Disability income insurance. The waiting period for the state's disability income insurance coverage, she said, is ninety days. After ninety days, the coverage will pay up to sixty per cent of the patient's monthly salary, but not to exceed \$600 per month.

Concerning the state plans in general, Ms. Birch noted that the state pays completely for plan A, and for the life insurance and disability income insurance coverages on each employee. Employees who wish to cover dependents or purchase Plan B, must pay an additional charge.

2. Insurance plans available through the University to its employees

a. Disability income insurance. The University offers a disability income protection plan to provide coverage in addition to the state's coverage through the Pilot Life Insurance Company, Ms. Birch stated. The University's Educational Foundation pays twenty-five per cent of its premiums, and employees, she said, are given a considerable amount of choice because the plan does not have a set coverage. According to her, employees may choose their own elimination period or waiting period from 30, 60, 90, to 180 days in order to coordinate with other benefits or sick leave; they may also choose the percentage amount of their salary they will receive, as well as the length of time for which they are to be covered. An agent for the Pilot Life Company who works with her office, she said, is willing to attend regional campuses on request for the purpose of setting up individual appointments and giving individual estimates, free of any obligation.

b. Life insurance. Ms. Birch also informed the Senators that the University offers a group term life insurance program through the Prudential Life Insurance Company, of which the Educational Foundation also pays twenty-five per cent of the premiums. It is a "decreasing term insurance" which "decreases with your age but can increase with your salary," and the cost of coverage is determined wholly objectively, by age and salary. She described as a "very unusual feature" the plan's capacity to pay dividends in the form of paid-up insurance, depending on the experience of the group each year. Each year, she said, an Insurance and Annuity Committee determines whether the plan will pay dividends on the basis of the amount of premium dollars paid each year by each participant, and added that last year participants received approximately seventy cents per premium dollar paid. The plan also has an accidental death and dismemberment benefit in the event of accidental death or dismemberment.

3. The state's retirement program. Ms. Birch first discussed two benefits of the retirement system that can be activated prior to retirement, after stating that participation in the system, which is mandatory for all state employees, requires contributions of four per cent on the first \$4800, and six per cent on the remainder, which is payroll deducted from each employee's salary. The two benefits are:

a. The beneficiary of any employee who dies after contributing to the system for one year will receive a year's salary plus any contributions made by the employee to the system.

b. Any employee who becomes totally disabled after contributing for five years to the system is eligible to receive disability retirement with a life-time monthly income from the system.

She then mentioned that individuals may compute a rough estimate of their retirement pay by a very simple formula, and described various

State
Retirement
Program

options available in the amount and manner of pay. There are options she said, to enable retirees to receive a reduced monthly income with the named beneficiary receiving a monthly income after the retiree's death, and an option to retire with benefits reduced at five per cent a year for each year prior to age sixty that the employee retires. Retirement with full benefits comes after thirty years service or after an employee has reached age sixty-five, and there is no minimum number of years for an employee to belong to the system after age sixty, in order for him/her to retire.

Employees are "vested" in the system, after fifteen years of state service meaning, that they may leave state service and yet leave their contributions in the system in order to draw a monthly income from it sometime after age sixty, she said. State employees who do not retire but who die either (a) after age sixty-five, or (b) after age sixty with twenty years of service, or (c) after thirty years of service, are entitled to a survivor's allowance which pays their beneficiaries a monthly salary in addition to a year's salary. Finally, she said, the state maintains and pays a portion of a Blue Cross-Blue Shield plan for retirees that coordinates with medical and other insurance.

Questions
on Health
Insurance

Having concluded her overview, Ms. Birch opened the floor to questions. In answering questions concerning health insurance, she said that the physical examinations are not deductible on the major medical plan "unless something is wrong with you"; that dental work will most likely not be included in the state contract this year due to its expensive premiums; and that Blue Cross-Blue Shield normally pays benefits in three to four weeks, although out of state claims may take considerably longer. She recommended contacting her office if reimbursements are not received in three or four weeks. Disputes with insurance companies can be appealed in writing to a medical board, but she again recommended notifying her office to check the records as the first step. She also stated that although Blue Cross-Blue Shield does not wish to discontinue its policy with the state, it does want to increase its rates by approximately thirty-five per cent. The state Board should decide which company is to receive the contract in May. While predicting that there will be a premium increase, she noted that the amount of increase to be paid by employees cannot be determined until May or June, at which time the state will determine whether to increase its own contribution above the current \$16.74 per month per individual. Concerning sick pay, she stated that sick days are counted on the basis of days missed from work rather than on consecutive days during which a person is sick, so that week-ends or normal days off for example, are not counted. In response to an example in which an individual "was a part-time administrator and a part-time faculty member who taught two days a week and who, when hospitalized, kept up his administrative load but did not teach, and therefore whose sick days were counted as only two days a week," she responded that "normally in that case it is counted as five days a week." She also responded that liability insurance for faculty members who are injured while on University business is available through Workman's Compensation, for which forms for filing claims are available through the Personnel Office.

Questions
on
Retirement

Concerning the retirement system, a Senator asked whether there is a plan in the system "whereby one can assign a portion of his retirement now to his beneficiary in the event of death," so that the beneficiary could receive it prior to the date of retirement, if necessary. Ms. Birch answered that "the only benefit the beneficiary would receive would be a year's salary." Only in certain conditions--

i. e. age sixty with twenty years service, age sixty-five, or thirty-five years service, she added, would the beneficiary receive a monthly income from the retirement system. Another Senator asked whether this meant that "once your retirement gets to be vested, and you die before the age of sixty-five or thirty-five years of service, that none of your beneficiaries can get any of your money." Ms. Birch responded that no, she was not saying that; instead, the beneficiary "receives the years salary plus any contributions and interest that have accrued to your account; they would get it but they cannot elect to receive it in a monthly amount." In response to a further question, she said the beneficiary "always receives any money that you have contributed, and after the first year they would receive a year's salary in addition." The year's salary, she said, would be based on the employee's salary of the fiscal year during which he/she died.

In response to further questions on retirement, she stated that state law makes it mandatory for all state employees to belong to the retirement system and that no progress has been made on a bill introduced into the state legislature last year to reduce the retirement age to age sixty-two and to reduce the vesting period to five years. Information from the floor pointed that the vesting period recommended by Federal guidelines for annuities and retirement is "around ten years." In reference to the percentage rate of growth of the retirement fund, she explained that "if you withdraw from the system (resign and withdraw), you would receive four per cent interest on your contributions suggestion from the floor estimated the latter rate has improved, perhaps as much as five and one-half per cent. Ms. Birch also responded that any money taken out of members salaries for tax-sheltered annuity programs is deducted before taxes are paid out, and added that the University "will payroll deduct for any tax-sheltered annuity handled by licensed insurance companies, but does not recommend one company over another." Asked for her reflection to the main campus Faculty Welfare Committee's proposal that contributions to the retirement system be tax sheltered, she said that although she was aware that much interest has been expressed in the issue she did not know what progress had been made. She noted that the South Carolina Education Association is also interested in seeing legislation to that effect passed.

There were no further questions, so Ms. Birch concluded by encouraging faculty members to call her office for any questions they may have.

Professor
Stephen
Ackerman

Chairperson Towler then called upon Professor Stephen H. Ackerman, Chairperson of the University Senate, to address the Senators.

Professor Ackerman thanked the Senators for the "association we have had the past year which has been very profitable for me and one of increasing pride." He drew attention to the "complexities of our relationship" which extend, he said, "beyond administrative knotholes and the Board of Trustees down to our own faculty senates with separate faculty manuals." He emphasized the importance of communication between the two groups, noting that the separate faculty manuals nevertheless describe faculty duties and privileges concerning curricula, admissions

and degree requirements in a similar manner. He therefore encouraged the two senates to continue their relationship, even if they remain as separate entities in the future.

III. Report from the Nominating Committee

Nominations

Professor Lee Craig (Sumter) reported that the Nominating Committee had selected the following persons to be nominated for the offices of the 1976-77 Faculty Senate:

Chairperson--Dr. Don Weser (Sumter)
Vice-Chairperson-- Professor John Samaras (Lancaster)
Secretary-- Professor Betty Martin (Union)
and the following persons to be nominated as representatives to the main campus committees:

Library Committee-- Dr. John Wright (Union)
Faculty Welfare Committee-- Dr. Wm. J. House (Aiken)
New Courses and Curriculum Committee-- Professor Margaret K. Foster
Academic Advisory and Faculty Liaison Committee-- Professor Emily Towler (Aiken)

Professor Craig explained that the latter position had been made necessary by the resignation of the past year's representative, and stated that the Senate's selection would be offered as a recommendation to President Patterson.

No new nominations were made from the floor, so the Chair announced that it would hold nominations open until later in the meeting at which time the Committee's recommendations would be acted upon.

Standing Committees

IV. Reports from Standing Committees

A. Rights and Responsibilities

On behalf of the committee, Dr. John Wright (Union) asked Dr. Duffy to clarify the distinction between contact hours and credit hours, explaining that "several committee members felt they were not quite clear, particularly as regards the maximum hours a teacher would be allowed to teach with no objection". Dr. Duffy responded that the Faculty Manual definition of a full load as between twelve and fifteen hours (see Manual, pp. 26-27) refers to credit hours. Contact hours, he added, refer to hours spent in the classroom as well as instruction in laboratory situations outside of classrooms. He further responded that the formula for credit hour production consists of multiplying the number of students in a class by three (four for four hour courses). Asked whether credit hour production is used in promotions, Dr. Duffy responded emphatically that it is not, adding that it is solely a general device used to determine how effectively the faculty is being used.

Rights and Responsibilities

B. Financial Concerns

Financial Concerns Salary Survey

Professor Nancy Moore (Spartanburg) distributed the salary survey compiled by her Committee and entitled "Characteristics of the Regional Campus Faculty and Some Administration" (reprinted here as Appendix I.).* She reminded the Senators that their motion requesting the survey had asked for about ten variables (see November 14, 1976 Minutes, p. 11), but added that after consultation with mathematicians

*A revised report from the Committee was subsequently received by the Secretary and is here reprinted as Appendix II.

and statisticians, a "multiple regression analysis" seemed desirable as well. She defined a multiple regression analysis as "a device for determining what weight a particular variable plays--for example, what does it mean in terms of salary to be on a particular campus as compared to the main campus", and stated that one had been run but had just been received by the Committee. She explained that it would take more time to interpret the data, and cited as problems in the interpretation the inclusion of fifty-seven people on twelve month contracts (largely administrators) in the original analysis; the need to use discipline as a factor for further analysis; and the fact that "our analysis only accounts for 57% of the amount we want to account for in terms of salaries, and it may be that salaries are decided more randomly than we had thought, or it may be that we are not putting in the right variables in the right way." She therefore emphasized that the information resulting from the multiple regression analysis should be regarded as tentative.

Concerning the data, she stated that the total number of cases is 334 but the number of salaries is only 332 and that people with 9 month contracts, 12 month contracts, and 10.5 month contracts were included in the survey, thus inflating some of the salaries where special cases, such as a Dean who is also an assistant or associate professor, are included. She characterized people with 12 month contracts as 80% administrative, while people with 9 month contracts are almost wholly teachers. Those with 10.5 month contracts, she said, are not to be confused with teachers who teach also during the summer. She noted that the major difference between male and female salaries occurs because many more males than females have doctorates. She considered the number of faculty members at each location to be understated by the absence of reference to teaching associates, but said the three larger campuses account for about two-thirds of the faculty. The Committee she said, used two measures to assess the effect of experience on salaries: number of years employed within the University system (including moves from the instructor level up between regional campuses, or from the main campus to a regional campus), and years since highest degree. The average salaries are computed at nine months for everybody, but are inflated, she said, because they include 10.5 month and 12 month salaries, yet exclude teaching associates. The large differential between male and female salaries would be reduced substantially with information from the multiple regression analysis because it would take the degree earned into consideration, she said. Concerning the average salary-basis of pay figures, she said that the average salary for 12 month people who are not at the assistant director level or above is approximately \$14,000; and that of the 15 females who work for twelve months none are librarians, leaving only six in administration. Finally, she said, the nine month figures is "the closest we could come to what is a pure teaching average--\$12,000 as compared to administrators who also teach at \$12,900".

In response to questions Professor Moore stated that the "average salary-rank" includes people who have 9, 10.5 and 12 month contracts, but the salary listed is what they would get on a 9 month basis; that the "average salary-basis of pay" includes the total salary; that the multiple regression analysis would reduce the difference between male and female salaries by taking other factors, notably degree achieved and discipline, into account; that people with 10.5 month contracts are usually College of Education appointees; and that median salaries had not been used in the survey, but could possibly be made available. She noted that statisticians recommend the variables be reduced, prompting the Committee to consider differentiating between large and small campuses.

Professor Moore concluded by stating the Committee would like to work with the data longer, and would also "like to recommend that we have printed for the Regional Campus Office a list of names and salaries with the observed salary and the predicted salary so that it would be possible to identify cases that need to be looked at." She explained that "observed salary" means the actual salary earned by an employee, and that factors deemed relevant through a multiple regression analysis could be used to predict what that salary ought to be.

C. Intra-University Services and Communications
No Report

V. Special Committee Reports

Special
Committee
Reports
Library
Committee

A. Library Committee--Dr. Conway Henderson (Spartanburg), Representative
Dr. Henderson reported that the last meeting of the Committee on February 25, was devoted to budget matters that relate directly to the main campus library, and hence only indirectly to regional campus concerns. Mr. Tombs, he explained, is making certain budget considerations to reduce expenses; among these are the following.

1. The library will become a member of the Center for Research Libraries, giving it access to many materials, most notably journal articles, without having to pay individual subscription fees for these materials. Membership will also vastly increase the number of articles available to member libraries, and will provide access to any journal published in science, technology or social science since 1970. Little used serials would be weeded out.

2. The library's acquisitions should be balanced, and Mr. Tombs recommends setting up a council to review requests for serial subscriptions to offset the rising cost of journals.

3. The library's university press plan, by which it purchases books from university presses, should be made more selective, particularly with regard to foreign (except British and French University presses) books.

4. Academic departments on the main campus would be expected to pay for all subscriptions to serials and standing orders.

Dr. Henderson then commented that prospects for regional campus faculty to have greater use of the main campus library are in his opinion more apt to decline than to increase. He reported that he does not believe Mr. Tombs favors the Regional Campus Faculty Senate's request to extend the loan period from three to six weeks for regional campus faculty (see October 3, 1975 Minutes, p. 7), and he related his impressions that in the Committee, "library services are regarded as very autonomous and I think it is their desire that as soon as possible we should begin to handle our own library services and not be dependent on the main campus library." In response to a question, Dr. Henderson stated that he did not know what extent regional campus faculty would benefit from the services provided by the Center for Research Libraries. He had the impression, he said, that faculty members who go directly to Columbia without using interlibrary loan arrangements would be able to utilize these services.

New Courses
and Curriculum

B. New Courses and Curriculum Committee--Professor Margaret K. Foster (Lancaster), Representative. Professor Foster related the following report:

"In the main Campus Faculty Senate Minutes of the meeting held March 3, 1976 you can read the details of approved changes in the College of EDUCATION and Journalism. In the College of Humanities

and Social Sciences there is a new course in Greek, a change in Music and Theatre and Speech, and a new course in Religious studies. In the College of Science and Mathematics there are description changes in Math and a new course in Physics. There have been major changes in the College of Health and Physical Education including many deletions and many new courses and also curriculum changes. A proposal for a baccalaureate degree in General Studies after 3 undergraduate years and one year of medical or dental school was also approved.

"Coming up before the Senate on April 7 are changes in Education, quite a few changes in Anthropology, Pharmacy, Chemistry, and Geology.

"Items approved by the committee to go before the following Senate meeting include changes in Art, Math, Geology, Computer Science and University 101. There is going to be a special meeting concerning University 101 next Friday. Some departments want special sections of University 101 and there was a lot of discussion pro and con so we are holding this special session to work things out.

"Also we are devising a new form to be used for changes in curriculum and New Courses which will hopefully include the following: "Will this course be offered on the Regional Campuses?" Give Details, and "Have such plans been coordinated with the Regional Campuses?" This should allow us to know, and be consulted about changes before instead of after the fact."

In response to a question, Professor Foster stated that the new form for changes in curriculum and new courses would at least make department heads, who must sign the forms, aware that courses they design could possibly be taught on regional campuses.

Academic
Advisory

C. Academic Advisory-Faculty Liaison Committee--Professor Carolyn Wynn (Spartanburg), Representative. Professor Wynn reported that she understood that the Board of Trustees will meet in June, and that the Committee will try to meet sometime prior to the end of school. Some confusion was generated on the floor concerning the date of the Board's meeting until President Patterson informed the Senators that by law, the Board must meet after the appropriations bill is approved, but not later than June 10.

Faculty
Welfare

D. Faculty Welfare Committee--Dr. Harry Shealy (Aiken), Representative. Dr. Shealy reported three items.

1. University employees, he said, now accrue sick leave at the rate of one and one-fourth days per working month, as distinct from other state employees who accrue sick leave at the rate of fifteen days per year. The difference, he explained, is that faculty members are not employed for a full year, as are other state employees. The maximum amount of sick leave available is ninety working (not calendar) days, although sick leave can be borrowed and "credited to your account". He noted that the benefit at one time carried a "Grandfather Clause" which prevented employees who used up all their available sick leave from using more than their allotment again.

2. He reported that no action had yet been taken by the Committee on securing guaranteed summer employment for faculty members who elect to teach during the summer.

3. Finally, he reported that the Committee proposal to have the State shelter the retirement fund has been printed as Attachment four (page 9) of the Agenda for the April 7 University Senate meeting. He commented that the plan, which asks the state to contribute to the retirement fund in place of its University employees (who must otherwise pay taxes on their contributions), appears to be "on its way

out".

In responding to a question concerning the Grandfather Clause Professor Shealy said that the regulation had been changed in 1969, and that prior to that time he believed employees were automatically awarded thirty days sick leave for the first year, sixty days for the second year, etc.

Special
Committee
on Research
Opportunities

E. Special Committee to Research Means for Increased Professional Development for Regional Campus Faculty--Professor James Farmer, Chairperson. Professor Farmer noted that the Committee had been formed last year through a "need to find out what opportunities were available as things stand for now for faculty members who wish to engage in research for professional growth," and then submitted a "report with no recommendations" for the Senate's deliberation. Concerning present opportunities, he drew attention to the statement of the University's research policy in the Faculty Manual (pp. 38-44), according to which the University encourages research and assigns a "moderate sum" each year for this purpose. Faculty members, he said, may apply to the Chairman of the Research Committee who "usually responds after obtaining support of their department heads." He also noted that the University serves as the contracting authority and will assist in preparing grant proposals to governmental and private agencies. According to the research policy, he said, sabbatical leave is available only to professors and associate professors with tenure, thereby excluding the "vast majority" of regional campus faculty. Conditions of sabbaticals, he added, provide for either a full academic year's leave at one-half the salary, or a full salary for one-half of the academic year. Moreover, he said, the awards depend on budgetary considerations which in recent years have been given top priority. Work schedule adjustments are not mentioned in the section of the Manual that defines a normal work load, he said, but "a comment alluding to the possibility of reduced work loads for research in some instances" can be found on page 39, in the "Research Policy" section of the Manual. Other present opportunities he mentioned include: the opportunity to take courses on the main campus for a \$10 fee; the availability of interlibrary loan; and the opportunity (which Committee members report varies in degree from campus to campus) to receive clerical assistance for typing manuscripts, etc. Inter-University communications, such as the "Monday Morning Memo" and the monthly grant statement, can help faculty members prepare for research, but he noted that they are sometimes received too late to be acted on.

Professor Farmer then identified the specific problems to be three-fold:

1. Lack of funds due to the general economic picture at the moment.
2. Lack of encouragement, particularly on some campuses, from the administration. He reported that the Committee felt that this was the "most sensitive area" because the official policy needs to be supported by the "practical matter of what kind of support, cooperation, and encouragement you receive from those you work with." He added that policies appear to vary from campus to campus with regard to the weight placed on research for promotions and tenure, and also noted that the smaller campuses operate under entirely different procedures than do the larger campuses.

3. The feeling of isolation that results from a lack of contact on regional campuses with other members of the same discipline.

He then proposed two "suggestions" for faculty members to consider:

Suggestion 1. Each regional campus could provide a bulletin board for the specific purpose of acting as a clearing house for grant and loan information.

Suggestion 2. A Speaker's Bureau comprising a list of faculty members from various campuses who would be willing to speak on selected subjects, should be available shortly and could be used effectively. He noted, however, that remuneration in most cases is not possible, except perhaps for the free use of the University vehicles for transportation.

Chairperson Towler thanked Professor Farmer and received the report as Information. She then asked for any questions.

Dr. Duffy commented that the University does have an Office of Grants and Research, which faculty members should use for assistance in filling out forms for research, etc. The office, he said, is headed by Dr. Riley Macon, and its staff is most cooperative.

There were no other questions. On Professor Farmer's request, the Chair asked the Senate whether the Special Committee should be dissolved with this, its year-end report to the Senate. Professor Jimmie Nunnery (Lancaster) moved the following:

Motion

That the report be received as information and recorded into the Minutes for Senators to study between now and the next Senate meeting, at which time the Senate should decide whether further study should be taken.

Motion Passed

The motion was seconded and passed by a unanimous voice vote.

VI. Unfinished Business

Unfinished
Business

The chair announced that items of unfinished business listed on the Agenda had already been covered by Professor Moore's report on the salary survey and by Professor Farmer's comments concerning the Speaker's Bureau. Professor Jerry Dockery (Military) then asked Dr. Ackerman for a report concerning a meeting Dr. Ackerman had recently with the chairman of the main campus Faculty Welfare Committee. Professor Dockery explained that the Committee had "taken action over a year ago to include military regional campuses into the faculty as a whole, specifically into promotion and tenure procedures," and that he wanted to know whether this action was going to be reported to the next main campus Faculty Senate. Dr. Ackerman answered that the Committee's action would be reported at the next meeting of the Senate.

There was no other unfinished business.

New Business

VII. New Business

The Chair announced that item a on the agenda, dealing with the Faculty Manual Update, had been covered by Dr. Duffy's earlier comments. The Chair then moved to item b, the election of officers and special committee representatives. Professor Craig re-submitted the Nomination Committee's slate of nominees. There were no new names submitted from the floor, and a motion was made, seconded, and passed to vote on the slate rather than on each nominee separately. Professor Carolyn Wynn (Spartanburg) then moved that the Senate accept the nominations by acclamation. The motion was seconded and passed, unanimously.

Elections of
Officers and
Representatives

Professor Alice Henderson (Spartanburg) then presented two motions under new business.

Two Motions

Motion 1. That the Senate hold two meetings next year.

Motion 2. That at least one of these meetings be held in Columbia.

Professor Henderson explained that Motion 1 would ease the burden of representation for those who also attend the main campus Faculty Senate, and that Motion 2 was motivated by a desire to reduce the amount of travel time to meetings in various parts of the state.

Professor Nunnery announced as a point of order that the Senate two years ago had ruled that the number of meetings would

be at the discretion of the Executive Committee, but would be no less than two. He added that the location for meetings is usually determined through invitations from various campuses. Chairperson Towler observed that a precedent for Motion 2 is available, since the Senate each year meets once in Columbia. Professor Henderson responded that she wanted to "avoid situations where we're driving to the corners of the State when there is a central location." Chairperson Towler commented that one reason for the different locations was to acquaint people with other campuses, and recognized Dr. Duffy. Dr. Duffy stated that the "idea of setting this up is that they be held on a rotating basis so that members of this body representing faculties on all the campuses can see what the whole system looks like." He added that he realized the inconvenience, but thought it worth it. The motion was not seconded, and was not brought to vote.

Motions not
Voted on

Request to
Reorder Agenda

Professor Farmer introduced another item of new business. He requested that the Senate reorder its agenda in the following manner: Items 1 through 4 ("Call to Order," "Corrections/Approval of Minutes," "Introductions and Comments by University Officials," and "Guest Speaker" when appropriate), be placed in the morning session, followed by campus caucuses and lunch. Following lunch, the standing committees could meet, followed by the business session (Items 5 onward). Professor Farmer explained that the intent of the suggestion was to make any information that invited speakers and University officials may have available to the Senators for the rest of the day. Then, he said, such information could be taken into account in caucuses and committees, and action on it could, when necessary, be taken during the afternoon meeting rather than at some future meeting.

Chairperson Towler encouraged the Senators to address the issue even though a motion had not been made from the floor. She noted that "it is the stated business of the Executive Committee to set up the Agenda and I am sure the Executive Committee would be delighted to take your comments." Professor Samaras stated as a point of order that reordering the Agenda would require an amendment to the Faculty Manual which states, as part of the standing rules of the Senate, that the second item of business is to be the report from University officials. He later stated that he had been correctly advised that the Manual sets forth only the suggested order of business. In response to a question, Professor Farmer emphasized that only Items 1 through 4 should be moved to the morning session, to preserve a reasonable hour for lunch. Professor Wynn stated that an amendment to the Manual could be avoided by simply dividing the general session into two parts, an a.m. and a p.m. session, with intervening committee meetings, but expressed hesitation at the thought of dividing the session in two. Professor Dockery suggested that the format be kept the same for the convenience of the invited guests, to which Dr. Curry responded that people from Columbia should be able to attend morning sessions as well. Professor Wynn then moved that the matter be submitted to the Executive Committee for further study and investigation. The motion was seconded. Professor Nunnery then asked that the motion be amended to read as follows:

Motion

That the matter be submitted to the Executive Committee who after further study and investigation, will have the power to make a decision on it in time for the changes to be incorporated into the Manual.

He explained that administrative changes were to be made in the Manual within the next few months and before the Senate meets again. By empowering the Executive Committee to make the changes, he said, the Manual could be kept up to date. Professor Wynn and her second

Motion
passed

agreed to the amended version. The motion as amended was voted on and passed unanimously.

There was no further new business.

Chairperson Towler then announced that "it has been a pleasure to be your Chairperson this year; I have enjoyed my fellowship with all of you and I am getting to know you better, so I relenquish the Chair with a great deal of thanks to you for the opportunity." She then turned the meeting over to the New Chairperson, Dr. Don Weser (Sumter). Dr. Weser thanked Professor Towler and complimented her on the "splendid way you have conducted the meetings this year." Professor Nunnery then asked the Senators to give Professor Towler a standing ovation and a round of applause for the work she did. The Senate heartily responded.

There being no further business, Chairperson Weser adjourned the meeting

CHARACTERISTICS OF THE REGIONAL
CAMPUS FACULTY AND SOME ADMINISTRATION

Total Cases: 334

RACE

| | | |
|---------------------------------|--|-------|
| American Indian, American Negro | | |
| Oriental American, or | | |
| Spanish American | | 2.4% |
| Other | | 97.6% |

SEX

| | Number | Percent |
|--------|--------|---------|
| Male | 227 | 68.0 |
| Female | 107 | 32.0 |

DEGREE

| | Number | Percent |
|--------------------|--------|---------|
| <u>Bachelor's</u> | | |
| Male | 7 | 3.1 |
| Female | 7 | 6.5 |
| Total | 14 | 4.2 |
| <u>J.D. or LLB</u> | | |
| Male | 1 | 0.4 |
| Female | 0 | 0.0 |
| Total | 1 | 0.3 |
| <u>Master's</u> | | |
| Male | 110 | 48.5 |
| Female | 81 | 75.7 |
| Total | 191 | 57.2 |
| <u>Doctorate</u> | | |
| Male | 109 | 48.0 |
| Female | 19 | 17.8 |
| Total | 128 | 38.3 |

LOCATION

| | Number | Percent |
|--------------|--------|---------|
| Aiken | 56 | 16.8 |
| Beaufort | 18 | 5.4 |
| Coastal | 87 | 26.0 |
| Sumter | 27 | 8.1 |
| Lancaster | 31 | 9.3 |
| Salkehatchie | 14 | 4.2 |
| Union | 19 | 5.2 |
| Spartanburg | 82 | 24.6 |

The three larger campuses account for 2/3's of the faculty.

BASIS FOR PAY

| | Number | Percent |
|-------------|--------|---------|
| 12 months | 57 | 17.1 |
| 9 months | 265 | 79.3 |
| 10.5 months | 10 | 3.0 |
| 4 months | 2 | 0.6 |

NUMBER OF YEARS EMPLOYED (WITH THE UNIVERSITY SYSTEM)

| Years | Men | | Total | | Women | |
|-------|--------|------|--------|------|--------|------|
| | Number | % | Number | % | Number | % |
| 0 | 2 | .9 | 3 | 0.9 | 1 | .9 |
| 1 | 31 | 13.7 | 53 | 15.9 | 22 | 22.6 |
| 2 | 44 | 19.4 | 59 | 17.7 | 15 | 14.0 |
| 3 | 44 | 19.4 | 57 | 17.1 | 13 | 12.1 |
| 4 | 33 | 14.5 | 51 | 15.3 | 18 | 16.8 |
| 5 | 21 | 9.3 | 30 | 9.0 | 9 | 8.4 |
| 6-10 | 40 | 17.6 | 62 | 18.6 | 25 | 21.3 |
| 11-15 | 10 | 4.4 | 16 | 4.8 | 6 | 6.5 |
| 16-21 | | | 3 | .9 | | |

About three-fourths of both males and females have been employed 5 years or less.

RANK

| | MALES | | FEMALES | | TOTAL | |
|---------------------|--------|------|---------|------|--------|------|
| | Number | % | Number | % | Number | % |
| Professor | 5 | 2.2 | 1 | .3 | 6 | 1.8 |
| Associate Professor | 34 | 15.0 | 6 | 5.6 | 40 | 12.0 |
| Assistant Professor | 120 | 52.9 | 55 | 51.4 | 175 | 52.4 |
| Instructor/Lecturer | 37 | 19.8 | 29 | 27.1 | 66 | 19.8 |
| Librarian | 2 | .9 | 9 | 8.4 | 11 | 3.3 |

YEARS SINCE HIGHEST DEGREE

| Years 1 | MEN | | WOMEN | | TOTAL | |
|------------|--------|------|--------|------|--------|------|
| | Number | % | Number | % | Number | % |
| 1 | 17 | 7.5 | 8 | 7.5 | 25 | 7.5 |
| 2 | 27 | 11.9 | 17 | 15.9 | 44 | 13.2 |
| 3 | 22 | 9.7 | 8 | 7.5 | 30 | 9.0 |
| 4 | 27 | 11.9 | 26 | 7.5 | 36 | 10.8 |
| 5 | 20 | 8.8 | 9 | 8.4 | 26 | 7.8 |
| 6-10 | 64 | 28.2 | 31 | 28.9 | 95 | 28.5 |
| 11-15 | 27 | 11.9 | 12 | 11.3 | 39 | 11.7 |
| 16-20 | 9 | 3.9 | 8 | 7.4 | 17 | 5.1 |
| 21-26 | 10 | 4.4 | 4 | 3.6 | 14 | 9.6 |
| 27 or more | 4 | 1.7 | 4 | 3.6 | 8 | 2.4 |

Approximately 50% of the faculty members (46.8% of women, 49.8% of men) have earned the highest degree within the past five years. About 75% of the faculty members have earned the highest degree within the past 10 years.

AVERAGE SALARY - RANK

| | | |
|---------------|-----|--------|
| Professor | 6 | 16,715 |
| Associate | 40 | 14,734 |
| Male | 34 | 15,001 |
| Female | 6 | 13,223 |
| Assistant | 175 | 12,069 |
| Male | 120 | 12,215 |
| Female | 55 | 11,750 |
| Instructor | 62 | 10,831 |
| Male | 34 | 11,073 |
| Female | 28 | 10,537 |
| Librarians | 11 | 11,789 |
| Total Average | | 12,907 |

AVERAGE SALARY - BASIS OF PAY

| Basis | Number | Salary |
|-------------|--------|--------|
| 12 months | 57 | 16,545 |
| Male | 42 | 17,824 |
| Female | 15 | 12,963 |
| 10.5 months | 10 | 15,740 |
| Male | 8 | 16,420 |
| Female | 2 | 13,022 |
| 9 months | 264 | 12,041 |
| Male | 174 | 12,316 |
| Female | 90 | 11,511 |

Average salary for Vice-President, Director, Associate Director, Assistant Director, Dean, Acting Dean. (29 total) 19,052.

Appendix II

A REVISED REPORT FROM THE FINANCIAL/CONCERNS
COMMITTEE, SUBMITTED BY PROFESSOR NANCY MOORE, CHAIRPERSON

When the Financial Committee presented its salary report at the last Senate Meeting, we did not include information on the Sumpter Campus or on Teaching Associates. In fact, some senators and administrators felt that we should separate four-year and two-year campuses to reflect differences in criteria for rank on the teaching level

Below is a revised report. I have also asked the computer center to send Dr. Duffy the regression analysis of salaries. Apart of that analysis is a list of faculty members by names, present salary, and location (2 or 4-year Campus). This list, though fallible and crude, should help alert administrators to any unwarranted salary differences.

I suggest that the Finance Committee continue to refine this analysis next year by adding such additional variables as discipline (or perhaps division). I further recommend that the Committee include members competent in statistics. Information should be requested from the Computer Center by December. While I will not be a Senator next year, I will be happy to confer with Finance Committee members on procedures and possibilities.

AVERAGE SALARIES FOR FACULTY MEMBERS EMPLOYED 9 MONTHS

ASSOCIATE PROFESSOR OR PROFESSOR

| | <u>TOTAL</u> | <u>MALE</u> | <u>FEMALE</u> |
|-----------------------------|--------------|-------------|---------------|
| 2-year Campuses Number | 13030 7 | 13293 5 | 12371 2 |
| 4-year Campuses Number | 14826 36 | 14891 31 | 14428 5 |
| 2&4-year Campuses Number | 14534 43 | | |

ASSISTANT PROFESSOR

| | <u>TOTAL</u> | <u>MALE</u> | <u>FEMALE</u> |
|-----------------------------|--------------|-------------|---------------|
| 2-year Campuses Number | 11456 56 | 11532 41 | 11248 15 |
| 4-year Campuses Number | 12227 110 | 12443 70 | 11868 40 |
| 2&4-year Campuses Number | 11967 166 | | |

INSTRUCTOR

| | <u>TOTAL</u> | <u>MALE</u> | <u>FEMALE</u> |
|-----------------------------|--------------|-------------|---------------|
| 2-year Campuses Number | 10588 19 | 10553 13 | 10664 6 |
| 4-year Campuses Number | 10607 35 | 10859 15 | 10417 20 |
| 2&4-year Campuses Number | 10600 54 | | |

TEACHING ASSOCIATE

| | <u>TOTAL</u> | <u>MALE</u> | <u>FEMALE</u> |
|-----------------------------|--------------|-------------|---------------|
| 2-year Campuses Number | 3483 2 | 3483 2 | |
| 4-year Campuses Number | 8277 12 | 7500 2 | 8432 10 |
| 2&4-year Campuses Number | 7592 14 | | |

AVERAGE SALARIES FOR 12-MONTHS EMPLOYEES (EXCLUDING LIBRARIANS)

| | <u>TOTAL</u> | <u>MALE</u> | <u>FEMALE</u> |
|-----------------------------|--------------|-------------|---------------|
| 2-year Campuses Number | 16288 17 | 16725 15 | 13013 2 |
| 4-year Campuses Number | 18661 27 | 19244 23 | 15308 4 |
| 2&4-year Campuses Number | 17744 44 | | |

Faculty Senate
Minutes
from Union



UNIVERSITY OF SOUTH CAROLINA

COLUMBIA, S. C. 29208

PERSONNEL SERVICES

TO: DR. JOHN DUFFY

FROM: BYRN B. BURCH *BBB*

SUBJECT: CORRECTIONS TO THE APRIL 2, 1976, REGIONAL CAMPUS
FACULTY SENATE MEETING MINUTES

Page 3, lines 12-13 should read: Plan A (formerly known as the "standard" coverage); Plan B (formerly known as the "expanded" coverage):

Page 3, line 17 should read: \$25.00 deductible charges,

Page 3, line 49 should read: weekly disability income insurance plus a major medical

Page 5, lines 48-49 should read: responded that faculty members who are injured while on University business are covered under Workmen's Compensation,