

UNIVERSITY CAMPUSES FACULTY SENATE
April 13, 1984
Beaufort Campus

Informal Session

Chairman Nunnery presented the following resolution concerning Marnie Foster, which was adopted by unanimous consent:

RESOLUTION

WHEREAS: Margaret K. Foster, Associate Professor of Foreign Languages at USC-Lancaster, since 1963, was involved in many areas of academic life, and

WHEREAS: Mrs. Foster (Margaret K. Foster) was an enthusiastic and effective teacher, well-loved by her students because of her ability to bring to the classroom the added dimensions of extensive travel, wide reading, and varied experience, and

WHEREAS: Mrs. Foster served as Chairman of the USC-Lancaster Faculty in 1973 and had worked with the Student Scholarships and Special Awards Committees over many years, and

WHEREAS: The entire University Campuses System as well as Lancaster Campus Community shares the deep sadness and sense of great loss since Mrs. Foster's death, and

WHEREAS: Mrs. Foster did not confine her efforts solely to the academic community, but coordinated a Foreign Films Festival for a number of years and too an active interest in the arts, and

WHEREAS: She was a valuable member of the University Campuses Faculty Senate, serving on the Curricula and New Courses Committee and Chairing the Welfare Committee.

NOW THEREFORE BE IT RESOLVED: That the University Campuses Senate recognizes with gratitude the outstanding contributions made to higher education at USC-Lancaster, the University Campuses Senate, and the greater University of South Carolina, and

BE IT FURTHER RESOLVED: That the Senate extends its deepest and heartfelt sympathy to her family, friends, and co-workers.

Normally the reports of the System Vice President and Associate Vice President for University Campuses and Continuing Education are presented in the formal session. However, because of the need for standing committees to have certain information, a portion of these reports were therefore presented during the informal session.

Professor John Gardner, Associate Vice President for University Campuses and Continuing Education

Professor Gardner provided the following information concerning salaries:

Professor Gardner recounted the steps involved in the salary study and specifically cited the letter of request for information submitted to the System Vice President's Office by Dr. Robert Castleberry (Sumter) on behalf of the Senate. He went on to state, "The Vice President and I talked about this and we were already well persuaded that significant inequities exist, inequities in terms of your work load, experiences, and education, vis a vis other members of the University System faculty."

The Associate Vice President explained the difficult and complex process his Office went through to obtain the salary information requested by the salary study subcommittee of the Welfare Committee. He also emphasized that the information sought by his Office was that requested by the subcommittee and not just the information the System Vice President's Office felt was needed.

Professor Gardner acknowledged the role and efforts of a number of people on each campus and within the system offices in Columbia. In particular he pointed to the Herculean and exhaustive efforts of Dr. Milton Baker.

Professor Gardner explained that salaries are decided on a formula developed by the Commission on Higher Education and funded by the General Assembly. According to Professor Gardner, "That formula is built by taking the salaries of our five campuses including and comparing them with salaries of so-called peer-institutions. Such existing places, as I've learned, as LSU at Eunice; I'm sure you've all heard of the institution...What we are doing is working with the Budget Director and the Commission and are trying to find alternative peer institutions with which to compare ourselves. Dr. Duffy and I have come up with an alternative list of institutions and have given it to the correct people to see if we can't get our notion of peer institutions significantly changed in the minds of the Commission as they put together the formula. What this means is the formula that is being built now for the 85-86 appropriation bill, not this coming year, but the following year. It is very important that you understand that."

In reporting what action will be taken this year, Professor Gardner stated that President Holderman had been informed of the actions of all concerned to date and that the President stated he would do all that he could for us. Professor Gardner also stated, "He made it very clear that he was not in favor of a concept of across-the-board raises, not only for our campuses, but for any campus in the University System. He is a believer in the merit concept and that has been characteristic of his administration now for over seven years"

Professor Gardner reported that Dr. Holderman stated our salaries for the coming year hinge on the following factors:

1. Full Formula Funding
2. 100% funding of the salary package (in the past we have been funded for only 70% of the package passed by the General Assembly)
3. Action in the Senate
4. Revenue Forecast for the State

Professor Gardner then cautioned the body that even if all of these things come to pass that the picture might not be as bright as it appears. The University Campuses are still tied to an enrollment-driven formula and there are only two campuses that will even make slight gains in this area (based on Fall 1984 enrollment).

The Associate Vice President ended his presentation by stating, "The Vice President and I--you really have our attentions, we're doing everything we can; this has been a top priority for us, before and especially subsequently since the last meeting."

Professor Gardner addressed the following questions:

Professor Bob Group (Salkehatchie): Will the gains made by the public schools affect us?

Professor Gardner replied that when one section of state employees does well, it usually bodes well for all state employees.

Professor Ed Caine (Beaufort): Did the salary survey include salaries for administrators?

Professor Gardner: No.

At this point Chairman Nunnery made the following remarks for the record:

"Professor Gardner's position as a proponent of faculty governance most certainly has manifested itself in the obtaining of this information requested by the Committee. He has obtained what has been previously denied. The fact that he has obtained what he has, in the amount of time he has, speaks for itself. More about this later, but as you have seen, not only by his words, but by his deeds, he is not only working with us, but for us."

Dr. John Duffy, System Vice President for University Campuses and Continuing Education

Dr. Duffy announced that John Powers (Dean, Lifelong Learning) has been honored by the National University Continuing Education Association as the Outstanding Person in Military Education in this country.

He also cited the fact that four grants from the desegregation plan were awarded and that Union and Beaufort received two of them. Also he announced that Professor Carolyn West (Sumter) will be honored as one of the Outstanding Women in the University of South Carolina System, specifically for her contributions in teaching.

The System Vice President stated that searches were being conducted for the position of Dean at the Union and Lifelong Learning Campuses. He indicated he expected those positions would be filled shortly. Dr. Duffy also announced University 101 training in May.

Dr. Duffy explained how the bulk of work of his office was handled by Mary Derrick, Beth Burbage, and Brenda Campbell; the announcement was followed by a round of applause.

Report of the Nominating Committee

Professor Sally Johns (Lifelong Learning), Chairperson of the Nominating Committee, cited a statement in the Faculty Manual that by concensus of the Nominating Committee is not the intention of the Senate. The statement is on page 13, fourth paragraph down, and reads as follows: "At its final meeting of the academic year, the Senate will elect from among its members for the next academic year, the Vice-Chairperson, the Secretary, and two members-at-large to the Executive Committee. The Senate may elect other officers as necessary."

On behalf of the Nominating Committee Professor Johns moved that the words "for the coming academic year" be removed from the Manual.

Discussion followed with Professor Bob Group (Salkehatchie) saying that the phrase was a misplaced modifier and that the wording could be changed a number of different ways to match the intent of the body.

Professor Rick Boulware (Beaufort) called for the question; it was seconded; and the motion to call was passed by voice vote.

The nominations of the Committee were as follows:

	Executive Committee	
Vice Chairperson		Rod Sproatt (Beaufort)
Secretary		Tom Powers (Sumter)
At-Large		Tandy Willis (Union)
At-Large		Sherre Dryden (Salkehatchie)

	Special Committees	
Library Committee		Betty Martin (Union)
Research & Productive Scholarship		John Logue (Sumter)
Faculty/Bd. of Trustees Liaison		Billy Cordray (Salkehatchie)
Curricula and Courses		Carolyn West (Sumter)
Faculty Welfare		Jerry Currence (Lancaster)

FORMAL SESSION

- I. Call To Order
- II. Approval of Minutes

Corrections and additions to minutes of 17 February 1984 meeting - Rod Sproatt (Beaufort)

Page 3., third paragraph, the last sentence reads, "However, he stated, we need to keep a low profile on this with no advertisement of that change." The words "on television or radio." should be added.

Page 3., next to the last paragraph, last sentence reading: "Professor Ed Caine (Beaufort) questioned the factionalized nature of the search committee." An additional paragraph should follow that sentence and it should read:

"At this point the faculty and Senate were told 'faculty will decide on faculty and administration will decide on administration.' Discussion on this topic ended."

Page 6., Between the fourth paragraph and the fifth paragraph, insert the following paragraph:

"Dr. Duffy replied by stating, "Excuse me Mr. Chair, I would appreciate that being privately conveyed to me, what the situation was, was that the committee chair did not report this to me."

All corrections were approved by voice vote.

Minutes of the November meeting at Union and Minutes of the February meeting at Lancaster were approved by voice vote.

- III. Report of the System Vice President and the Associate Vice-President

This report was made during the informal session.

IV.

Standing Committee Reports

A. Rights and Responsibilities

Professor Rick Boulware (Beaufort), Chairperson, reported that Joan Taylor (Beaufort) and he (Rick Boulware) had been elected Chairperson and Secretary of the Committee respectively for the coming academic year. At this time Professor Boulware yielded the floor to Professor Taylor to address some unfinished business from the Lancaster meeting. Professor Taylor read the motion to be voted on as it was raised as a substantive motion at the previous meeting.

Discussion

Lee Craig (Sumter) moved to table the motion; the motion to table was seconded, and passed by a 15-6 vote.

The Chair informed the body that in order to raise the issue from the table a motion to do so must be made within the next 24 hours or at the next scheduled meeting; otherwise the motion dies.

B. Welfare Committee

Professor Gregg Labyak (Salkehatchie), acting Chair, reported that the Committee had met on Thursday, April 12, 1984, and drew up a list of recommendations concerning the salary issue. Those recommendations were approved during the morning session of today's meeting. Professor Labyak then yielded the floor to Professor Robert Castleberry (Sumter), Chairman of the subcommittee studying the salary issue.

Professor Castleberry reported the following:

Introduction

Goals were to:

1. Compare the salary structures of males and females
2. Compare salaries across the University Campuses System
3. Compare salaries with other agencies, which would include other campuses in the University of South Carolina System
4. Compare salaries with other institutions of higher education and the public schools of South Carolina

The recommendations were made, not to address salary differences, which do exist, but to address salary inequities, which were also found to exist. Three specific points should be considered when addressing the recommendations; they are:

1. Different campuses of the USC System use different salary structures, but in order to recruit quality faculty at all levels, these differences should not become disparaging.

2. In the July-August issue of Academe, in an AAUP report on salaries, under type III institutions (our category) we rated as follows:

On a scale of 5 points increments, in all cases the University Campuses were below the 40th percentile and in some cases were below the 20th percentile.

3. Salaries in the University Campuses System are extremely low for the number of years of service of the faculty.

The following recommendations were presented to the Senate and voted on individually:

Recommendations of Salary Study Subcommittee
of the Welfare Committee

Recommendations:

1) Since disparities currently exist in our present salary structure both within the System and with other similar institutions, the University Campuses Faculty Senate strongly urges the Administration of the University of South Carolina System to correct this situation. The Administration should have as an immediate goal the supplement of faculty salaries. It should be stressed that this supplement should not involve a set percentage, "across-the-board" increment per faculty member. Instead, adjustments should be determined on an individual basis and should not work to remove legitimate differences. Thus, while the salary supplements should affect each faculty member's salary, some salaries will change more than others.

2) The salary supplements must be funded in some manner and the manner of this funding is of great concern. It is important that such supplements to the salary structure should be kept separate from the salary raises set by the State Legislature and determined by the Campuses on the basis of merit.

3) In order to clarify the reasons for merit raises and to insure that their use does not lead to inequities in the salary structure in the future, the University Campuses Faculty Senate urges adoption of the following:

a) One of the criteria for a merit raise should be that a faculty member performs his/her assigned duties satisfactorily. A faculty member who fulfills this criterion

should receive, as a minimum, the percentage raise; then she/he should be informed in writing of the reasons for this action as well as suggestions for improvement.

b) All other criteria on which merit raises are based should be made clear to the faculty. If a faculty member receives a merit raise for these criteria in excess of the percentage increase adopted by the South Carolina Legislature, then she/he should be informed in writing of the reasons for this increase.

4) Promotional raises should be considered as separate from the percentage increases mentioned above. The following increments are suggested for promotion to the various faculty ranks:

\$1,500:	Instructor to Assistant Professor
\$2,000:	Assistant Professor to Associate Professor
\$2,500:	Associate Professor to Professor

These increments are to be increased each year consistent with the state mandated cost-of-living increases for all state employees.

5) New faculty should be paid a beginning salary that is commensurate with their experience, level of education, and discipline. However, they should not be given a higher salary than returning faculty with similar credentials except in exceptional cases. This means that in some cases, a returning faculty member's salary should be raised more than mentioned above so that the University Campuses can remain competitive in their search for new faculty.

6) Salary inequalities based on gender or home campus should not exist for the University Campuses. While the Administration is to be commended for the progress made in this area since the last major salary study done by the University Campuses, it seems (as noted above) that individual problems still exist.

7) We recommend that the average salaries at each faculty rank for the #3 category in the AAUP report (see table 11) be the model for the average salary at each rank for all the University Campuses. Using these figures and adjusting for inflation, we see that present nine-month salary averages (1983-1984) for the various faculty ranks should currently be the following:

Professor	\$28,100
Assoc. Professor	\$24,700
Asst. Professor	\$20,900
Instructor	\$17,700

8) It is further recommended that the University Campuses Faculty Senate actively monitor changes in the salary structure on an ongoing basis until the above noted deficiencies have been eliminated. This monitoring process should use a standardized format (to the extent possible) to facilitate the collection and comparison of data for this report. We would also like to thank the Deans of the various University Campuses for securing some of the data used. Dr. Milton Baker deserves a special note of thanks for his assistance.

Finally, it should be noted that the Administration of the University of South Carolina System should be appreciated for their work over some fiscally difficult years to keep the salary deficiencies from being much worse.

Also see attached tables and salary information and comparisons.

Recommendations 1, 2, 3, 5 and 6, were passed by voice vote. Professor Sherre Dryden moved that recommendation #4 be amended to also read "Assistant/Associate Librarian" in addition to Assistant/Associate Professor. Recommendation #4, as amended, passed by voice vote.

Discussion on recommendation #7 was as follows:

Professor Sherre Dryden (Salkehatchie): I am concerned that the report either does not address or reflect average salaries for 12 month employees, a category in which Librarians fall.

Professor Ed Caine (Beaufort) questioned how Librarians would be paid during the summer as faculty members. Stating that other teaching faculty members are paid only 7½% per course during the summer, Professor Caine inquired if Librarians were being paid 25% during the summer.

Professor Castleberry stated that the data presented is on a nine-month schedule and anyone operating on a twelve-month salary schedule who is included in the study has had his/her salary converted to a nine-month schedule. Professor Castleberry was unsure how this applies to Librarians, because it was not made clear in the AAUP report.

Professor Dryden (Salkehatchie) moved that in the fourth line of recommendation #7 before the word "salary" the words "nine-month" be inserted. The recommendation as amended passed by voice vote.

After some discussion concerning the usefulness and effectiveness of recommendation #8, the recommendation passed by voice vote.

The acknowledgements were passed and accepted by unanimous consent. (Also see attached letters of thanks to various University personnel who assisted in the preparation of the salary study report.) The Chair thanked the Welfare Committee and the subcommittee for all of their work.

Professor Billy Cordray (Salkehatchie) moved that the following be added to the report as recommendation #9.

"It is further recommended that 10, 10½, and 12-month faculty be given full consideration for salary adjustments comparable with their status in comparison with the 9-month salary recommendations in section 7 above."

Professor Cordray accepted a friendly amendment by Professor Johns (Lifelong Learning) to add "11-month."

The motion as amended passed by voice vote.

Gregg Labyak was elected Chairman for next year.

C. Intra-University Services and Communications

Professor Robert Costello (Sumter), Chairman, reported that the resource manuals have been delivered and that each campus had been allotted a certain number. He further stated that the Committee will continue to investigate the issue of transferability of credits and students next year.

Professor Costello was re-elected as Committee Chair for next year.

IV. Executive Committee Report

Professor Sally Johns (Lifelong Learning), Vice-Chairperson reported.

"The Executive Committee met in Columbia on Friday, 30 March 1984. Items discussed include the following:

- the Welfare Committee's salary study
(Copies of reports provided to members of the Welfare Committee were distributed among Executive Committee members.)
- A resolution to be presented at the April Senate Meeting by the Tenure and Promotion Committee
- The agenda for the April 12 Senate Meeting"

V.

Special Committee Reports

A. Library Committee

Professor Sherre Dryden (Salkehatchie) reported that the Committee had not met.

B. Curricula and Courses

Professor Sally Johns (Lifelong Learning) reported:

"Since the last Senate Meeting, the Curricula and Courses Committee has met six times: February 20, March 5, March 19, March 26, April 2, and April 9.

Because details of that committee's actions are included in the Columbia Campus Faculty Senate Minutes (which are distributed to all of our faculty members), I will not repeat them here.

A large portion of the committee's discussion has focused on a proposed baccalaureate degree program in retail management, originating in the College of Applied Professional Sciences. The Committee has not yet completed its deliberations and the proposal has not been presented to the Columbia Campus Faculty Senate."

C. Faculty Welfare

Professor Sally Johns (Lifelong Learning) filed the following report for Professor Jerry Dockery (Lifelong Learning):

"The Faculty Welfare Committee continued its investigation of the 10% surcharge on "E" fund accounts. The Committee recommends that the surcharge not be applied to accounts that are now involved in profit making activities.

I talked with V.P. Denton on 4/9/84 and asked if the policy had been modified since its inception. He stated that the surcharge was on ALL "E" funds but that if a case could be made that a particular fund should not be assessed the 10%, then his Office would entertain the idea to remove it. He also stated that some "E" funds accounts had been exempted.

The Committee also looked into a change in VALIC's tax sheltered annuities policy and their interest computations. Attached is the memo that was sent to the Columbia Faculty Senate.

My ten years on the Regional Campus Faculty Senate have been very rewarding ones, but I now leave that job to a group that has struggled almost as hard as the Military

Campus Faculty for recognition and legitimacy. I believe the inclusion of the Librarians into our ranks and as members of this body is the most significant accomplishment of this body and I ask that you embrace their presence and add their counsel to your deliberations."

In reference to Professor Dockery's report, Dr. Duffy stated that there is no surcharge on "E" funds for the University Campuses.

D. Faculty-Board of Trustees Liaison

Professor Harold Sears (Union) reported that the Committee had not met.

E. Academic Forward Planning Committee

Professor Ed Caine (Beaufort) reported that the Committee had not met.

F. Research and Productive Scholarship

Professor Tom Powers (Sumter) filed the following report for Professor J.T. Myers (Sumter):

"Out of 59 proposals submitted for consideration this Spring, only one has come from The University Campuses.

This one is in the area of Humanities. None were forthcoming from the Social Sciences and Science Faculties of the System. Not to belabor the obvious, it does seem that the "enthusiasm" generated by the Grants Workshop was 'short lived'."

Professor Carolyn West (Sumter) in response to the report stated, "Having successfully submitted a grant and had it funded , I would like to say that the time and energy it takes to go through all it takes to get a grant funded is tremendous. With the teaching loads we have it makes it impossible to do in the spring. The fall would be the best time to submit grants. But the number of hours we teach, to expect us to submit grants too is ludicrous."

G. System Committee

Professor Jimmie Nunnery (Lancaster) reported that the Committee had met twice and each time discussed full formula funding. It was also decided that if full formula funding is achieved that a tuition increase could be avoided.

VI. Unfinished Business

The floor was opened for further nominations in addition to those made by the Nominating Committee. No nomina-

Professor Foster served as Chairman of the USC-Lancaster Faculty in 1973 and had worked with the Student Scholarships and Special Awards Committee over many years. She was a valuable member of the University Campuses Faculty Senate, serving on the Curriculum and New Courses Committee and the Welfare Committee.

Not confining her efforts solely to the academic community, Mrs. Foster contributed to the general community as well by coordination a Foreign Films Festival for a number of years and by taking an active interest in the arts.

Anyone wishing to contribute a memorial to this scholarship fund may send their contribution to Jimmie E. Nunnery, Chairman; Margaret K. Foster Scholarship Fund; USC-Lancaster; P.O. Box 370; Lancaster, SC, 29720"

IX. Adjournment

Resolution

WHEREAS: Margaret K. Foster, Associate Professor of Foreign Languages at USC-Lancaster, since 1963, was involved in many areas of academic life, and

WHEREAS: Mrs. Foster (Margaret K. Foster) was an enthusiastic and effective teacher, well-loved by her students because of her ability to bring to the classroom the added dimensions of extensive travel, wide reading and varied experience, and

WHEREAS: Mrs. Foster served as Chairman of the USC-Lancaster Faculty in 1973 and had worked with the Student Scholarships and Special Awards Committee over many years, and

WHEREAS: The entire University Campuses System as well as the Lancaster Campus Community shares the deep sadness and sense of great loss since Mrs. Foster's death, and

WHEREAS: Mrs. Foster did not confine her efforts solely to the academic community, but coordinated a Foreign Films Festival for a number of years and too an active interest in the arts, and

WHEREAS: She was a valuable member of the University Campuses Faculty Senate, serving on the Curriculum and New Courses Committee and chairing the Welfare Committee, and

NOW THEREFORE BE IT RESOLVED: That the University Campuses Faculty Senate recognizes with gratitude the outstanding contributions made to higher education at USC-Lancaster, the University Campuses Faculty Senate and the greater University of South Carolina, and

BE IT FURTHER RESOLVED: That the Senate extends its deepest and heartfelt sympathy to her family, friends and co-workers.

April 13, 1984

Approved in concert this ___ day of ___

THE UNIVERSITY CAMPUSES SENATE
UNIVERSITY OF SOUTH CAROLINA

By: *Jimmie E. Nunnery*
Jimmie E. Nunnery, Chairman

By: *Red Sproatt*
Red Sproatt, Secretary

UNIVERSITY CAMPUSES
FACULTY SALARY DATA BY YEAR OF EMPLOYMENT AND RANK
MARCH 1984

YEAR	RANK	LCW	HIGH	AVG
64	INSTRUCTOR	----	----	----
65	INSTRUCTOR	----	----	----
67	INSTRUCTOR	----	----	----
68	INSTRUCTOR	----	----	8.3
69	INSTRUCTOR ASST PRCF	5.0 ----	8.4 ----	7.1 ----
70	INSTRUCTOR	----	----	10.5
71	INSTRUCTOR ASST PROF	----	----	8.9 9.2
72	INSTRUCTOR ASST PRGF ASSOC PROF	----	----	10.0
73	INSTRUCTOR ASST PROF	7.2 10.5	10.4 12.0	9.5 11.1
74	INSTRUCTOR ASST PROF	9.0 10.0	11.1 11.2	9.8 10.7
75	INSTRUCTOR ASST PROF	----	----	10.0
76	INSTRUCTOR ASST PROF	----	----	10.2 13.5
77	INSTRUCTOR ASST PRCF V ASST PRF	----	----	----
78	INSTRUCTOR ASST PRGF	12.0	15.1	11.6 13.7
79	INSTRUCTOR ASST PROF	13.5	16.6	14.6

UNIVERSITY CAMPUSES
 FACULTY SALARY DATA BY YEAR OF EMPLOYMENT AND RANK
 MARCH 1984

YEAR	RANK	LOW	HIGH	AVG
80	INSTRUCTOR	---	---	14.2
	ASST PROF	---	---	17.0
81	V INSTR	---	---	---
	ASST PRCF	---	---	---
	V ASST PRF	---	---	16.5
82	V INSTR	---	---	---
	ASST PRCF	15.5	16.5	16.1
83	INSTRUCTOR	---	---	16.5
	ASST PROF	---	---	19.5
	ASSOC PRCF	---	---	---

PREPARED BY THE SYSTEM AFFIRMATIVE ACTION OFFICE 3/21/84

REPORT #2

UNIVERSITY CAMPUSES
FACULTY SALARY DATA BY RANK
MARCH 1984

RANK	LOW	HIGH	AVERAGE
INSTRUCTOR	16.0	18.4	16.9
ASST PROF	16.0	21.7	18.9
ASSOC PROF	18.9	27.9	22.4
PROFESSOR	----	----	26.2

PREPARED BY THE SYSTEM AFFIRMATIVE ACTION OFFICE 3/21/84

REPORT #3

UNIVERSITY CAMPUSES
FACULTY SALARY DATA BY ACADEMIC DEGREE
MARCH 1984

DEGREE	LOW	HIGH	AVERAGE
MA	16.1	26.2	19.6
MA+30	17.8	27.9	20.5
PH.D	16.0	26.4	21.7

PREPARED BY THE SYSTEM AFFIRMATIVE ACTION OFFICE 3/21/84

UNIVERSITY CAMPUSES
FACULTY SALARY DATA BY YEARS OF SERVICE AT USC
MARCH 1984

YEARS AT USC	ICW	HIGH	AVERAGE
1	16.0	25.4	19.5
2	16.1	17.8	17.1
3	18.8	20.0	19.7
4	16.1	19.8	18.2
5	17.2	21.7	20.0
6	16.1	24.0	19.4
7	---	---	20.8
8	18.3	21.3	19.5
9	---	---	18.8
10	18.3	24.1	21.3
11	18.2	27.9	22.9
12	22.1	26.4	24.3
13	18.2	25.0	22.4
14	---	---	20.7
15	18.9	24.2	21.1
16	---	---	20.5
17	---	---	---
18	---	---	24.9
19	---	---	20.2
20	---	---	---

PREPARED BY THE SYSTEM AFFIRMATIVE ACTION OFFICE 3/21/84

UNIVERSITY CAMPUSES
FACULTY SALARY DATA BY TEACHING EXPER IN HIGHER ED
MARCH 1984

YEARS H EDUC	LOW	HIGH	AVERAGE
2	---	---	---
3	---	---	18.7
4	16.1	17.8	17.1
5	18.0	19.9	19.3
6	16.0	19.7	17.7
7	---	---	18.9
8	---	---	18.8
9	16.5	23.6	19.2
10	17.3	22.9	19.9
11	18.2	26.0	20.5
12	16.1	25.0	21.2
13	19.3	24.0	21.0
14	18.1	21.6	20.3
15	21.1	24.6	22.7
16	18.2	25.4	22.2
17	21.0	27.9	22.8
18	---	---	22.6
19	18.5	24.9	22.2
20	18.5	26.4	22.4
21	---	---	21.6
22	---	---	21.4
24	---	---	---
25	---	---	---

PREPARED BY THE SYSTEM AFFIRMATIVE ACTION OFFICE 3/21/84

UNIVERSITY CAMPUSES
FACULTY SALARY DATA BY TEACHING EXPER IN HIGHER ED
AND ACADEMIC DEGREE
MARCH 1984

YEARS H ED	MA			MA+30			PH.D		
	LOW	HIGH	AVG	LOW	HIGH	AVG	LOW	HIGH	AVG
2	---	---	---	---	---	---	---	---	---
3	---	---	18.5	---	---	---	---	---	---
4	---	---	16.7	---	---	---	---	---	---
5	---	---	---	---	---	---	18.0	19.8	19.3
6	16.1	19.7	18.0	---	---	---	---	---	---
7	---	---	---	---	---	---	---	---	---
8	---	---	---	---	---	---	---	---	---
9	---	---	16.6	---	---	---	---	---	21.7
10	---	---	18.1	---	---	20.2	19.4	22.9	20.5
11	---	---	18.3	---	---	20.3	20.2	26.0	22.2
12	---	---	---	---	---	---	16.1	25.0	21.0
13	---	---	21.2	---	---	---	---	---	20.8
14	---	---	19.6	---	---	---	---	---	---
15	---	---	22.8	---	---	21.7	---	---	23.4
16	---	---	19.9	---	---	21.6	22.9	25.4	23.7
17	---	---	21.6	---	---	---	---	---	---
18	---	---	22.6	---	---	---	---	---	---
19	---	---	---	---	---	20.1	---	---	23.7
20	---	---	19.1	---	---	---	---	---	25.7
21	---	---	---	---	---	---	---	---	---
22	---	---	19.6	---	---	---	---	---	---
24	---	---	---	---	---	---	---	---	---
25	---	---	---	---	---	---	---	---	---

REPORT #7

UNIVERSITY CAMPUSES
 FACULTY SALARY DATA BY RANK WITHIN ACADEMIC CATEGORIES
 MARCH 1984

AREA	INSTRUCTOR			ASST PROF			ASSOC PROF			PROFESSOR		
	LOW	HIGH	AVG	LOW	HIGH	AVG	LOW	HIGH	AVG	LOW	HIGH	AVG
HUMANITIES	16.0	18.4	17.1	16.1	21.7	18.7	21.3	27.9	22.3	---	---	---
BUSINESS	---	---	16.6	17.3	20.0	18.7	20.5	25.4	22.6	---	---	---
NATURAL SCIENCE	---	---	---	19.1	20.0	19.6	19.4	24.9	22.2	---	---	---
MATH	---	---	---	---	---	19.7	21.1	24.0	22.6	---	---	---

PH.D			
YEARS B EDUC	LOW	HIGH	AVERAGE
2-6	16.0	19.8	18.4
9-10	19.4	23.6	20.9
11	20.2	26.0	22.2
12	18.1	25.0	21.0
13-15	20.0	24.6	22.2
16	22.9	25.4	23.7
19-22	22.0	26.4	24.2

PREPARED BY THE SYSTEM AFFIRMATIVE ACTION OFFICE 3/21/84

SUMMARY

AVERAGE SALARY BY RANK

UNIVERSITY OF SOUTH CAROLINA SYSTEM
1983-84

	<u>UNIVERSITY CAMPUSES</u>	<u>FOUR-YEAR CAMPUSES</u>	<u>COLUMBIA CAMPUS</u>
PROFESSOR	\$26,368	\$29,484	\$39,412
ASSOCIATE PROFESSOR	\$22,148	\$24,053	\$28,871
ASSISTANT PROFESSOR	\$18,849	\$20,599	\$23,533
INSTRUCTOR	\$16,803	\$17,267	\$17,998
OVERALL AVERAGE	\$20,559	\$22,851	\$27,454

NOTE: INFORMATION TAKEN FROM THE 1983-84 UNIVERSITY OF SOUTH
CAROLINA STATISTICAL PROFILES

UNIVERSITY CAMPUSES SYSTEM

AVERAGE SALARY BY RANK
1982-83 and 1983-84

	<u>1982-83</u>	<u>1983-84</u>
PROFESSOR	\$ --	\$26,368
ASSOCIATE PROFESSOR	21,241	22,148
ASSISTANT PROFESSOR	17,924	18,489
INSTRUCTOR	16,890	16,803
AVERAGE ALL RANKS	18,813	20,559

NOTE: INFORMATION TAKEN FROM THE 1983-84 and 1982-83 UNIVERSITY OF SOUTH CAROLINA STATISTICAL PROFILES

FOUR-YEAR CAMPUSES
AVERAGE SALARY BY RANK
1983-84

AIKEN, COASTAL, SPARTANBURG

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COLUMBIA

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UNIVERSITY CAMPUSES SYSTEM
AVERAGE SALARY BY RANK

WORKSHEET

	1982-83	1983-84
PROFESSOR - Beaufort		\$26,221
Lancaster		---
Salkehatchie		26,388
Sumter		26,494
Union		---
Subtotal		79,103
AVERAGE		26,368
ASSOCIATE PROFESSOR - Beaufort	\$20,501	\$20,939
Lancaster	21,577	22,645
Salkehatchie	20,911	21,973
Sumter	21,886	22,632
Union	21,330	22,552
Subtotal	106,205	110,741
AVERAGE	21,241	22,148
ASSISTANT PROFESSOR - Beaufort	\$17,605	\$18,218
Lancaster	18,356	19,869
Salkehatchie	16,776	18,181
Sumter	18,600	19,501
Union	18,282	16,676
Subtotal	89,619	92,445
AVERAGE	17,924	18,489
INSTRUCTOR - Beaufort	15,683	17,010
Lancaster	18,613	---
Salkehatchie	---	16,613
Sumter	17,143	17,700
Union	16,121	15,887
Subtotal	67,560	67,210
AVERAGE	16,890	16,803
SUBTOTAL	263,384	349,499
TOTAL AVERAGE	18,813	20,559

NOTE: INFORMATION TAKEN FROM THE 1983-84 and 1982-83 UNIVERSITY OF SOUTH CAROLINA STATISTICAL PROFILES



UNIVERSITY OF SOUTH CAROLINA

COLUMBIA, S. C. 29208

OFFICE OF THE SYSTEM VICE PRESIDENT
for Two-Year Campuses and
Continuing Education

March 27, 1984

(803) 777-7695

Prof. John Gardner
University Campuses
Osborne Building

Dear John:

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Sincerely,

Milton S. Baker

MSB/dk
enc

cc: Dr. John Duffy

82-83

SYSTEM	CAMPUS	STUDENT ENROLL.	TUIT.	PROF.	ASSOC. PROF.	ASST. PROF.	INST.
USC	Beaufort	687	\$ 920	-	20.5	17.6	15.7
	Lancaster	798	940	-	21.6	18.4	18.6
	Salkehatchie	473	920	-	20.9	16.8	-
	Sumter	1,141	920	-	21.9	18.6	17.1
	Union	265	920	-	21.3	18.3	16.1
	average	673	\$ 924		21.2	17.9	16.9
OHIO UNIV.	Belmont	956	\$1,410	-	26.4	22.9	-
	Chillicothe	1,120	1,410	-	25.3	21.1	-
	Lancaster	1,474	1,410	-	24.7	20.1	17.3
	Zanesville	906	1,230	-	23.3	19.5	-
	average	1,114	\$1,365		24.9	20.9	17.3
PENN. STATE	Allentown	866	\$1,996	-	24.1	19.4	-
	DuBois	827	1,996	-	-	21.6	17.6
	Fayette	871	1,996	-	26.6	23.3	21.3
	Shenango	962	1,996	-	28.3	20.7	18.7
	Wilkes Barre	754	1,996	-	25.4	20.8	16.8
	average	855	\$1,996		26.1	21.2	18.6
MSI-ANA ST.	Alexandria	1,713	\$ 500	27.5	22.5	20.6	17.8
	Eunice	1,543	380	-	-	21.6	18.3
	average	1,628	\$ 440	27.5	22.5	21.1	18.1
N.Y. STATE UNIV.*	Columbia-	1,423	\$1,030	25.8	21.1**	18.4**	15.3**
	Fulton-	1,816	933	29.5	25.7	18.1	18.0
	Jefferson	1,805	1,020	33.7	27.2	20.5	16.4
	North City	1,513	925	30.0	26.2	22.1	17.0
	Sullivan	1,654	1,166	28.8	26.8	17.3	17.3
	average	1,642	\$1,015	29.6	25.4	19.3	16.8
WISCONSIN	13 centers	10,380	\$ 920	28.8	24.4	20.5	17.0
	average	798					

* Campus designated are community colleges
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Milton S. Baker

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cc: Dr. John Duffy

82-83

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REPORT ^{OF} TO THE FACULTY WELFARE COMMITTEE

Introduction

The Faculty Welfare Committee of the University Campuses Faculty Senate has been engaged in a rather prolonged study of the existing salary structure for the University Campuses. The goals of this study can generally be summarized as involving:

- 1) the comparison of salary structures for male and female faculty at the University Campuses,
- 2) the comparison of salaries across the University Campuses, and
- 3) the comparison of these salaries with other agencies including:
 - a) other campuses within the System,
 - b) other institutions of higher education, and
 - c) the public school system of the state of South Carolina.

Futhermore, the Committee felt it appropriate to offer suggestions designed to remedy any observed discrepancies. A subcommittee of the Faculty Welfare Committee was created to collect specific data and organize a summary. The tables included for your perusal present pertinent data from a variety of sources:

Table 1	Current Salary by Rank	System Affirmative Action Office (SAAO) Report #2 of 3-21-84
Table 2	Current Salary by Degree	SAAO Report #3
Table 3	Current Salary by Area & Rank	SAAO Report #7
Table 4	Current Salary by Rank, Sex, and Campus	
Table 5	Current & Previous Year Salary by Rank, Sex & Campus	<u>University of South Carolina Statistical Profiles, 83-84</u>
Table 6	Entry Salary by Rank & Year	SAAO Report #1
Table 7	Current Salary by Years at USC	SAAO Report #4
Table 8	Current Salary by Years in Higher education	SAAO Report #5
Table 9	Current Salary by Years in Higher Educ. & Rank	SAAO Report #8
Table 10	Current Salary by degree & Campus	<u>Profiles</u>
Table 11	82-83 Salary by Campuses	AAUP, <u>Academe</u> July/Aug. 83
Table 12	Public School Salary	Lexington 5 Publ.

The report of the subcommittee follows.

Report of the Subcommittee

It is felt (see Tables) that deficiencies currently exist in the salary structure for the University Campuses. Significant discrepancies do seem to exist (Tables 4 & 5) in some cases between male and female faculty of the University Campuses and between our member campuses. It should be noted that collective deficiencies also appear in comparison to other institutions/agencies (see Table 11). Specifically, inadequacies appear in comparison to other institutions of higher education and even the public school system of South Carolina (Table 12).

Factors

The current salary of an individual faculty member is the end result of the complex interaction of a number of factors. Some of the major factors seem to include:

- 1) the initial salary upon entry into the system (which may be affected by academic degree and area of expertise),
- 2) years in the system and promotional history,
- 3) history of merit raises, and
- 4) average percent pay increase mandated by the State Legislature.

Futhermore, discrepancies between the salaries of faculty members may be considered to be either salary differences or salary inequities. Differences are a legimate part of the salary structure and should be maintained. Salary inequities can be caused by a number of factors and should be eliminated. Inequalities may be created when:

- 1) a faculty member is brought in at an unreasonable (low) level (see Table 7)
- 2) years in service may lead to inequities if not adequately compensated (see Table 7),
- 3) while the merit raise system is a commendable aspect of the salary system, care must be taken to insure its use does not lead to inequalities,
- 4) given our tie to the legislative process, it is suggested that newly recruited faculty may be brought into the system at levels higher than faculty of comparable rank already with USC experience, thus creating inequalities.

Considerations

The Tables offer much data to be considered in drawing conclusions about the existing salary structure for the University Campuses. Points for consideration include the following:

- 1) Different campuses of the University of South Carolina System use different salary structures (see Table 10). It is not unreasonable to expect that the varying missions of the campuses would lead to such differences. However, a University System concerned with the recruitment and retention of a quality faculty should not allow such differences to become disparaging.
- 2) According to the July-August (1983) AAUP report on faculty salaries (which should serve as an appropriate model for the current salary structure of our Campuses), all of the University Campuses are rated below the 40th percentile in all cases and below the 20th percentile in some cases. It is critically important that progress in this area be accomplished as soon as possible. It is not unreasonable to expect rapid progress toward funding at the 40-60% level (see ranking "3" in Table 11). It is also desirable to make longer range progress at a level suitable for a University System noted for its excellence.
- 3) Table 7 reveals some extremely low salaries when number of years service at USC are taken into consideration (i.e., 6 years service with salary 16.1, 10 years service with salary 18.3, etc.)



UNIVERSITY OF SOUTH CAROLINA
AT LANCASTER

April 9, 1984

POST OFFICE BOX 370
LANCASTER, SOUTH CAROLINA 29720
(803) 285-7471
(803) 777-6877

Ms. Jane Jameson
System Affirmative Action Officer
Division of Personnel Services
USC-Columbia
Columbia, S.C. 29208

Dear Ms. Jameson:

On behalf of the University Campuses Senate as well as the system that it represents, I would like to express our grateful appreciation to you and your staff for the extraordinary support given to us in connection with our recent University Campuses' salary study.

You were asked to do a tremendous amount of work in what could well have been considered an unreasonably short time. Your helpfulness, cooperation, and expertise allowed Milton Baker to put together a report to the sub-committee that enabled them to do the job that we had hoped they would.

Prof. John Gardner made no secret of the fact that, had it not been for you and your staff of other professionals, we would have been found lacking again. We are most grateful.

Sincerely,

A handwritten signature in cursive script that reads "Jimmie E. Nunnery".

Jimmie E. Nunnery, Chairman
University Campuses Senate

cc: Vice Pres. M.D. Tavenner
Vice Pres. John J. Duffy
Assoc. Vice Pres. John Gardner



UNIVERSITY OF SOUTH CAROLINA
AT LANCASTER

POST OFFICE BOX 370
LANCASTER, SOUTH CAROLINA 29720
(803) 285-7471
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April 25, 1984

Professor John N. Gardner
Assoc. Vice President
Osborne Bldg.
USC Columbia
Columbia, SC 29208

Dear John:

On behalf of the University Campuses Senate, as well as the great system that it represents, I would like to express our grateful appreciation to you.

With your help and valuable assistance, we were able to accomplish a number of noteworthy things this academic year. I shall here name only a few of the most notable: a proper and more suitable name for our system, a new manual for our system, completion of a meaningful and, I am sure, helpful salary survey, as well as establishing a better relationship between the Senate and its Executive Committee and between the Executive Committee and Administration at all levels.

Your positive leadership, your professionalism, your hard and dedicated work, as well as your position with respect for faculty governance and the role that it must play in an institution such as ours, was indeed most helpful both to the University Campuses Senate and, therefore, to the Greater USC System as well.

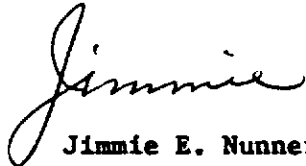
From a personal standpoint, it has been an enlightening pleasure to work with you during your first year with our system, and I look forward to working with you in the future.

Professor John N. Gardner
April 25, 1984
Page 2

On behalf of the Senate, again I say thanks, John.

With kindest regards.

Sincerely,



Jimmie E. Nunnery
Chairman, University Campuses Senate

JEN/asb

cc: President Holderman
Provost Borkowski
Vice President Duffy
Senate minutes
File



UNIVERSITY OF SOUTH CAROLINA

COLUMBIA, S. C. 29208

OFFICE OF THE SYSTEM VICE PRESIDENT
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March 27, 1984

(803) 777-7695

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MSB/dk

enc

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Next 5
pages
duplicates

82-83

<u>SYSTEM</u>	<u>CAMPUS</u>	<u>STUDENT ENROLL.</u>	<u>TUIT.</u>	<u>PROF.</u>	<u>ASSOC. PROF.</u>	<u>ASST. PROF.</u>	<u>INST.</u>
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April 9, 1984

POST OFFICE BOX 370
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**Dr. Milton S. Baker
Adult Learning Center
USC-Columbia
Columbia, S.C. 29208**

Dear Milt:

On behalf of the University Campuses Senate as well as the system that it represents, I would like to express our grateful appreciation to you for the extraordinary support given to us in connection with our University Campuses' salary study.

We realize that you were asked to a tremendous amount of work in a very short length of time. Your cooperation, helpfulness, and expertise in gathering and compiling the material as well as your explanation to the subcommittee, myself, and others were most appreciated.

It is a pleasure being associated with professionals such as yourself.

Sincerely,

A handwritten signature in cursive script that reads "Jimmie E." followed by a period.

**Jimmie E. Nunnery, Chairman
University Campuses Senate**

**cc: Dr. John J. Duffy
Prof. John Gardner**