

APR 77

Regional Campus Faculty Senate Meeting  
Beaufort Regional Campus  
Minutes: April 1, 1977

Introduction  
of Speaker

Prior to the General Session of the Faculty Senate Meeting, Chairperson Don Weser introduced the guest speaker, Mr. Rick George, Executive Director of the South Carolina Arts Commission.

Mr. Rick  
George  
S. C. Arts  
Commission

Mr. George stated that the purpose of the South Carolina Arts Commission is "to promote and develop the arts in South Carolina". He told the Senators that even though a large percentage of the Commission's budget goes to grants-in-aid to support artists and arts organizations throughout the state, the primary focus of the Commission's legislative mandate is on advancing the arts in the state through actual programming.

He stated that this is accomplished through three programming divisions: Arts-In-Education, Professional Arts Development and Contemporary Arts. The Arts-In-Education Division encourages the development of the arts as an integral part of the learning process in the state's educational system. The Professional Arts Development Division supports those citizens who are involved in the arts as creators, participants or audiences and the Contemporary Arts Development Division aims to expand the scope and increase the quality of the arts experience of South Carolina citizens. He encouraged the Regional Campuses to utilize the services provided by the Arts Commission.

General  
Session

The Faculty Senate Meeting was called to order by Chairperson Don Weser.

Chairperson Weser called for corrections of the minutes of February 11, 1977. The minutes were approved as distributed.

I. Comments by University Officials.

A. President William H. Patterson:

1. President Patterson commented on the position of the University with regards to seeking membership in the Atlantic Coast Conference. He stated that an in-depth study would have to be made as to what is required to join the conference.

2. President Patterson discussed the present situation in regards to the University's relationship with the Branch Campuses. He expressed his concern for these campuses and commended Dr. H. Willard Davis for his work in the Academic Affairs of these campuses. He, also, stated that many changes had taken place since the state began furnishing money for

capital improvements on the Branch Campuses.

3. President Patterson brought the Senators up to date on the Board of Trustees in regards to seeking a President. He stated that no candidates had been interviewed by the Board of Trustees and, hopefully, this situation will be resolved within the next few months.

B. Provost Keith E. Davis:

Provost  
Davis  
revision of  
Academic  
Standards

1. Provost Davis stated that his principle subject was the work currently being done on the Columbia Campus concerning the revision of academic standards by all Colleges. He reported that there were no drastic changes taking place.

Provost Davis reported that the Faculty Senate made a recommendation during a Fall meeting that each College be empowered to set its own rules for entrance into the college as a major and its own standards with respect to being in good academic standards in the college. This was approved by the Board of Trustees in January.

Provost Davis reported that there are a number of colleges considering a "C" average (2.0) being required either in all of the coursework or in certain required courses for that major as the standard of admission to the college as a major in that division. He stated at this time no college or school is proposing a standard higher than that except the baccalaureate Nursing Program and this is due to the growth of that school within the last five years.

Provost Davis urged the Senators to pay particular attention to the proposals coming forward at the next Columbia Senate Meeting which would be distributed for review and discussion, and that the vote will take place in the May Senate meeting.

Study of  
Suspension  
Policies

2. Provost Davis stated that the general suspension policies are being studied and some changes will be made which will probably be based on the old University suspension policies. He reported that the same rules that apply to the Columbia Campus will also apply to the two year Regional Campuses.

3. Provost Davis offered to answer questions.

a. Will there be any differences as far as procedures in paperwork for students transferring from Regional Campuses?

Provost Davis responded that there will be some new procedural work. Possibly, a review of the students record by the Admission Officer in the College.

b. Will it still be possible for students with undecided majors to transfer to the Columbia Campus?

Provost Davis' reply was yes. He stated that the

undecided major program will continue and that there is no distinctive grade point average for that major.

C. Dr. H. Willard Davis

Dr. Davis  
Tenure and  
Promotion  
Procedures

Dr. Davis commented on the Tenure and Promotion Procedures of the Regional Campuses.

1. He stated that he did not think that anyone who expected to be considered during a session should serve on the committee that year.

2. Dr. Davis stated that the reviewing of all files each year has caused some problems which must be altered.

3. He stated that the two year campus committee and two of the four year campuses have been too generous in recommending faculty from Assistant to Associate Professor.

Dr. Davis stated that changes will be made for more practical procedures in the future.

In his last comments to the Senate, Dr. Davis stated that from 1968 - present, he has enjoyed meeting with the Faculty Senate and wished successful careers to everyone and the best to all the Regional Campuses.

D. Dr. John J. Duffy

Dr. Duffy  
Student  
Performance

Dr. Duffy commented on the report concerning the performance of students transferring from Regional Campuses to the Columbia Campus. He stated that five campuses are still progressing and three are not. He suggested that campuses need to pay more attention to the quality of the two year programs and the grading practices in relationship to students in the programs.

He urged the body to encourage faculty members to make studies and offered his support to anyone interested in making detailed follow-up studies. He stated that the reports on student performance are available at each campus.

II. Report from the Nominating Committee

Nominating  
Committee  
Report

A. Professor Jimmie Nunnery (Lancaster) reported that the Nominating Committee had selected the following persons:

Vice-Chairperson--Professor John Stine (Union)  
Secretary--Professor Elizabeth Dunlap (Beaufort)  
Curricula and New Courses Committee--Professor Marnie Foster (Lancaster)  
Faculty Welfare Committee--Professor Dinford Maness (Sumter)  
Library Committee--Dr. John Wright (Union)  
Academic Advisory and Faculty Liaison Committee--Professor Jimmie Nunnery (Lancaster)

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

III. Reports from Standing Committees

Standing  
Committee  
Reports

A. Rights and Responsibilities--Professor Jimmie E. Nunnery (Lancaster) Chairperson:

Presented one motion for action by the Senate.

Motion 1

1. That an additional member be added to the executive committee making the composition of the committee total five. This person shall be elected at large from the Faculty Senate annually.

Discussion: Dr. Wright (Union) asked Professor Nunnery to give the rationale on this motion. Professor Nunnery stated that the rationale of the committee as follows:  
(1) How do you break a dead lock on a four person committee?  
(2) The Nominating Committee tried in every way possible to have representation from all Regional Campuses some place, which turned out to be impossible. Therefore, the committee felt that this would solve that problem and give equal representation to all campuses.

Motion  
Approved

The motion was approved.

Professor Nunnery reported that the Nominating Committee had a nominee for the additional member--Professor Marion Preacher (Salkehatchie).

B. Financial Concerns Committee--Professor Marnie Foster (Lancaster) Chairperson.

Professor Foster stated that Professor Harold Sears will make a report on the salary study. (pages 5-7)

C. Intra University Services Committee--Professor Judy Session (Salkehatchie) Chairperson.

Professor Session presented two motions for action by the Senate.

Motion 1

1. That the Regional Campus Faculty Senate recommend that a Regional Campus Librarian be appointed to the University Committee studying the report of the South Carolina Commission on Higher Education report entitled, "Resources of South Carolina Libraries."

After a lengthy discussion, the motion was amended as follows:

Financial Concerns Committee Report: Dr. Harold Sears

Last year, the Financial Concerns Committee described the faculty of the regional campus system, with emphasis on salary. We continue to be interested in salary, particularly in what factors affect one's salary.

One's highest degree no doubt affect one's performance and so should in part determine one's salary. One's salary should also be based on rank (ie. assistant professor) and on years of experience. Other factors might affect one's salary as well: sex, race, field of study, campus. It might be that, other things being equal, females are paid less than males, non-whites are paid less than whites, artists are paid less than scientists, or those at small campuses are paid less than those at larger ones. We are now measuring, by means of regression analysis, how much each of these variables affect one's salary, and the results of this study are presented in an appendix to these minutes.

The accompanying frequency distribution shows (although it does not measure) how salary is related to two variables--highest degree and rank. For purposes of comparison, every salary was converted to "pay per nine months" and was rounded to the nearest \$500. This is plotted along horizontal axis. Number of individuals is plotted along the vertical axis. We considered only full-time faculty at the five two-year campuses. Notice that there are five separate graphs, each with its own base-line. Within each graph, the height of each bar is proportional to the number of individuals earning that salary.

Based on the large spread in those graphs, it is clear that degree and rank are by no means the only variables that affect salary. The regression analysis will expand on this point. In the meantime, each faculty member can examine his or her salary, with respect to that of his peers, and ask (himself, his superiors) why he is receiving what he is.

In addition to this internal study, we compared faculty salaries at USC regional campuses with those at some other campuses in South Carolina. We found that salaries are much lower on the regional campuses than on the main campus. The mean salary of an instructor at U.S.C. is 10.9, of an assistant professor is 14.4, and of an associate professor is 18.0 (thousands of dollars based on data for 1975-76 published in the AAUP bulletin for summer of 1976). However, regional campus faculty do not earn much less than the faculty of four-

year institutions that do not grant higher degrees (Benedict, Central Wesleyan, Coker, Columbia, Lander, Newberry, Presbyterian, Voorhees, Wofford). At these institutions, the mean salary of an assistant professor is 11.4, and of an associate professor is 13.3 (again, from AAUP for 1975-76). Note that this regional campus study considers 1976-77 salaries and that none of these studies considers fringe benefits, which tend to be higher elsewhere.

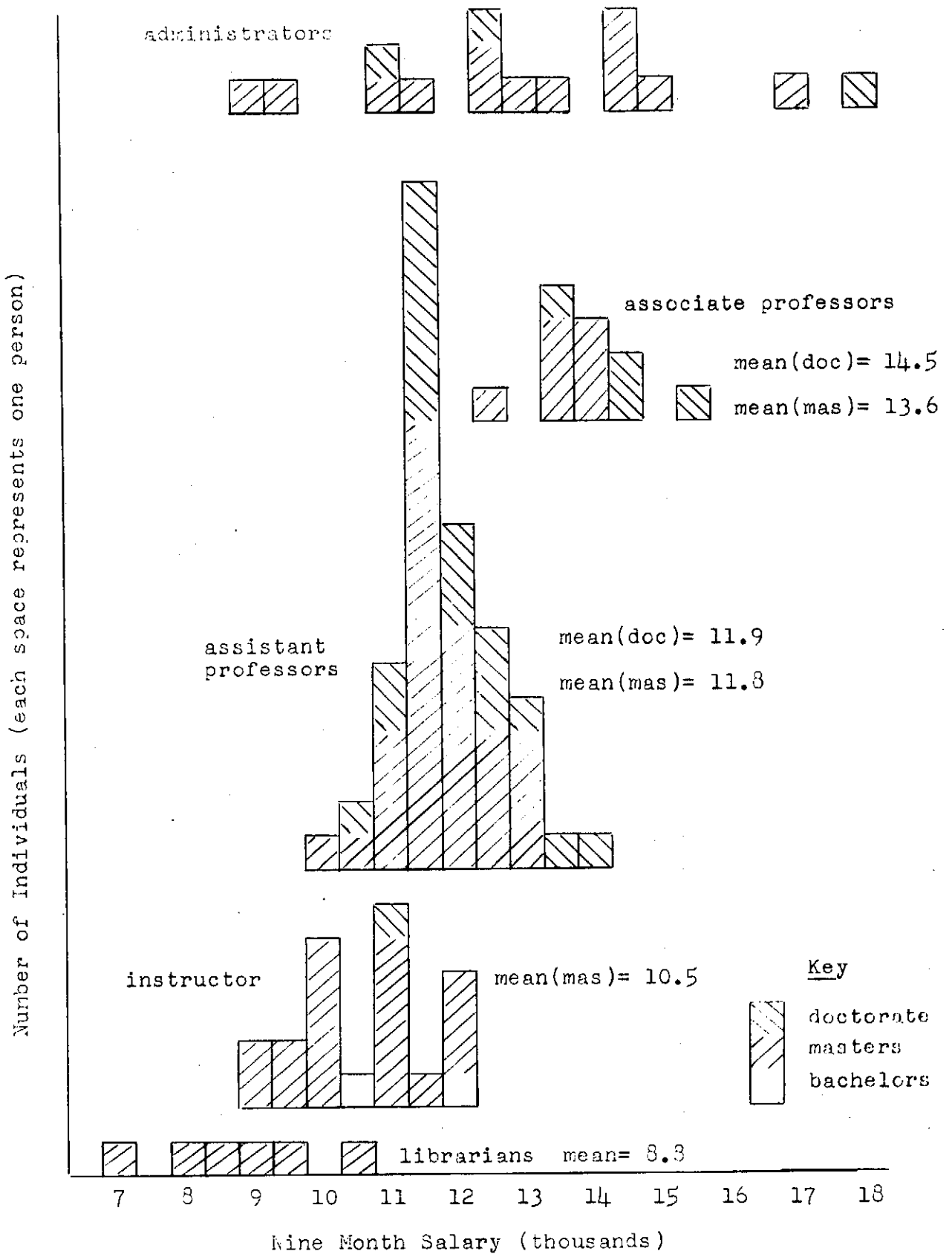
This analysis is really concerned with estimating the difference between two salaries, given certain information about the people. If two faculty members were alike in all respects examined except rank, one would estimate that the librarian was earning \$3473 less than the administrator. Given the information we have, we would estimate that a librarian earns \$1630 less than an otherwise equivalent instructor (the difference between the two figures in the table). We would estimate that an assistant professor earns \$1685 less than an otherwise equivalent associate professor.

In interpreting these results, we must realize that we do not have all the relevant information. We have no direct measure of one's teaching ability or research effort. We do not know where one's degree was earned. These and other variables probably have an effect on salary and would probably alter the apparent effect of all other variables.

With these reservations, however, it seems clear that rank is the strongest determinant of one's salary. Of course, rank is an indirect measure of most of the variables we would expect to affect salary, including teaching ability and research effort. It appears that degree and experience at USC also affect salary to some extent. Although it is surprising, it seems safe to suggest that one's campus has a substantial effect on one's salary, and field, sex and race might exert a small effect as well.

Dorsey Glenn of the Computer Center gave us a great deal of assistance in this analysis, and we are very grateful to her.

### SALARY DISTRIBUTION ACCORDING TO RANK AND DEGREE



That the Regional Campus Faculty Senate recommend that a Regional Campus Librarian be consulted by those who act upon the study of the South Carolina Commission on Higher Education entitled "Resources of South Carolina Libraries."

The motion was approved.

Motion 1  
Approved

Motion 2

2. That the Senate go on record in support of recommendation #5 which states, "Define the role of the University of South Carolina toward its branches and Regional Campuses, particularly with respect to the coordination of library development."

The motion was approved.

Motion 2  
Approved

#### IV. Special Committee Reports

A. Library Committee--Dr. John Wright (Union) Representative.

Dr. Wright reported that five principles areas were discussed in the library meeting.

1. Use of the library during the energy crisis.
2. A need for increased funding for the library for next year.
3. Discussion on book theft and mutilation.
4. Classification of periodicals for the Science Library.
5. The Library is now in the Association of the Center for Research Libraries which is a holding in Chicago with all kinds of materials. This is primarily for those doing research work.

Dr. Wright stated that the next meeting would be in April.

B. Curricula and New Courses Committee--Professor Marnie Foster (Lancaster) Representative.

Professor Foster reported that she had attended four meetings since the last Senate meeting. She stated the Columbia Senate met and made a few minor changes. She referred to changes made in the Art Department, English Department in deletions and number changes and descriptions. She mentioned other changes in Media Arts, Department of Philosophy, Religion and Sociology. She suggested referral to the Columbia Senate Minutes and Agenda for details on these changes.

C. Faculty Welfare Committee--Professor John Woodward (Military) Representative.

Professor Woodward reported that two items were discussed in the committee meeting.

1. A discussion concerning the Columbia Campus Faculty



Manual on the Tenure and Promotion Procedures being re-evaluated every three years in conjunction with the Promotion and Tenure Committee with the Faculty Welfare Committee.

2. A Publication sent out by the State Employees Association on two goals.

- a. To lower retirement age from 65 to 62 with no penalty.
- b. To work for an increase for the "graded employees."

Professor Woodward stated that there was nothing in the goals relating to the Faculty members in the institutions of higher learning. He reported that the committee contacted the Employees Association concerning these goals and were told that there was a misunderstanding and suggested that more faculty members join the association, also that faculty members organize some kind of an organization to support them in this area.

Dr. H. Willard Davis responded concerning the State Employees Association stating that there is a small percentage of faculty members who join the association and that the association has helped faculty members in many ways. Again, he encouraged more interest in the Association.

D. Academic Advisory--Faculty Liaison Committee--  
Professor Emilie Towler (Aiken) Representative.

1. Professor Towler re-emphasized Provost Davis' report on the establishment of criteria for academic standards in the Schools and Colleges on the Columbia Campus. She encouraged the body to circulate the criteria and get input from each faculty member because of its importance to the Regional Campuses.

2. Professor Towler commented on the work of the Search Committee stating that seven names had been sent to the Board of Trustees. She also, stated that if the Trustees propose someone else, the Search Committee will be reactivated, because all candidates must be examined by the Search Committee.

#### V. Unfinished Business

Chairperson Don Weser introduced two resolutions for action by the Senate.

RESOLUTION

Resolution 1 WHEREAS, William H. Patterson has devoted thirty-four years, from 1943 to the present time, in service to the University of South Carolina;

WHEREAS, From 1966 to 1974 he served as Provost of the University;

WHEREAS, From 1974 to the present time he has served as President of the University;

WHEREAS, While Provost, he was instrumental in the establishment and organization of the Regional Campus Faculty Senate in January, 1968;

WHEREAS, Through the years since he has continuously provided the Senate with his encouragement and guidance; and

WHEREAS, The Senate wishes to express their recognition and appreciation of these and his many other accomplishments;

THEREFORE BE IT RESOLVED, That William H. Patterson be henceforth regarded as an Honorary Regional Campus Senator and be accorded the rights and privileges thereof, and

BE IT FURTHER RESOLVED, That William H. Patterson be presented a signed scroll documenting this event.

Resolution 1  
Approved

The resolution was approved.

Resolution 2 WHEREAS, H. Willard Davis has devoted thirty-six years, from 1941 to the present time, in service to the University of South Carolina;

WHEREAS, From 1972 to 1974 he served as Vice Provost for Regional Campuses;

WHEREAS, From 1974 to the present time he has served as Vice President for Regional Campuses, Research and Continuing Education;

WHEREAS, For the last five years he has provided the Senate with his encouragement and guidance; and

WHEREAS, The Senate wishes to express their recognition and appreciation of these and his many other accomplishments;

THEREFORE BE IT RESOLVED, That H. Willard Davis be henceforth regarded as an Honorary Regional Campus Senator and be accorded the rights and privileges thereof; and

BE IT FURTHER RESOLVED, That H. Willard Davis be presented a signed scroll documenting this event.

Resolution 2  
Approved

The resolution was approved.

Chairperson Don Weser presented scrolls to President William H. Patterson and Dr. H. Willard Davis which were signed by all Faculty Senators.

VI. NEW BUSINESS

Chairperson Don Weser stated no vote was necessary for the incoming Chairperson--Vice-Chairperson John Samaras (Lancaster).

Election of  
Officers and  
Representatives

There being no other nominees from the floor, the following slate of nominees were elected as Officers and Representatives :

Professor John Stine (Union), Vice-Chairperson; Professor Elizabeth Dunlap (Beaufort), Secretary; Professor Marion Preacher (Salkehatchie), Member at Large; Dr. John Wright (Union), Library Committee; Professor Dinford Maness (Sumter), Faculty Welfare Committee; Professor Marnie Foster (Lancaster) Curricula and New Courses; Professor Jimmie E. Nunnery (Lancaster), Academic Advisory and Faculty Liaison Committee.

VII. Announcement:

Chairperson Don Weser expressed his thanks to everyone for cooperating during the past year. He then gave the Chair to Vice-Chairperson Samaras.

There being no other business, the meeting was adjourned.

Appendix

Regression analysis describes the effect of one or more variables (such as rank or degree) on another variable (salary). Our first question was: what proportion of the observed variation in salary is explained by each of the variables we are considering? In essence, this is asking: given that I know only your rank or your degree etc., to what extent can I determine your salary? These are the results:

<u>Variable</u>	<u>Proportion of variation in salary explained</u>
rank	52%
yrs. at USC	12
sex	11
campus	9
field*	9
highest degree	5
yrs. since highest degree	1
race**	0

\*All faculty except administrators and librarians were labeled as to field: arts, sciences, business, or education.

\*\*All faculty were labeled either white or nonwhite.

These data suggest that rank is a strong determinant of one's salary, followed by years at USC, sex, etc. One's degree does not seem to strongly affect salary. However, this analysis considers each variable separately and does not allow for the fact that the variables are related to one another. For instance, sex might predict salary as well as it does because few women have doctoral

degrees.

Therefore, we asked what effect does a given variable have on salary assuming that all other variables are held constant (see Table I)? The procedure used was multiple linear regression, and the data are the partial regression coefficients for the variables listed. They are presented in terms of the effect in dollars on one's nine-month salary. First we considered all faculty members but omitted the variable "field" (because administrators and librarians were not assigned a field of study). Then we considered instructors, assistant professors, and associate professors only and examined all variables.

TABLE I

The Effect on Salary in Dollars of---

	A*	B**
being librarian rather than administrator	-3473	
instructor "	-1843	
assistant professor "	-1301	
associate professor "	+ 384	
being at Beaufort rather than Sumter	-1210	-924
Salkehatchie "	-1090	-884
Union "	-1081	-494
Lancaster "	- 355	- 49
having bachelors rather than doctorate	-1491	-549
masters "	- 663	-333
being in arts rather than education		+ 38
business "		-110
science "		+227
being female rather than male	- 494	-299
being white rather than non-white	+ 528	+388
each year's experience at USC	+ 165	+ 67
each year's experience since degree	- 6	+ 7

\*Considering all faculty members

\*\*Considering instructors, assistant professors, and  
associate professors only