

THE UNIVERSITY OF SOUTH CAROLINA  
REGIONAL CAMPUSES FACULTY SENATE MINUTES  
USC - SUMTER  
FEBRUARY 18, 1994

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original*

MORNING SESSION

CALL TO ORDER: Tandy Willis, Chair

The Chair introduced Mr. William C. Hubbard, Vice-chair of the University of South Carolina Board of Trustees. Mr. Hubbard addressed the Senate on the report of the Commission on Higher Education's Committee to Study Two-Year Education, which Mr. Hubbard chaired. (Attachment 1)

STANDING COMMITTEES MET

AFTERNOON SESSION

I. CALL TO ORDER

II. CORRECTIONS AND APPROVAL OF THE MINUTES OF NOVEMBER 19

The minutes were approved with the following correction:  
In the Report of the Deans, Lancaster, line 5:  
strike branch. Should read grants.

III. REPORTS OF UNIVERSITY OFFICERS

A. Dr. John Duffy, Vice Provost

- The budget is still in the House. We have been given, as permanent, the money that in last year's budget was one-time money. We hope to secure additional funds - a figure mentioned is \$20 million. The next step in the process is, of course, the Senate, where projections look good.
- We made a report recently to the Human Affairs Commission on affirmative action. Search committees will hear from the deans about requirements in this area.
- Lester Lefton, Chair of the Psychology Department, has been appointed Dean of Humanities and Social Sciences.

- Work is being done on a common grievance policy for the system which will certainly help administrators.
- While the majority of The President's Annual Report deals with the Columbia campus, you will be interested to note that it mentions significant programs on every campus of the University, so it really is a system document.

B. Professor John Gardner, Associate Vice Provost  
(Attachment 2)

C. Deans of the Regional Campuses

Sumter- Dean Carpenter: Welcome to the USC-Sumter campus. We are delighted to be the host campus. We extend our congratulations to Dr. Carolyn Geddy who was promoted to Full Professor. The Board of Trustees has approved our request for funding of renovation to student union building. While well under way, the new library is not as far ahead of schedule as we thought. We still hope to transfer our collection during spring break. Our 2-year, half million dollar campaign is well under way. We thank Dean Emeritus Jack Anderson, who serves as honorary chair, for his effort in securing several substantial commitments to the campaign.

Beaufort- Roy Darby for Dean Plyler: USCB hosted the second annual SC Humanities Festival which was a great success. We hope to become the permanent site for the festival. We are honored that USCB history Prof. Larry Rowland received the Governor's Award for Academic Achievement. The Department of Continuing Education will commemorate Women's History Month with a series of presentations. The Creative Retirement Center began its second year of services on Feb. 17. The Black Student Organization will sponsor its annual banquet as part of Black History Month. We look forward to hosting the April 15 meeting of the Senate.

Lancaster- John Catalano for Dean Arnold: The major event currently at Lancaster is the Dean's search. Either of the co-chairs, John Gardner or Bruce Nims would be in the best position to report on the status of the search (see the report of the Assoc. Vice Provost, attachment 2)

Lifelong Learning - Dean May: Our enrollment for the spring semester up a little. In our two suburban locations, Irmo and now Spring Valley, our enrollment is better than we anticipated. We have begun courses at the Women's Correctional facility in Columbia. We

plan to offer one or two courses there this summer and hope to expand even more in the fall. As of yesterday, all of our employees, except for those at Ft. Jackson, are in Carolina Plaza.

Salkehatchie - Dean Shelton for Dean Clayton: Our Walterboro enrollment, which declined in the fall has rebounded. We have some increase in full-time students. We are pursuing Title III grant activities of which will be multi-culturalism, critical thinking and library support. Our Walterboro library will move to its new quarters in May. We look forward to having Dr. Duffy visit with the faculty and staff on March 1st. As most of you know, Marian Preacher died in December. Our faculty has sent a request to Dr. Reeves, through Dr. Duffy's Office, that Marian be awarded, posthumously, an honorary doctorate at our spring commencement.

Union - Dean Edwards: We have completed the bar-coding process in the library. I am sure Susan Smith would want me to thank those of you who came to Union to help. We too are applying for a Title III grant - Prof. Buchanan is heading the effort - that we hope will allow us upgraded library facilities. Several of our students are working with various social service agencies in the community where they have gained recognition as great assets to the community. We are hosts for the Downtown Development Association's Visions 2004 program. Our relationship with the community continues to grow.

#### IV. REPORTS OF STANDING COMMITTEES

- A. Rights and Responsibilities - Prof. Danny Faulkner  
(Attachments 3, 4 and 5)
- B. Welfare - Prof. Nancy Washington  
(Attachment 6)
- C. Systems Affairs - Prof. Steven Bishoff  
(Attachment 7)

#### V. EXECUTIVE COMMITTEE - Prof. Wayne Chilcote

- I. Prof. Cleta Dunaway, head of the Ad Hoc Committee to Study Tenure and Promotion Criteria for Librarians, advised us that the Committee has completed a draft of its report and that the final report is anticipated by the April meeting.

II. Prof. John Catalano announced March 4th as the date for the Nominating Committee to meet. The report from the committee will be attached to the February 18 minutes. (Attachment 8)

III. Resolutions honoring David McCollum (Beaufort) and Marian Preacher (Saikehatchie) were read into the minutes. (Attachments 9 and 10 respectively)

#### VI. REPORTS OF STANDING COMMITTEES

- A. University Library Committee - Prof. Bruce Nims  
(Attachment 11)
- B. University Committee on Curriculum and Courses -  
Prof. Robert Castleberry (Attachment 12)
- C. University Faculty Welfare Committee - Prof. Susan  
Pauly (Attachment 13)
- D. Faculty Board of Trustees Liason Committee -  
Prof. Deborah Cureton (Attachment 14)
- E. Research and Productive Scholarship Committee -  
Prof. Tye Johnson (Attachment 15)
- F. Savannah River Site Committee - Prof. John Logue  
(Attachment 16)
- G. Other Committees
  - 1. Insurance and Annuities Committee - Prof. Jerry  
Dockery (Attachment 17)
  - 2. Conference of Faculty Chairs - Prof. Tandy Willis  
(Attachment 18)

#### VII. UNFINISHED BUSINESS

A motion to adopt the report of the Ad Hoc Committee on Teaching Effectiveness (see attachment 7, RCFS Minutes of November 19), which was ruled substantive by the Chair at the Nov. 19 meeting, was presented and passed.

#### VIII. NEW BUSINESS

A resolution was offered by Prof. Gordon Haist expressing our appreciation for and endorsing the report of the Committee to Study Two-Year Education

of the Commission on Higher Education (Attachment 19).  
The resolution passed unanimously and has been made  
available for distribution to the press.

IX. ANNOUNCEMENTS

The next meeting of the Senate is April 15 in  
Beaufort.

X. ADJOURNMENT

Respectfully,

  
Wayne L. Chilcote  
Secretary

REGIONAL CAMPUS FACULTY SENATORS

Attendance: February 18, 1994

Exec. Comm.

✓ Tandy Willis, Chair  
✓ John Catalano, Vice-Chair  
S ✓ Wayne Chilcote, Secretary  
✓ Cleta Dunaway, At Large  
B Jane Upshaw, At Large  
S Carolyn West, Past Chair

S.A.C:

✓ Steven Bishoff, Chair (Sumter)  
Ellen Chamberlain (Beaufort)  
Roy Darby (Beaufort)  
✓ Ralph Garris (Lancaster) absent  
✓ Carolyn Starnes (Lancaster)  
Dave Bowden (Lifelong Learning)  
Marvin Light (Salkehatchie)  
✓ Steve Anderson (Sumter) absent  
✓ Robert Costello (Sumter)  
✓ Robert Castleberry (Sumter)  
✓ Steve Buchanan (Union)  
✓ Kim Covington (Lancaster)-for Carolyn Starnes

Welfare:

Nancy Washington, Chair (Lifelong Learning)  
Nora Schukei (Beaufort)  
Sally Lapoint (Beaufort) absent  
✓ Susan Pauly (Lancaster)  
✓ Noni Bohonak (Lancaster)  
Susan Moskow (Salkehatchie)  
Duncan McDowell (Salkehatchie)  
✓ James Privett (Sumter)  
✓ John Varner (Sumter)  
✓ Mary Barton (Union)

R & R:

✓ Danny Faulkner, Chair (Lancaster)  
Billy Cordray (Beaufort)-Chair Grievance Comm.  
Gordon Haist (Beaufort)  
John Blair (Beaufort)  
✓ Bruce Nims (Lancaster)  
✓ Dianne Evans (Lancaster) absent  
Mike Schoen (Life Long Learning)  
Bob Group (Salkehatchie)  
Paul Stone (Salkehatchie)  
✓ John Logue (Sumter)  
✓ Joanne Klein (Sumter)  
✓ Maitland Rose (Sumter)  
✓ Susan Smith (Union)

**Report  
of the  
Committee to Study Two-Year  
Education**

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*William C. Hubbard, Chairman, Columbia*

*P. Henderson Barnette, Greenwood*

*Dr. Anthony J. DiGiorgio, Rock Hill*

*Lily-Roland Hall, Anderson*

*Clarence H. Hornsby, Rock Hill*

*Edward T. McMullen, Jr., Columbia*

*Judge Alexander M. Sanders, Charleston*

*Edwin E. Tolbert, Sr., Columbia*

**Submitted to the  
South Carolina Commission on Higher Education**

**January 28, 1994**

## V. Recommendations

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### **Missions:**

The Policy Committee recommends that the institutions and systems maintain clearly and sharply defined missions.

As indicated in the findings, the Policy Committee adopted guiding principles that reflect that both systems have clearly defined and acceptable statements of mission. However, to distinguish more sharply between the missions of co-located institutions, the Committee recommends 1) that the regional campuses in Beaufort and Sumter continue principally to provide the first two years of undergraduate education, including selected associate degree programs mainly for their locale with an additional objective to increase progressively their percentage of baccalaureate-ready admissions and report annually on their progress, 2) that the Technical College of the Low Country and Central Carolina Technical College continue to emphasize their primary mission of technical education, and 3) all co-located institutions maintain close coordination of their curricula.



..... *Report of the Committee to Study Two-Year Education 23 of 28*

## **Cooperation:**

The Policy Committee strongly recommends greater cooperation among the technical colleges, the University of South Carolina regional campuses, and other public institutions of higher learning regarding libraries, laboratories, equipment, special staff, general education faculty, other faculty, common academic programs, schedules, facilities, and planning and development.

To effect greater cooperation, the Policy Committee recommends that:

- The State Board for Technical and Comprehensive Education and the University of South Carolina Board of Trustees - through their respective budgetary review and policy-making authorities - endorse, monitor and enforce continued and expanded cost-saving cooperation among local administrators, faculties and staffs. More specifically, it is recommended that the respective Boards require the key administrators at each of the campuses to investigate, implement as deemed feasible, and to report to the respective Boards recommendations and/or actions for the improved use of resources and/or increased cooperation in the following specific categories: building maintenance, grounds maintenance, mailroom services, security services, telephone systems, print shop, public relations, records, libraries and learning centers, admissions, accounting, bookstores, food service, computer centers, laboratories, administrative equipment, educational equipment, special staff, general education faculty, other faculty, common academic programs, schedules, facilities, and planning and development.
- Revisions be made to joint program delivery agreements to remove/minimize barriers to the individual student's timely progression through curriculum requirements.
- The co-located institutions remove any differential in fees charged to students (in particular in collaborative programs) through inter-institution agreements.
- Interchange and/or cross employment of teaching faculty be encouraged to maximize faculty utilization and strengthen programs.
- The General Assembly consider restructuring local higher education commissions to include representatives of the multi-county service areas to more closely parallel the technical college area commissions.
- The Governor, through his appointment powers, ensure that at least one-third of the membership of local technical education commissions/higher education commissions are common to both groups.

The respective Boards and key administrators should also expand the cooperative categories for evaluation as circumstances would suggest.

Following each reporting by key administrators, it is further recommended that the respective Boards

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assign members to an ad hoc joint committee to share the results of cooperative reporting and make further recommendations to the respective Boards as necessary. The Policy Committee further recommends that the ad hoc joint committee report annually, beginning in December 1994, on the progress of intersystem cooperation and collaboration to the Commission on Higher Education in addition to their reporting to their respective governing boards.

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**Access:**

In order to promote affordable high quality undergraduate and technical education to every qualified citizen, the Committee recommends that the General Assembly, the State Board for Technical and Comprehensive Education, the University of South Carolina Board of Trustees, and the Commission on Higher Education refrain from actions to inhibit access to technical, associate or baccalaureate education.

In order to achieve equitable participation and improve graduation rates at all levels of collegiate education, the Committee recommends that the General Assembly, the State Board for Technical and Comprehensive Education, the University of South Carolina Board of Trustees, and the Commission on Higher Education support access for groups that historically have been underrepresented in higher, and especially baccalaureate, education, (i.e., women, African-Americans, economically-challenged individuals).

Additionally, the Policy Committee recommends that the respective Boards direct the respective institutions to improve the effectiveness of the local marketing efforts, both collaborative and independent, for the purpose of improving the college going rate in all of higher education. The committee recommends that respective Boards receive semi-annual reports from their respective institutions regarding improvements in recruitment and outreach.

Since the University of South Carolina regional campuses are designed to provide entry into baccalaureate education, the Committee recommends that they not be referred to as "two-year" campuses.

**Facilities:**

To avoid costly duplication, the Committee emphasizes that special care be taken in approval of new facilities.

The Committee recommends to local technical education area commissions and local higher education commissions, the State Board for Technical and Comprehensive Education, the University of South Carolina Board of Trustees, the Commission on Higher Education, and various legislative review committees disapproval of any capital improvement request unless 1) there is substantial evidence that the requested facility/improvement has been evaluated as to needs justification against the availability of similar and available space (existing or planned) in public institutions within the service area, 2) the statement of justification is further substantiated through written acknowledgements by the companion public institution and the local commission.

Review by companion institutions and local commissions should be completed in a timely manner, and the appropriate response provided no later than three months following request for review and comment.

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**Merger:**

The Committee does not recommend a merger of the technical college system and the University of South Carolina regional campuses, nor does it recommend the creation of community colleges.

Given the tremendous resources devoted to this issue over the past 30 years, and in order to increase cooperation and to decrease instability and "turf protection," the Committee recommends to the Governor, the General Assembly, the State Board for Technical and Comprehensive Education, the University of South Carolina Board of Trustees, the Commission on Higher Education, local boards and commissions and to all others in authority, a ten-year moratorium on any further formal review of this topic.

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### **Responsiveness:**

The Committee encourages each institution to be responsive to the unique demographic characteristics and educational needs of its service area.

To local boards, commissions, and foundations: the Committee recommends heightened public and private fundraising to equalize tuition differentials, expand baccalaureate offerings, enhance technical training, and augment shrinking state dollars.

To the University of South Carolina Board of Trustees and the Commission on Higher Education: the Committee recommends the retention and expansion of upper division courses on the University of South Carolina campuses in response to local need and demand. USC regional campuses are encouraged to pursue contractual or joint delivery of developmental and technical programs with the appropriate technical college. The USC System and other public senior colleges are encouraged to implement upper-division counterparts to the technical associate degree programs of the Technical College System.

In order to facilitate professional and graduate programs that meet the needs of local citizens, education, health care, business and industry, the Committee recommends expansion of the University of South Carolina's Graduate Regional Studies Program and greater use of technological interconnections.

To the State Board for Technical and Comprehensive Education, the University of South Carolina Board of Trustees, the Commission on Higher Education and local boards and commissions: the Committee recommends continuation and expansion of USC-Beaufort and the Technical College of the Lowcountry education offerings and resources serving Hilton Head while eliminating public monies to support unnecessary administrative duplication imposed by the Hilton Head Consortium.

REPORT OF THE ASSOCIATE VICE PROVOST  
REGIONAL CAMPUSES AND CONTINUING EDUCATION  
John N. Gardner  
TO THE REGIONAL CAMPUSES FACULTY SENATE  
February 18, 1994

ORAL COMMUNICATIONS TASK FORCE

Some of the senators may recall that at the November meeting I gave a brief report on the work of group convened by Associate Provost for Undergraduate Studies, Donald Greiner, to look at the status of the University's response to a recommendation by SACS that we include an oral communications requirement within general education. This group has been working since mid-fall and currently is discussing mechanisms to address an oral communications competency through a variety of options: completing Theatre and Speech 140, completing a "speaking intensive" section of University 101, and/or a "speaking intensive" section of some other course. For the latter two options the faculty teaching those courses would have to be approved by the Department of Theatre and Speech and additional training would be provided for those instructors. This is still in very tentative stages in discussion and I will keep the Senate informed.

STATUS OF USC LANCASTER SEARCH

Over the next several weeks, the committee and members of the campus and community will be interviewing the first four individuals considered in a "finalist" category. We may interview additional individuals before recommending three unranked names to Columbia. It is hoped that we can have three finalists interviewed in Columbia in time to make a recommendation to the Board of Trustees at its April meeting.

ANNUAL CONFERENCE ON THE FRESHMAN YEAR EXPERIENCE

This meeting, which many of you have attended, begins today. As always, you are welcome to attend all of the concurrent sessions without any payment of registration fees.

REGIONAL CAMPUSES FACULTY ELIGIBILITY FOR NEW TEACHING CHAIR

As a result of generous gifts made by members of the Board of Trustees, a new chaired teaching professorship will be established providing a \$5,000 faculty supplement per year for a three-year period. Regional Campuses faculty will be eligible to be nominated/make application for this prestigious award. There will be requirements of both teaching excellence coupled with a strong record of scholarship. It is hoped that the number of these chairs available annually will be increased in the future.

TENURE AND PROMOTION

Any remarks by me on this subject are, at best, very preliminary at this point, but I did at least want to comment that from my initial review of the files this year, they appear to me to be the best I have seen in my ten years with our office. The faculty very obviously have given an enormous amount of consideration to responding to the Provost's requests as well as the changes recommended by the Senate last year. I believe we have made tremendous progress and I am very optimistic about this whole subject.

FACULTY EXCHANGE PROGRAM

In spite of the University's tight fiscal situation, with the support of the Provost's Office, this extremely popular faculty development program has been continued again for another year. For this coming summer, three Regional Campuses faculty will be recipients of FEP support. They are:

John Barrett  
Don Curlovic  
Joan Taylor

Sumter  
Sumter  
Beaufort

Our congratulations to them.

UNDERGRADUATE EDUCATION INITIATIVES AT USC COLUMBIA

As you know, we have an interim Associate Provost for Undergraduate Education, Dr. Donald Greiner. Don has established a number of working groups looking at a variety of undergraduate education initiatives, including strengthening oral communications, establishing a residential college, increasing academic orientation to the University, and improving support for faculty development, especially teaching. I know that he welcomes input from members of the Regional Campuses faculty. I am actively involved in all of these initiatives and will keep you posted.

LESTER LEFTON APPOINTMENT

As many of you may have read, the University has turned internally for the appointment for one of its most important academic leadership positions, the Dean of USC Columbia's College of Humanities and Social Sciences. The new dean will be Dr. Lester Lefton, the Chair of the Department of Psychology. Lester is a distinguished teacher (of introductory courses) and a strong supporter of enhancing undergraduate education. I look forward to working with him.



Report of Rights and Responsibilities Committee  
February 18, 1994  
Submitted by Danny Faulkner, Chair

- I. Professor John Catalano serves on a subcommittee with representatives from the Aiken, Spartanburg and Columbia campuses charged with making recommendations to unify the grievance procedure on all of the campuses. This morning he reported to us on the progress made so far, and he asked for comments and suggestions from our committee. The preliminary recommendations are going to be attached to these minutes (see attachment 4). It is hoped that we will have final recommendations for consideration at our April meeting. It is emphasized that the recommendations do not subtract from what we can grieve at this time.
  
- II. At our November meeting professor Jerry Dockery presented needed changes for our Faculty Manual (see attachment 5). These changes are already legally in effect by act of the Legislature and the Board of Trustees. Given that the Faculty Manual must correctly inform the faculty, the Rights and Responsibilities Committee moves that these recent changes mandated by the Legislature and Board of Trustees be incorporated in the Regional Campuses Faculty Manual.
  
- III. We further discussed the tenure and promotion procedures.

The motion proposed in item II (Re: Attachment 5) was presented and passed.

Note: Following is the timetable and the reasons for grievances worked out by the subcommittee. No one's rights have been curtailed in the process; in fact, the schedule below is more generous than what some campuses currently ordain. Moreover, it is important to realize that the dates are important, whereas our wording is not. We assume that each campus will work the new timetable into its own grievance procedures, retaining or discarding as much of the old language as seems to fit.

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## GROUNDS FOR FACULTY GRIEVANCES

Individual USC faculty members have the right to grieve any administrative decisions affecting their employment, including but not limited to the following matters:

1. Denial of tenure or promotion.
2. Non-reappointment of untenured faculty.
3. Dismissal of permanent or contracted faculty prior to the end of the employment contract term.
4. Salary and compensation.
5. Work assignments.
6. Disciplinary and other administrative actions.

A grievant may not ask the Grievance Committee to substitute its judgment for the qualitative professional judgments of any authorized university party or official who has already reached a decision on the matter in question. The Grievance Committee has authority only to review the process leading to the action or decision in question. Its function is to determine if there is substance to the allegations of the grievant. The Committee is limited to recommending appropriate action to the Chancellor (Aiken and Spartanburg), Vice Provost (regional campuses), or President (Columbia). Grievances, regardless of the particular matter, must be based on one or more of the following grounds:

1. Unlawful or unfair discrimination.
2. Violation or denial of procedural due process, including, but not limited to, inadequate or improper documentation, use of impermissible criteria, or improper evaluation of criteria.
3. Denial of academic freedom.
4. Arbitrary, unreasonable, or unfair action.

"Days" means working days. All requests and responses are to be in writing. All requests and responses are to be in writing.

### **PROCEDURE FOR GENERAL GRIEVANCE**

1. Grievant formally requests oral and written explanation from immediate supervisor. The supervisor has **15 days** in which to respond.
2. Within **30 days** of explanation, faculty member files grievance with the next administrative official (dean, vice chancellor, vice provost). In Tenure and Promotion grievances the official is expected to supply a written summary of evaluations and reason for the action. The official has **15 days** to respond.
3. Within **15 days** grievant requests review by the Provost/President (Columbia and regional campuses) or the Chancellor (Aiken and Spartanburg). A response is due in **15 days**.
4. Within **10 days** the grievant submits the case to the Grievance Committee. The Committee may recommend remandment to any faculty or administrative level for reconsideration. The Grievance Committee makes its recommendation for a resolution to the Chancellor (Aiken and Spartanburg), Vice Provost (regional campuses), or President (Columbia) within **b**
5. Within **15 days** of the decision, the grievant may submit an appeal to the President who has **20 days** to respond.
6. Final appeals to the Academic Affairs and Faculty Liaison Committee of the Board of Trustees must be filed within **15 days** after President's decision. The Committee has **30 days** to respond.

# Administrative Organization

## Board of Trustees

The University of South Carolina was chartered by the South Carolina General Assembly in 1801. The University is a body corporate and politic, in deed and in law under the name of the University of South Carolina. Several sections of the University's enabling legislation and bylaws are ~~set forth~~ summarized below.

### COMPOSITION OF THE BOARD OF TRUSTEES

(Section 59-117-10, as amended)

The Board of Trustees of the University of South Carolina shall be composed of the Governor of the State (or the Governor's designee), ~~the State Superintendent of Education, the Chairman of the Senate Committee on Education (or the designee from that committee), the Chairman of the House Committee on Higher Education and Public Works (or the designee from that committee);~~ and the President of the Greater University of South Carolina Alumni Association, which ~~five~~ three shall be members *ex officio* of the Board; and seventeen other members including one member from each of the sixteen judicial circuits to be elected by the general vote of the General Assembly as hereinafter provided, and one at-large member appointed by the Governor. The Governor shall make the appointment based on merit regardless of race, color, creed, or gender and shall strive to assure that the membership of the Board is representative of all citizens of the State of South Carolina. The Officers of the Board of Trustees are the *ex officio* Chair who is the Governor of South Carolina; the Permanent Chair; the Vice Chair; the Chair Emeritus, if applicable; and the Secretary of the University and the Board.

### TERMS OF ELECTED MEMBERS

(Section 59-117-20, as amended)

The regular term of office of each trustee elected by the General Assembly is four years; however, the trustee shall continue to function as a trustee after the term has expired until a successor is elected and qualifies.

### VACANCIES; COMPENSATION

(Section 59-117-30, as amended)

In case a vacancy should occur in the Board among the members elected by the General Assembly, the governor may fill it by appointment until the next session of the General Assembly. Any vacancy occurring in the office of the member appointed by the Governor shall be filled for the remainder of the unexpired term by appointment in the same manner of original appointment. Each member of the board shall draw such per diem and expenses as from time to time may be allowed boards, commissions, and committees.

### BOARD A CORPORATION; POWERS

(Section 59-117-40, as amended)

The Board of Trustees of the University of South Carolina is and is hereby constituted a body corporate and politic, in deed and in law under the name of the University of South Carolina. Such corporation has the following powers:

- 1: ~~To have perpetual succession;~~
- 2: ~~To sue and be sued by the corporate name;~~
- 3: ~~To have a common seal and to alter it at pleasure;~~

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- ~~4. To make contracts and to have, to hold, to purchase, and to lease real estate and personal property for corporate purposes; and to sell and dispose of personal property and any buildings that are deemed by it as surplus property or not further needed and any buildings that it may need to do away with for the purpose of making room for other construction: (All other powers shall be exercised in a manner consistent with the provisions of Chapter 35 of Title 11 of the 1976 Code);~~
- ~~5. To appoint a chair of the Board of Trustees and to appoint a University president, treasurer, and secretary, and in the appointment of these latter three to prescribe their duties and their terms of office and to fix their compensation;~~
- ~~6. To appoint or otherwise provide for the appointment of subordinate and assistant officers and agents, faculty members, instructors and other employees, prescribing the terms of their employments, their duties, and fixing their compensation;~~
- ~~7. To make bylaws and all rules and regulations deemed expedient for the management of its affairs and its own operations not inconsistent with the Constitution and laws of this State or of the United States;~~
- ~~8. To condemn land for corporate purposes as provided in Section 59-117-70;~~
- ~~9. To fix tuition fees and other charges for students attending the University; but these shall not be inconsistent with statutes where the legislature undertakes to fix such fees and charges;~~
- ~~10. To confer degrees upon students and such other persons as in the opinion of the Board of Trustees may be qualified to receive them;~~
- ~~11. To accept, receive, and hold all moneys or other properties, real and personal, that may be given, conveyed, bequeathed, or devised to the University, and to use them for the benefit of the University; but in those cases where such money or property is received charged with any trust; then in every case such money or property shall be held and used strictly in accordance with the terms of such trust; *provided, however,* where the terms of any such trust would require something to be done other than merely to administer the trust, no obligation in receiving the trust over and above merely its administration shall be binding upon the University or the State, except as are accepted by the General Assembly;~~
- ~~12. To assign any member of the faculty to additional duties in any other University department than that in which the faculty member may at the time be working and without additional salary;~~
- ~~13. In all investigations touching the affairs of the University, the Board of Trustees is invested with full powers to compel by subpoena, rule, and attachment witnesses to appear and testify and papers to be produced and read before such board;~~
- ~~14. To adopt such measures and make such regulations as may in the discretion of the Board of Trustees be necessary for the proper operation of the University;~~
- ~~15. To appoint for the University a board of visitors of such number as the Board of Trustees may deem expedient, and to regulate the terms during which the members of such board shall serve and to prescribe the function of such board of visitors;~~
- ~~16. To remove any officer, faculty member, agent, or employee for incompetence, neglect of duty, violation of University regulations, or conduct~~

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- unbecoming a person occupying such a position;
- ~~17. To appoint an executive committee not exceeding six members of the Board who shall have all the powers of the Board during the interim between meetings of the Board but not the power to do anything which is inconsistent with the policy or action theretofore taken by the Board, and the executive committee shall at each meeting of the Board report fully all action taken by it during the interim; and~~
  - ~~18. To appoint committees of the Board of Trustees or officers or members of the faculty of the University, with such power and authority and for such purposes in connection with the operation of the University as the Board of Trustees may deem wise:~~
    1. Elect a President of the University to serve at the will of the Board or for such term and compensation as the Board may prescribe;
    2. Elect a Secretary of the University and of the Board to serve at the will of the Board or for such term and compensations the Board may prescribe;
    3. Elect a Treasurer of the University to serve at the will of the Board or for such term and compensation as the Board may prescribe;
    4. Establish policies and goals of the University and direct the President to implement and achieve those policies and goals;
    5. Review and approve academic plans, including new programs and new units, and major modifications or deletions in existing programs and units;
    6. Approve, upon recommendation of faculties and the President, the earned degrees awarded;
    7. Designate academic chairs and professorships, award honorary degrees and name buildings or major portions thereof, other structures, streets and geographic areas;
    8. Levy fines and charges and examine from time to time admissions policies as established by the faculties and the administration;
    9. Review and approve requests for appropriations;
    10. Review and approve annual budgets and budget changes;
    11. Approve all loans, borrowing, and issuance of bonds;
    13. Approve or authorize the Executive Committee to approve appointments and salaries of principal officials which shall be defined as those persons elected by the Board as provided in Paragraphs 1, 2, and 3 above, as well as University officers having the rank of Vice President or Chancellor or equivalent rank;
    14. Approve compensation policy for faculty and staff, honorary faculty titles, and extension of service;
    15. Approve all long-range development plans for the University including major capital projects;
    16. Approve or delegate authority for approval of all major contractual relationships and other major legal obligations executed in the name of the University;
    17. Approve or authorize the Executive Committee to approve all sales or purchases of real property, and ensure that all properties of the University are preserved and maintained;
    18. Establish investment policies and procedures which will provide for the prudent investment and preservation of funds entrusted to the University;
    19. Establish auditing policies and standards and appoint independent audi-

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- tors; and
20. Establish and maintain within the administrative procedures of the University the policy and practice that the administrators of the University covered under Paragraphs 1, 2, and 3 above shall serve in such capacities at the will and pleasure of the Board; that the administrators of the University having the rank of Vice President, Chancellor, University Campus Dean, Academic Dean, Director or the equivalent thereof, and any other person reporting directly to the President shall serve in such capacities at the will and pleasure of the President. It is understood that the employment of such administrators shall be on customary terms of University employment and there shall be no separate employment agreements; provided, however, it is further understood that no Athletic Department administrators will be given employment agreements in excess of one year without prior approval of two-thirds vote of the entire Board of Trustees (14 or more).

#### THE EXECUTIVE COMMITTEE

The Executive Committee shall consist of the permanent Chair of the Board of Trustees, the Vice Chair of the Board of Trustees, the Chair Emeritus of the Board of Trustees, if applicable, and not more than three other elected members of the Board who shall be elected as hereinabove provided.

The Executive Committee, during the interim between meetings of the Board, shall have all the powers of the Board of Trustees not inconsistent with the established policies of the Board or with any action theretofore taken by the Board; provided, however, that the Executive Committee shall not preempt the role of a standing committee as stated in Section 1 of Article VI, except in those emergency circumstances which do not permit the handling of a matter in the normally prescribed manner. The Executive Committee shall function as a continuous planning and financial committee of the Board, exercising general supervision of the finances of the University; shall review in advance the proposed budget for the succeeding year; and shall review in advance the proposed application for appropriations for the succeeding fiscal year in the light of overall University plans. It shall make reports to the Board at each meeting on all such matters occurring since the previous meeting.

The Executive Committee shall provide for an appropriate fidelity surety bond or bonds covering all officers, agents, and employees of the University who at any time shall hold any property or funds of the University and for appropriate officers' and directors' insurance to insure the officers and members of the Board against liability arising by virtue of the acts of such officers or Board members in their official capacity with the University.

#### THE ACADEMIC AFFAIRS AND FACULTY LIAISON COMMITTEE

*(Article XIV, Bylaws of the University of South Carolina, revised February 19, 1993, as amended)*

The Academic Affairs and Faculty Liaison Committee shall consist of not less than three nor more than ~~seven~~ eight members of the Board appointed by the Executive Committee following at the October Board meeting of each even year. ~~by the Executive Committee.~~ The members so appointed shall elect one of their number as a Chair of the Committee ~~after the conclusion of the Board meeting at which such appointments to the Committee are made, if practicable, but in no event later than at the first scheduled meeting following such appointment.~~ of the Committee thereafter. The term of the office of Committee Chair shall be for two years, ~~extending from the October meeting in each even year to the October meeting~~ from the date of election until the appointment of Committees by the Executive Committee in the next even year. The Committee Chair shall be eligible to ~~succeed himself/herself~~ for reelection for not

more than one additional, consecutive full term, provided, however, that this limitation on duration of service shall be applied prospectively only, beginning October 1, 1980. In the event a vacancy occurs in the office of Committee Chair, the remaining members of the Committee shall elect a new Chair to complete the term of the vacating Chair at the first meeting of the Committee following the occurrence of such vacancy. Such service in completing a term shall not limit the Board Member so elected from serving two additional consecutive terms as Chair provided above.

~~This~~ The Committee shall be kept informed of all ~~educational~~ academic programs ~~by the President~~; of the conditions affecting the recruitment and retention of faculty members; of the adequacy of instructional facilities; of the proposal of new degrees, major programs, or and institutes; of the proposal to eliminate existing degrees, major programs, or institutes; and of such other matters relating to the educational policies and programs as may be brought before it by the President or referred to it by the Board. It shall consider the development of new programs, degrees, institutes and research for submission to the State Commission on Higher Education. It shall consider and make recommendations to the Board with respect to the naming of any academic centers, institutes, or other such programs. It shall report on all such matters to the Board from time to time with such recommendations as it may consider relevant to the achievement of the University's goal of academic excellence. The Committee shall consider recommendations for tenure and promotion; honorary faculty titles; extensions of service; and appointments with tenure.

~~This~~ The Committee shall meet from time to time with the faculty-designated representatives on the Faculty-~~Board of Trustees~~ Committee, who shall be chosen by the University faculty, on matters of concern to the faculty, and to the Board, and shall keep the Board informed of all such matters.

~~This~~ The Committee shall review from time to time all recommendations made by the President or the Faculty committee on Honorary Degrees and shall recommend therefrom to the Board appropriate recipients of such degrees. Approval by a three-fourths vote of the members present at the Board meeting next following the meeting at which the recommendation is made shall be required to approve the granting of such honorary degrees.

~~This~~ The Committee ~~of the Board~~ shall likewise serve as the final forum of appeal in all faculty matters pertaining to: (a) dismissal of tenured faculty members; (b) dismissal of faculty prior to the conclusion of a contract term; (c) discrimination in compensation, promotion, and work assignments; (d) non-reappointment; (e) denial of tenure; or (f) denial of promotion, all as provided in the Academic Grievance Procedures policies of the University System. ~~This~~ The Committee ~~of the Board~~ shall also serve as the final forum of appeal in all student academic matters.

#### FACULTY AND STUDENT REPRESENTATIVES TO THE BOARD OF TRUSTEES

The Board, in June 1976, adopted a resolution clarifying references in its bylaws to temporary and nonvoting representation at open meetings of the Board from the University Faculty and student government. The President of the Student Government Association at Columbia and a faculty member of the University, chosen annually by the University Faculty at Columbia, shall be invited to sit personally in all meetings of the full Board, except executive sessions thereof, with full right to participate in the Board's discussions but without the right to vote on any matter. It is a nontransferable privilege.

## Officers of the University

PRESIDENT



The President of the University is the chief executive officer of the University System, which consists of eight campuses located throughout the state. As such, the President has full charge of the administrative activities of the University. The President also serves as the official medium of communication between the Board of Trustees on the one hand, and the University Faculty, administrative officers, individual members of the staff, student organizations, and students on the other.

The President is responsible to the Board for administering the educational and business policies of the institution, subject only to the laws of the state of South Carolina and the University rules and regulations prescribed by the Board of Trustees. The President is an *ex officio* member of the faculty and all faculty committees.

The President of the University shall be the chief executive officer of the University System, which consists of eight campuses located throughout the state, and shall exercise such executive powers as necessary for its appropriate governance under the authority of the Board. The President shall be the primary authority of the Board. The President shall be the primary spokesperson for the University to the alumni of the institution, the news media, the educational world, and the general public and shall administer University policies as promulgated by the Board, speak for the University as its official head, and coordinate all activities of each campus of the institution directly or through designated representatives. The President shall report directly to the Board the current affairs of all components of the University System and shall discuss with the Board basic issues, new or alternative directions, and recommendations on new policies. The President shall direct, coordinate and implement the planning, development, and appraisal of all activities of the University System and shall be directly responsible to the Board for its operation.

The President is assisted in directing the affairs of the University by officers and administrators as described below: an Executive Assistant, and the Vice Presidents of the University.

#### SECRETARY OF THE UNIVERSITY AND THE BOARD OF TRUSTEES

The Secretary to the Board of Trustees, in addition to the President, is the primary liaison between the Board and the University administration and is responsible for providing the Board with information and services necessary to its role as a policy-making body.

The Secretary of the University and of the Board of Trustees shall be elected by the Board to serve at the will of the Board and shall be one of the principal officers of the University System. The Secretary of the Board shall serve as the official medium of communication within the University System between the Board of Trustees, on the one hand, and the University faculty, administrative officers, individual members of the staff, student organizations and students, on the other. The sole exception to this rule of procedure shall be communications made directly to the Board or its members by the President. The Secretary shall perform other duties as may be assigned to him by the Board or by the President.

#### TREASURER OF THE UNIVERSITY

~~The Treasurer of the University shall be responsible for all accounting functions and for all funds of the University System. The Treasurer shall furnish to the Board or to the President, when requested, a financial statement of the University and shall at least once during each fiscal year supply all members of the Board with a combined revenue and expenditure report of the University.~~

The Treasurer shall be elected by the Board. Under the supervision of the President, this officer shall be responsible for all accounting functions and for all funds of the University System and shall furnish to the Board or to the President at any time requested a financial statement of the University and shall at least once during each

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fiscal year supply all members of the Board with a combined revenue and expenditure report of the University. The Treasurer shall also perform other duties as may be assigned by the Board or by the President.

#### EXECUTIVE ASSISTANT TO THE PRESIDENT FOR EQUAL OPPORTUNITY PROGRAMS

~~The Affirmative Action Officer is appointed by the President of the University.~~ This individual, appointed by the President, is responsible for planning, developing, administering, and evaluating Affirmative Action/Equal Opportunity policies and practices systemwide to ensure compliance with federal and state statutes relating to non-discrimination in employment and education.

#### ~~Provost~~; VICE PRESIDENTS

##### VICE PRESIDENT FOR ACADEMIC AFFAIRS AND PROVOST

~~The Provost/Vice President for Academic Affairs of the University has responsibility for the overall supervision of academic affairs on the Columbia Campus and coordination of System academic matters:~~

The Vice President for Academic Affairs and Provost is the second ranking officer of the University and is empowered to act for the President in the absence of the Chief Executive Officer. The Provost has the responsibility for the overall supervision of academic affairs of the University. This officer is appointed by the President and confirmed by the Board of Trustees and is responsible for curriculum development and academic standards in the schools and colleges of the Columbia Campus and represents all campuses of the University System on academic issues to the Commission on Higher Education. The Provost also supervises such academic support services as the University Libraries, Records and Registration, and the University Press and will, when requested to do so by the President, represent the President at such times and places as may be appropriate. Serving under the Vice President for Academic Affairs and Provost are the Vice Provost and Executive Dean for Regional Campuses and Continuing Education, the Vice Provost for University Libraries and Information Services, the academic deans, and department chairs.

~~The Vice President for Business and Finance has the responsibility for the overall supervision of business and financial affairs of the University System: supervises the overall functions of Budgets and Systems, Business Affairs, Housing, Auxiliary Services, Controller, Contract and Grant Accounting, Payroll, Purchasing and Central Stores, and Inventory Control.~~

~~The Vice President for the Division of Human Resources has the primary responsibility for the development, implementation, and supervision of comprehensive human resource management and Affirmative Action/Equal Employment Opportunity Programs for the University System.~~

~~The Vice President for Student Affairs and Dean of Students reports directly to the President and is responsible for maintaining an optimal learning environment where students can develop intellectually, socially, spiritually, physically, and occupationally. This is accomplished through the many developmental and support services provided by the units of the Division: Residence Life and Housing Services (residence and off campus services), Enrollment Management (Admissions, Financial Aid, Orientation, and Career Center), Student Development (Health Center, Disabled Services, Discipline, Academic Support Services), and Student Life (Student Activities, P. E. Center, Greek Life, Minority Affairs, Parents Programs, etc.)~~

~~The Vice President for University Advancement is responsible for the systemwide planning, implementation and evaluation of the offices of Development, Alumni Affairs, Public and Media Relation, University Marketing and Promotion, and Publications and Printing.~~

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## CHANCELLORS

The Four-Year Campuses (USC-Aiken, ~~USC-Coastal Carolina~~, and USC-Spartanburg) are administered by Chancellors.

## VICE PROVOSTS

~~The Vice Provost for Computer Services has responsibility for the planning, design, development, procurement, privacy, security, and delivery of computer systems, services, operations, and facilities.~~

The Vice Provost for University Libraries and Information Services Collections has responsibility for administering and coordinating activities, functions, and projects for all libraries in the eight campus system, in addition to the Institute of Archeology and Anthropology, McKissick Museum and all other collections and repositories on the Columbia Campus. The Vice Provost and Dean of Libraries and Information Systems ha responsibility for administering and coordinating activities, functions, and projects for all libraries in the eight campus system, in addition to the Computer Services Division, Distance Education and Instructional Support, and all other collections and repositories on the Columbia campus.

The Vice Provost for Research has responsibility for providing research and development leadership for the University System and is the external research link to industry and state and federal government.

The Vice Provost for Regional Campuses and Continuing Education has responsibility for supervising the Regional Campuses: USC-Beaufort, USC-Lancaster, USC-Salkehatchie, USC-Sumter, and USC-Union. This officer administers System Continuing Education activities, Lifelong Learning, ~~Distance Education, Library Processing Center,~~ and Graduate Regional Studies Programs.

Reporting to the Vice Provost for Regional Campuses are the following officers:

## ASSOCIATE VICE PROVOST FOR REGIONAL CAMPUSES AND CONTINUING EDUCATION

The Associate Vice Provost for Regional Campuses and Continuing Education assists the Vice Provost in supervising and coordinating the Regional Campuses, System Continuing Education activities, and Graduate Regional Studies Programs.

## ASSOCIATE VICE PROVOST FOR CONTINUING EDUCATION

The Associate Vice Provost for Continuing Education has responsibility for assuring that non-traditional and traditional students, military personnel, and the public at large have access to academic credit courses (Lifelong Learning) as well as non-credit personal and professional development opportunities.

## DEANS

The Deans of the University are the chief executive officers of their respective campuses. The Deans implement policies and procedures established by the Vice Provost, the Provost, the President and the Board of Trustees and are responsible for the personnel and program administration of their campuses. In this capacity the Deans review curricula and programs; appoint division coordinators and assign their duties; supervise the use of the funds, space, and equipment allotted; and serve as liaison between the University and the community, the local Commission for Higher Education, other local governing bodies, and the local legislative delegation.

~~The Dean for Distance Education has responsibility for the direction and development of less traditional modes of delivery of instruction including open circuit television and Independent Learning. This Dean is also responsible for coordination between the University and South Carolina Educational Television.~~

The Dean for Lifelong Learning is the chief academic officer for Lifelong Learning and has responsibility for developing, scheduling, staffing, and evaluating all credit courses in the unit's programs. This dean is also responsible for coordination between Lifelong Learning's Credit Programs and academic units on the Columbia Campus.

Report of Faculty Welfare Committee  
February 18, 1994  
Submitted by Nancy Washington, Chair

- I. The Welfare Committee members will share the 1993-94 salary survey with their faculty colleagues in order to identify any inequities.
- II. Reports on campus supporters and on administrator/faculty ratios will be incorporated into the committee's year-end report.
- III. The bibliography on teaching effectiveness will be completed and placed in each campus library.
- IV. The committee considered a change of name and/or mission and concluded that it is satisfied with the current name and mission.

The annual faculty salary report is attachment 20

## SYSTEM AFFAIRS COMMITTEE

Dr. Stephen T. Bishoff, Chair

Minutes of 18 FEB 94 meeting

At 11:20 a.m. the meeting was called to order.

Professors Present: **Sumter:** Stephen T. Bishoff, Stephen T. Anderson, Robert Costello, Robert Castleberry, **Beaufort:** Roy Darby, Ellen Chamberlain; **Lancaster:** Kim Covington **Union:** Steve Buchanan; **Salkehatchie:** Marvin Light; **Lifelong Learning:** David Bowden

### I. Minutes

No corrections were made to the previous minutes.

### II. Charge to examine the structure and processes of the senate

Previous work on this year's charge were directed toward establishment of a committee that would operate in lieu of the apparently defunct System Academic Advisory Committee. However, that committee was activated by the President. Consequently, the committee returned to the original charge with a focus on the relations with the Columbia Faculty Senate.

The committee reviewed the current relationship with the Columbia Senate. Professor Castleberry, our representative to their Admissions Committee, pointed out that only his position is linked to a Regional Campuses Faculty Senate committee and that creating links for all of the representatives might be helpful. He also stated that the power of that representation has kept options open to the Regional Campuses that might have been lost, however, a great deal of responsibility lay with the abilities of the individual representative, not with the established policy. Promotion and tenure and curriculum were also identified as areas in which Columbia decisions might impact on the policies and actions of the Regional Campuses.

This discussion returned to a concept broached in several ways over the past three years--establishment of a System Senate. This committee has repeatedly seen the need for such an organization to handle system-wide issues and to improve access to higher administrative levels, rather than simply improving fine details. The following motion grew out of that discussion:

**We move that our representative on the System Academic Advisory Committee have that committee initiate dialog on the development of a Unified System Faculty Senate.**

The motion passed the committee unopposed.

Meeting adjourned at 12:30 p.m.

Action taken on the motion above appears on page 2 of this Attachment.

An amendment of the motion in the report of the System Affairs Committee was offered which amended the motion to read:

We move that our representatives enter into dialogue to explore ways to enhance the effective representation of all components of the University of South Carolina system in faculty governance issues.

The proposed amendment was defeated.

The motion from the System Affairs Committee was presented and defeated.

Date:3/8/94

To: R.C.F.S.  
From: CATALANO  
Subject: Report of the Nominating Committee

The committee met Friday , March4 , in Columbia and would like to nominate the following candidates:

**Faculty-Board of Trustees Liaison Committee(1 yr. term)**

Deborah Cureton USC-L

**Research & Productive Scholarship Committee(1 yr.term)**

David Heisser USC-Salk.

**Savannah River Review Committee(3 yr.term)**

Dan Ruff USC-Salk.

**Committee on Curricula & Courses(3 yr.term)**

Robert Castleberry USC-Sum.

**Committee on Faculty Welfare(3 yr.term)**

Roy Darby USC-B

**Executive Committee**

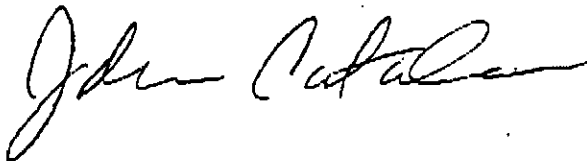
**Immediate Past Chair** Tandy Willis USC-U

**Chair** John Catalano USC-L

**Vice-Chair** Wayne Chilcote USC-Salk.

**Secretary** Cleta Dunaway USC-L.L.

**At Large** Jane Upshaw USC-B , Robert Costello USC-Sum.



Whereas, from 1982 until 1992, David McCollum headed the Loggerhead Sea Turtle Rescue Project on Pritchard's Island, SC, a project he conceived and directed:

Whereas, as director of that project, David McCollum touched the lives of more than twenty thousand people from nearly every state in the Union and from three foreign countries who volunteered their efforts:

Whereas, because of his dedication to his work, David McCollum was instrumental in preserving Pritchard's Island, SC for continuing environmental and zoological research programs and as a nature reserve; and

Whereas, David McCollum served for many years as an active and effective Senator from USC-Beaufort in the Regional Campuses Faculty Senate;

Be it resolved that the Regional Campuses Faculty Senate mourns the passing of David McCollum as a professional colleague with the highest standards of achievement in research, service, and teaching and mourns the passing of David McCollum... a loyal and steadfast friend who will be greatly missed by his many companions in the USC Regional Campuses System.

adopted by acclamation



Whereas, Marian D. Preacher was a faculty member at the USC-Salkehatchie Regional Campus from the campus' founding in 1965 until her death in 1993;

Whereas, Marian Preacher was named Professor Emeritus of the University upon her retirement in 1989;

Whereas, Marian Preacher was not only an energetic and dynamic teacher but was also actively involved with student life outside the classroom through the Salkehatchie Sociology Club and many other student activities and was a counselor and friend to her students;

Whereas, Marian Preacher was active in many professional sociological organizations and other professional organizations such as the USC Regional Campuses Faculty Senate of which she was a charter member;

Whereas Marian Preacher was actively involved in her community through her church, the American Red Cross, the Allendale Art Museum and many other community service projects; and

Whereas Marian Preacher embodied the true spirit of the mission of the University of South Carolina;

Be it resolved that the University of South Carolina Regional Campuses Faculty Senate recognizes the value of Marian D. Preacher's contributions to USC-Salkehatchie, the USC Regional Campuses and the University of South Carolina.

adopted by acclamation

Report of the University Library Committee  
February 18, 1994  
Submitted by Professor Bruce Nims

The University Library Committee met on December 3, 1993 and January 25, 1994. Thanks to Nancy Washington for attending the December meeting in my stead.

The Major initiative now being pursued by the Committee is a liason program to various units on the Columbia campus. This is an ongoing project.

New computer facilities are now available at Cooper with greatly increased access from faculty offices at USC-Columbia.

The new borrowing policies are in effect, and faculty have been very cooperative.

A consultant from MIT came on February 7 to analyze how Cooper facilities are used.

George Terry reported in January that Cooper's national rankings have improved in a number of areas over the past year.

Report of the University Committee on Courses and Curricula  
February 18, 1994  
Prof. Robert Castleberry *RBC*

The Columbia Senate approved a number of course changes during its December meeting. Of those changes, you may wish to note the change of:

MART 370 to MART 270

BIOL 302 (change of prerequisites)

Please continue to check the Columbia Senate minutes to note official changes to courses and curricula.

The Committee met on December 10 and recommended a number actions for the February 2 meeting of the Columbia Senate. I regret that I do not know the results of the Senate's action. Recommended:

New PEDU courses (154...scuba; 175...social dance; 177...shag)

Changes in title of some ARTS courses

Changes in titles and descriptions of some 200-300 courses in SPAN

CSCI 399 limited to 1-3 credit hrs. per course (from 3-9).

The Committee met on February 11 and will recommend to the Senate (to be considered at the next Senate meeting in March?):

Many changes in course titles and prerequisites in ANTH courses (essentially, the ANTH 101/102 prerequisites for several courses were dropped). The ANTH curriculum was also changed a little.

There was a change to the JOUR curriculum, and some course changes arose from that. JOUR 202 and JOUR 304 are new courses.

There will be a number of changes in GEOG as well. There may be some new 100-200 GEOG courses created, and GEOG 300 (Selected Topics) was deleted. The move toward an Environmental Sciences emphasis was forwarded to the Provost's Office for coordination with other disciplines.

RELG 440 (Religious Life and Thought in the Old Testament) was deleted. And in an action that I am a little nervous about participating in, the worship of Yahweh (RELG 540) was reduced to a lower status (RELG 340).

### Faculty Welfare Committee

At the February 3 Faculty Welfare Comm. meeting, the focus was on resolving problems concerning the PE Center on the Columbia campus and on related health issues.

The Welfare Committee's resolution to reconstitute the PE Center Advisory Committee was passed at the December '93 Senate meeting. The five specific recommendations the committee attached to that resolution regarding safety and other related issues were passed at the February 15 (1994) Senate meeting.

David Adcock from the School of Medicine talked with the committee about a proposed University Health Program that has been developed by ~~a~~ representatives from medicine, pharmacy, public health and nursing. Their proposal goes beyond dealing with existing problems at the PE Center, and proposes a cooperative Wellness Program at USC which would combine health promotion, health protection, and clinical services. Their idea calls for the University's own educational units to have a much higher degree of involvement. This would include active faculty participation in management as well as the actual provision of services.

The Welfare Comm. has offered to help in any way it can to gain the idea a full hearing.

The next meeting was scheduled for March 3.

Submitted by Susan Pauly (*Hancock*)

To: Regional Campuses Faculty Senate  
From: Dr. Deborah B. Cureton *Deborah B. Cureton*  
Date: February 18, 1994

The Academic Affairs and Faculty Liaison Committee of the Board of Trustees met Thursday, December 9, 1993, and Thursday, February 3, 1994, in the Osborne Administration Building.

At the December 9 meeting, the Committee discussed in Executive Session contractual and personnel matters, including a student grievance. In Open Session, the Committee remanded the grievance to the President, approved the revised USC Aiken mission statement, voted to acquire the F. Scott Fitzgerald Collection of Dr. Matthew Broccoli, approved the creation of an independent School of Music, and received a report from Dennis Pruitt on efforts to strengthen the value of academic integrity in the school's culture.

On February 3, Provost Moeser introduced the new dean for the College of Humanities and Social Sciences, Dr. Lester A. Lefton, formerly the chair of the department of psychology, USC Columbia. Executive Session discussions focused on personnel matters. In Open Session, the Committee received information on the disposition of the student grievance considered at the previous meeting. The Committee thoroughly discussed a Commission on Higher Education's stipulation to the approval of the USC Aiken M. Ed. degree (the stipulation was later rescinded by the CHE); received as information the annual report of the Professional Program in Teacher Education at USC Aiken; and approved changes to the USC Spartanburg *Faculty Manual*. In other business, the Committee approved the restructuring of selected graduate degrees in music and the following degree proposals: Masters of Music in Musical Arts in Conducting, Jazz Studies, and Opera Theatre; and a Doctor of Musical Arts in Conducting. Also approved was the Certificate of Graduate Study in Nursing Education.

The Provost and President presented updates on current academic and administrative searches.

Trustee William C. Hubbard reported the completion of the latest Commission on Higher Education study of the two-year college system. He stated that the policy committee made every effort to thoroughly document their conclusions and recommendations in hopes that it will be a long time before the CHE feels the need to commission another such study. There is no recommendation to merge the regional campuses and the community college system.

Report of the Research and Productive Scholarship Committee

The fall meeting of RPS committee produced the following results:

\$60,000 was available for dispersal  
128,000 was requested in the form of proposals  
22 proposals were funded from the Columbia campus  
40 proposals were received from the Columbia campus\  
0 proposals were funded or received from the system  
campuses.

Spring proposals have been received and will be reviewed in early April.

If members of the regional campus have questions as to what a successful proposal looks like they can contact me for input.



Tye C. Johnson  
Regional Campus Representative  
to the Research and Productive Scholarship Committee

SAVANNAH RIVER REVIEW COMMITTEE

REPORT: Regional Campuses Faculty Senate, Feb. 18, 1994.

FROM: John Logue, USC Sumter

The Savannah River Review Committee (SRRRC) met on December 2, 1993 at the Byrnes International Center with Dr. W.H. Kane presiding. Dr. David Cowen of Geography was elected chair for a two year term. It was decided at this meeting to develop a survey instrument to be circulated among faculty research participants who have been supported through contracts with Westinghouse Savannah River (WSRC) and SCUREF. Of particular concern was an altered policy on publications which requires all publications, reports, and presentations to be submitted to WSRC for "approval" eight weeks prior to the release date. (The primary rationale for the approval process is to protect against the unwitting release of information that might invalidate a subsequent patent application.)

A draft of the survey instrument was circulated among members of the SRRRC Committee, approved and distributed to pertinent research participants. Results will be reviewed at the next meeting.

## **INSURANCE AND ANNUITIES COMMITTEE**

### **SUMMARY OF MINUTES**

**December 1, 1993**

**Members Present:** Carol Bonnette, Jeff Cargile, Jerry Dockery, Helen Doerpinghaus, Carey Huffman, Bill Higgins, Travis Pritchett, John Freeman

**Members Absent:** Dave Mullis, Cliff Scott, Michael Smith

#### **Approval of Minutes**

There were no corrections to the minutes for September 8, 1993.

#### **DISCUSSION**

##### **New York Life Proposal**

A proposal for New York Life Insurance submitted by Marilyn Knight was reviewed, along with requests from Professor Eldon Wedlock of the USC Law School and Peter Chau of the College of Engineering for this plan to be made available to USC. Professor Wedlock attended the meeting and made an appeal on behalf of this plan.

Travis Pritchett presented an analysis of the New York Life illustrations provided to Professors Wedlock and Chau. The analysis was asked the following questions: 1) Should USC make additional life insurance available to employees on a fully contributory basis?; 2) Does the proposed whole life plan have features not currently available through payroll deduction?; 3) What are the pros and cons of the current proposal.

**Pros:** New York Life has top financial ratings. The guaranteed eligibility feature offered by the proposed plan would be beneficial to individuals who did not enroll in available USC, and who have health conditions which make it difficult for them to purchase insurance at this time.

**Cons:** The proposed plan has a heavy front-end expense load compared to available universal life plans, and decreases the cash value in years 6+, as a result of which the plan would provide a low rate of return on the policy's investment element for many years.

The information provided by Marilyn Knight indicates that guaranteed issue would



be offered only during the initial enrollment period. If this is the case, although employees with health conditions might benefit during the initial enrollment period, there would be no benefit to employees who might want to enroll after the initial enrollment period.

It appears that guaranteed issue may be contingent on a minimum enrollment. Concern was expressed as to whether the enrollment could be achieved.

**Other considerations:** Travis Pritchett raised the question as to whether it would be advisable to obtain competitive bids for a whole life insurance plan.

Bonnette reported that Scott Reynolds, Director of Purchasing, has advised that this process appears to be subject to the State procurement code. In this case, a competitive bid process would be required.

Chairman Bonnette will correspond with Ms. Knight and request a written response to the following:

1. Is the plan available on a guaranteed issue basis only during the first 30 days? If so, what would be the underwriting requirements after the initial 31 days?
2. Is guaranteed issue contingent upon a minimum enrollment? If so, what is the minimum enrollment?
3. Is coverage also available to dependents on a guaranteed issue basis? If not, what underwriting requirements would apply to dependents?
4. Advise in what ways the New York Life plan provides benefits not currently available or superior to the plans currently available through the State plans, the USC Prudential Plan, and the Universal Life plan currently available through the Colonial Life Insurance Plan.

Travis Pritchett's report included a summary of the life insurance benefits currently available, some of which may be available to Professor Wedlock. A summary of available life insurance benefits will be provided to Professor Wedlock.

#### **Jefferson-Pilot Disability Income Plan**

Tom Eusebio and Edward Thomas of Jefferson-Pilot and Robbie Bowers of the Bowers Insurance Agency met with the Committee to discuss Jefferson-Pilot's announcement that the USC Disability Income Plan will be terminated effective February 1, 1994.

Mr. Eusebio provided a summary of the USC plan's experience for the past four years, noting that the incurred ratio has fluctuated up and down. He said that the USC loss experience is becoming undesirable. He said that Jefferson-Pilot has reviewed it's

franchise disability plans and is terminating all those with long-term benefit periods and offering alternative plans with shorter benefit periods. He presented a proposal for an alternative plan.

Eusebio said that Jefferson-Pilot has provided only one other contract which provides guaranteed issue with long-term benefit periods. He said that his contract, which was with Georgia State University was terminated outright.

Mr. Eusebio was asked to consider an extension of the effective date of termination to allow the Committee adequate time to determine an appropriate course of action. Eusebio expressed the opinion that Jefferson-Pilot would be receptive to an extension. A formal request for extension will be sent to Jefferson-Pilot.

The Committee agreed that the alternative plan proposed by Jefferson-Pilot would offer a less attractive benefit at a greater cost. It was concluded that proceedings should begin immediately for the implementation of a replacement plan. Specifications for the new plan should include a requirement that all existing contracts be given guaranteed issue, with no pre-existing condition exclusions.

Bonnette reminded that this process will apparently be subject to the State Procurement code, as advised by Scott Reynolds. Bill Higgins said that if the State Procurement Process must be involved, the process will likely take six months. The Committee is concerned that this will unavoidably result in a lapse in coverage for members of this plan if a new plan is not in place prior to termination of the JP plan.

#### **Unum Long Term Disability Plan**

Robbie Bowers of the Bowers Insurance Agency presented a proposal for a long term disability plan underwritten by Unum. The Committee is interested in this plan, but a determination must be made as to whether the process is subject to the State Procurement Code before any further action can be taken.

#### **American Bankers Voluntary Employee Benefits Plan**

A proposal for a Voluntary Employee Benefits plan underwritten by American Bankers and submitted by Jim Ward of Ward Financial Services was distributed to the Committee. There was insufficient time during this meeting to fully review this plan.

#### **Next Meeting**

The next meeting is scheduled for Wednesday, December 15, 1994 at 1:00 p.m.

**Post Meeting Notes:** In further discussion with Scott Reynolds it was confirmed that the process of adding payroll deducted insurance plans is subject to the State Procurement code.

**Request for Proposals for  
Disability Income Plan**

**Proposals Received February 14, 1994**

- 1. Northwestern Mutual Life  
Submitted by: J. Daniel Rivers, District Agent**
- 2. Provident Life and Accident Insurance Company  
Submitted by: Roger D. Wall on behalf of Jim Ward, Ward Financial Svc.**
- 3. CIGNA  
Submitted by: Herb Harrison, Jr., Registered Representative**
- 4. ITT, Hartford  
Submitted by: Keith R. Kerns, Account Executive**
- 5. Phoenix Home Life  
Submitted by: Mitchell R. Bearden, District Group Manager**
- 6. Ohio National  
Submitted by: Don Reed, Reed & Associates**
- 7. Guarantee Mutual Life  
Submitted by: Scott William Clark, Mark III Bokerage, Inc.**
- 8. GroupAmerica  
Submitted by: Robbie Bowers, Bowers Ins. Agency**
- 9. UNUM  
Submitted by: Robbie Bowers, Bowers Ins. Agency**
- 10. Paul Revere  
Submitted by: Robbie Bowers, Bowers Ins. Agency**

TO: REGIONAL CAMPUSES FACULTY SENATE  
FR: JERRY DOCKERY  
RE: INSURANCE AND ANNUITIES COMMITTEE

The Insurance and Annuities Committee met December 1.

The minutes of that meeting will be attached to my report.

Of immediate concern to a number of our faculty and staff is; what is going to happen to our disability coverage?

As the attached minutes will detail, the committee has, after extended discussion with representatives of Jefferson Pilot and the Bowers Agency, convinced Jefferson Pilot that because of SC procurement guidelines, the committee needs additional time to evaluate replacement coverage for our employees.

The committee drew up guidelines for evaluation of the replacement policy and made these available to any company licensed to conduct business in SC. Companies could submit proposals but they were required to follow the guidelines for submission as outlined by the committee.

I have been named to the subcommittee which will evaluate these plans for the entire committee. The subcommittee will meet at 4:00 PM on February 23.

The proposals are impressive and I am confident that whichever plan the committee chooses for University employees it will exceed the quality and benefits of the canceled Jefferson Pilot plan.

The companies who have plans being evaluated are attached to the December 1, minutes.

The next meeting of the full committee is scheduled for February 24.

I have also brought several copies of a "Request for Quotation" from Merastar Insurance Company.

They have proposed that we make homeowners and automobile available to our employees as a group and have promised us substantial savings. I would appreciate it if you would take a copy back to your campus and distribute it to several of your colleagues. This will give us the opportunity to look at the rates and see if the claims made by Merastar are valid. If they are, the committee will probably draw up guidelines and ask companies to submit plans for our automobile and homeowners coverage. Completed forms should be faxed to me no later than noon February 24.

State Retirement!

If you have retirement you can buy — do it before June 1, 94.

The cost will go up appreciably after that date.

Report on Conference of Faculty Chairs  
February 18, 1994  
Submitted by Tandy Willis, Chair

On February 8th, four members of the executive committee of the Conference of Faculty Chairs lobbied representatives of the South Carolina legislature. We talked with four legislators who are on committees or subcommittees in the House or Senate which involve higher education. We got three positive responses, so we believe our efforts to have been productive.

One of the positive responses was that a couple of legislators told us that we were doing the right thing to come to the legislators and talk with them concerning priority for higher education in the budget, state funding cycles and the perceptions of the citizens of the state on higher education. We believe there is a problem with perception with which they agreed. They offered to help us explore ways to change the perception.

The Regional Campuses Faculty Senate wishes to express its gratitude to the Committee to Study Two-Year Education of Board of Trustees, to its Chair, William C. Hubbard, and to its technical support group for the invaluable contribution they have made to the evolving dialogue on the future of higher education in the state. As a result of Mr. Hubbard's review of the Committees' recommendations, conducted before the Senate during its February 18 meeting, the Senate is satisfied that the interests and concerns of each of our campuses have been well considered by the Committee.

Therefore, the Regional Campuses Faculty Senate Unanimously endorses the recommendations of the Committee to Study Two-Year Education.

passed unanimously

UNIVERSITY OF SOUTH CAROLINA  
REGIONAL CAMPUSES FY 93-94 SALARY SURVEY

ATTACHMENT 20 PAGE 2

DEPARTMENT/CAMPUS: 17220 USC-BEAUFORT

02/16/94

NAME	INTERNAL TITLE(S)	PAY FP BASIS	FY 1993-94 BASE SALARY OR FOI SALARY RANGE	FY 1993-94 9 MNTH EQUIV BASE SALARY OR FOI SALARY RANGE	TOTAL EARNINGS BY FOI SALARY RANGE FOR FY 1992-93	YRS AT USC
SPROATT, ROD H	PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$46,001 TO \$49,999	17.5
SPROUL, GORDON D	PROFESSOR	F 9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$55,004	18.5
STOEPKER, PETER J	ASST PROFESSOR	F 9	\$26,001 TO \$30,000	\$26,001 TO \$30,000	\$26,001 TO \$30,000	2.5
TAYLOR, JOAN S	ASSOC. PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$46,001 TO \$49,999	23.5
TOMRE, SHEILA J	ASST PROFESSOR	F 9	\$26,001 TO \$30,000	\$26,001 TO \$30,000	\$18,001 TO \$22,000	1.5
TUTTLE, JR., ROLAND L	PROFESSOR	F 9	\$54,056	\$54,056	\$58,109	10.6
UPSHAW, JANE T	ASST PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$30,001 TO \$34,000	8.1
WHISONANT, MARY H	ASSOC. PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$30,001 TO \$34,000	18.5
YANKER, MARY M	DIRECTOR INSTRUCTOR	F 12	\$34,001 TO \$38,000	\$30,001 TO \$34,000	\$34,001 TO \$38,000	2.6

\* NOTE: TOTAL COMPENSATION INCLUDES BASE SALARY PLUS ANY INCOME FROM SUCH SOURCES AS CHAIRS, DUAL EMPLOYMENT, SUMMER SCHOOL TEACHING, RESEARCH, OR ADMINISTRATIVE ASSIGNMENTS.

UNIVERSITY OF SOUTH CAROLINA  
REGIONAL CAMPUSES FY 93-94 SALARY SURVEY

DEPARTMENT/CAMPUS: 17440 USC-SUMTER

02/16/94

NAME	INTERNAL TITLE(S)	PAY FP BASIS	FY 1993-94 BASE SALARY OR FOI SALARY RANGE	FY 1993-94 9 MNTH EOUV BASE SALARY OR FOI SALARY RANGE	TOTAL EARNINGS BY FOI SALARY RANGE FOR FY 1992-93		YRS AT USC
DENNY, III, CHARLES F	ASST PROFESSOR PROFESSOR	F 9	\$42,001 TO \$46,000	\$42,001 TO \$46,000	\$61,287		18.5
DOYLE, III, JOHN J	PROFESSOR	F 9	\$42,001 TO \$46,000	\$42,001 TO \$46,000	\$50,164		20.5
FERGUSON, JANE J	PROFESSOR	F 12	\$46,001 TO \$49,999	\$38,001 TO \$42,000	\$46,001 TO \$49,999		20.6
FITZGERALD, BERNARD F	ASST PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$38,001 TO \$42,000		7.5
GAGNE, JR., ARMAND J	ASSOC. PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$38,001 TO \$42,000		12.9
GETTY, CARA-LIN L	ASSOC. PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$38,001 TO \$42,000		15.5
GRAY, JEAN E	ASSOC. PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$34,001 TO \$38,000		17.5
HALLABA, SAADALLAH A	PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$42,001 TO \$46,000		20.5
HALTER, JR., VINCENT F	ASSOC. DEAN INSTRUCTOR	F 12	\$58,424	\$46,001 TO \$49,999	\$58,298		12.5
HASELDEN, RANFORD A	DIRECTOR INSTRUCTOR	F 12	\$38,001 TO \$42,000	\$30,001 TO \$34,000	\$38,001 TO \$42,000		7.6
HATCHER, WILMA J	ASSOC. PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$34,001 TO \$38,000		15.6
HENDLEY, SUSAN G	ASST PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$30,001 TO \$34,000		1.5
KENDRICK, GARY D	ASST. DEAN INSTRUCTOR	F 12	\$55,462	\$42,001 TO \$46,000	\$55,350		6.5
KHER, HEMANT V	INSTRUCTOR	F 9	\$26,001 TO \$30,000	\$26,001 TO \$30,000	\$10,001 TO \$14,000		0.5
KLEIN, JOANNEMARIE	ASST PROFESSOR	F 9	\$26,001 TO \$30,000	\$26,001 TO \$30,000	\$30,001 TO \$34,000		1.5
LISK, THOMAS D	ASSOC. DEAN PROFESSOR	F 12	\$52,488	\$42,001 TO \$46,000	\$62,391		14.5



UNIVERSITY OF SOUTH CAROLINA  
REGIONAL CAMPUSES FY 93-94 SALARY SURVEY

ATTACHMENT 20 PAGE 6

DEPARTMENT/CAMPUS: 17440 USC-SUMTER

02/16/94

NAME	INTERNAL TITLE(S)	FP	PAY BASIS	FY 1993-94	FY 1993-94	TOTAL EARNINGS		YRS AT USC
				BASE SALARY OR FOI SALARY RANGE	9 MNTH EQUIV BASE SALARY OR FOI SALARY RANGE	BY FOI SALARY RANGE FOR FY 1992-93		
VARNER, JOHN T	PROFESSOR	F	9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$46,001	TO \$49,999	20.5
WATTS, LYNWOOD	DIRECTOR INSTRUCTOR	F	12	\$30,001 TO \$34,000	\$26,001 TO \$30,000	\$30,001	TO \$34,000	3.5
WEST, CAROLYN A	PROFESSOR	F	9	\$42,001 TO \$46,000	\$42,001 TO \$46,000	\$46,001	TO \$49,999	13.1
ZAIDMAN, LAURA M	PROFESSOR	F	9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$34,001	TO \$38,000	10.5

\* NOTE: TOTAL COMPENSATION INCLUDES BASE SALARY PLUS ANY INCOME FROM SUCH SOURCES AS CHAIRS, DUAL EMPLOYMENT, SUMMER SCHOOL TEACHING, RESEARCH, OR ADMINISTRATIVE ASSIGNMENTS.

UNIVERSITY OF SOUTH CAROLINA  
REGIONAL CAMPUSES FY 93-94 SALARY SURVEY

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DEPARTMENT/CAMPUS: 17220 USC-BEAUFORT

02/16/94

NAME	INTERNAL TITLE(S)	PAY FD BASIS	FY 1993-94 BASE SALARY OR FOI SALARY RANGE	FY 1993-94 9 MNTH EQUIV BASE SALARY OR FOI SALARY RANGE	TOTAL EARNINGS BY FOI SALARY RANGE FOR FY 1992-93		YRS AT USC
BLAIR, JR., JOHN P	DIRECTOR ASSOC. PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$39,001	TO \$42,000	6.5
BOULWARE, RICK D	ASSOC. PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$42,001	TO \$46,000	14.1
BRADSHAW, TONY R	INSTRUCTOR OTHER	F 12	\$38,001 TO \$42,000	\$30,001 TO \$34,000	\$42,001	TO \$46,000	7.1
CAINE, EDESEL A	PROFESSOR DIRECTOR	F 12	\$46,001 TO \$49,999	\$34,001 TO \$38,000	\$50,603		14.5
CHAMBERLAIN, ELLEN E	ASSOC PROFESSOR	F 12	\$34,001 TO \$38,000	\$30,001 TO \$34,000	\$38,001	TO \$42,000	15.6
CORDRAY, WILLIAM T	ASSOC. PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$14,001	TO \$18,000	20.1
DARRY, III, ROY D	ASSOC. PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$38,001	TO \$42,000	4.5
HAIST, GORDON K	PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$34,001	TO \$38,000	19.5
LAPOINT, SALLY A	ASST PROFESSOR	F 12	\$38,001 TO \$42,000	\$30,001 TO \$34,000	\$38,001	TO \$42,000	2.4
LEPIONKA, LARRY B	ASSOC. PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$34,001	TO \$38,000	4.5
MEEKS, LILA N	ASSOC. DEAN ASSOC. PROFESSOR	F 12	\$46,001 TO \$49,999	\$38,001 TO \$42,000	\$46,001	TO \$49,999	16.5
MESARIC, VINCENT P	ASSOC. DEAN ASST PROFESSOR	F 12	\$46,001 TO \$49,999	\$38,001 TO \$42,000	\$46,001	TO \$49,999	19.5
MILLER, CHARLES S	ASSOC. PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$38,001	TO \$42,000	19.5
ODDM, JR., THOMAS P	ASSOC. PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$59,229		19.5
PLYLER, CHRIS P	DEAN OF CAMPUS ASST PROFESSOR	F 12	\$71,464	\$58,470	\$71,274		15.3
ROWLAND, LAWRENCE S	PROFESSOR	F 9	\$42,001 TO \$46,000	\$42,001 TO \$46,000	\$42,001	TO \$46,000	22.5
SCHUKEI, NORA J	ASST PROFESSOR	F 9	\$26,001 TO \$30,000	\$26,001 TO \$30,000	\$38,001	TO \$42,000	4.5

UNIVERSITY OF SOUTH CAROLINA  
REGIONAL CAMPUSES FY 93-94 SALARY SURVEY

ATTACHMENT 20 PAGE 8

DEPARTMENT/CAMPUS: 17550 USC-LANCASTER

02/16/94

NAME	INTERNAL TITLE(S)	PAY FP BASIS	FY 1993-94 BASE SALARY OR FOI SALARY RANGE	FY 1993-94 9 MNTH EQUIV BASE SALARY OR FOI SALARY RANGE	TOTAL EARNINGS		YRS AT USC
					BY FOI SALARY RANGE FOR FY 1992-93		
HAZAM, NANCY L	INSTRUCTOR	F 12	\$26,001 TO \$30,000	\$22,001 TO \$26,000			0.1
HODGES, BETTY H	PROFESSOR	F 9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$42,001 TO \$46,000		19.5
HOWARD-GREENE, DANIEL R	DIRECTOR ASSOC. PROFESSOR	F 12	\$46,001 TO \$49,999	\$38,001 TO \$42,000	\$46,001 TO \$49,999		10.5
LOHELA, SHARI L	PROFESSOR	F 12	\$38,001 TO \$42,000	\$34,001 TO \$38,000	\$34,001 TO \$38,000		10.6
MCMANUS, DARLENE H	ASSOC. PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$38,001 TO \$42,000		9.5
NIMS, BRUCE G	ASSOC. PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$42,001 TO \$46,000		8.5
PARKER, REBECCA D	ASSOC. PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$34,001 TO \$38,000		19.5
PAULY, SUSAN	ASSOC. PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$30,001 TO \$34,000		5.5
RINER, JR., WILLIAM F	DIRECTOR PROFESSOR	F 12	\$46,001 TO \$49,999	\$38,001 TO \$42,000	\$50,711		13.5
ROBERTSON, III, BENJAMIN P	ASST PROFESSOR	F 9	\$26,001 TO \$30,000	\$26,001 TO \$30,000	\$30,001 TO \$34,000		3.5
STARNES, CAROLYN T	ASSOC. PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$38,001 TO \$42,000		9.5
THURMAN, WAYNE D	ASSOC. PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$46,001 TO \$49,999		15.5
VANHALL, RICHARD W	PROFESSOR	F 9	\$42,001 TO \$46,000	\$42,001 TO \$46,000	\$46,001 TO \$49,999		22.6
WADE, EDWARD C	DIRECTOR ASSOC. PROFESSOR	F 12	\$38,001 TO \$42,000	\$30,001 TO \$34,000	\$38,001 TO \$42,000		21.5
WATKINS, BARBARA M	ASSOC. DEAN ASSOC. PROFESSOR	F 12	\$46,001 TO \$49,999	\$38,001 TO \$42,000	\$46,001 TO \$49,999		25.1
WHITE, JEFFREY D	ASSOC. DEAN ASSOC. PROFESSOR	F 12	\$52,809	\$42,001 TO \$46,000	\$52,710		16.5

UNIVERSITY OF SOUTH CAROLINA  
REGIONAL CAMPUSES FY 93-94 SALARY SURVEY

ATTACHMENT 20 PAGE 3

DEPARTMENT/CAMPUS: 17440 USC-SUMTER

02/16/94

NAME	INTERNAL TITLE(S)	FD	PAY BASIS	FY 1993-94	FY 1993-94	TOTAL EARNINGS	YRS. AT USC
				BASE SALARY OR FOI SALARY RANGE	9 MNTH EQUIV BASE SALARY OR FOI SALARY RANGE	BY FCI SALARY RANGE FOR FY 1992-93	
ADAMS, JR. PORTER H	PROFESSOR	F	9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$38,001 TO \$42,000	20.5
ANDERSON, STEPHEN T	ASST PROFESSOR	F	9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$30,001 TO \$34,000	3.5
ARI, ELLEN M	ASSOC. PROFESSOR	F	9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$34,001 TO \$38,000	19.5
BARRETT, JOHN W	PROFESSOR	F	9	\$42,001 TO \$46,000	\$42,001 TO \$46,000	\$50,963	14.5
BECKER, MICHAEL S	ASSOC. PROFESSOR	F	9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$42,001 TO \$46,000	15.5
BELL, RICHARD S	ASSOC. PROFESSOR	F	9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$30,001 TO \$34,000	6.5
BISHOFF, STEPHEN T	ASST PROFESSOR	F	9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$38,001 TO \$42,000	2.5
BULLARD, ROGER D	ASST. DEAN INSTRUCTOR	F	12	\$51,802	\$42,001 TO \$46,000	\$51,708	17.8
CALLENDER, KENNETH H	ASSOC. PROFESSOR	F	9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$34,001 TO \$38,000	16.6
CARPENTER, C.LESLIE	DEAN	F	12	\$80,000	\$65,454		0.5
CASTLEBERRY, ROBERT B	DEPT CHAIR-REGIONAL CAMP PROFESSOR	F	12	\$50,169	\$38,001 TO \$42,000	\$54,583	16.6
COOK, CHARLES K	PROFESSOR	F	9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$42,001 TO \$46,000	5.5
COSTELLO, ROBERT C	PROFESSOR	F	9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$46,001 TO \$49,999	17.5
CRAIG, E L	PROFESSOR	F	9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$54,518	20.5
CRAVEN, LONNIE L	DIRECTOR INSTRUCTOR	F	12	\$50,388	\$38,001 TO \$42,000	\$50,301	3.4
CURLOVIC, DONALD L	PROFESSOR	F	9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$38,001 TO \$42,000	15.6
DAVES, KWAME	DEPT CHAIR-REGIONAL CAMP	F	12	\$34,001 TO \$38,000	\$30,001 TO \$34,000	\$34,001 TO \$38,000	1.5

DEPARTMENT/CAMPUS: 17660 USC-SALKEHATCHIE

02/16/94

NAME	INTERNAL TITLE(S)	PAY EP BASIS	FY 1993-94 BASE SALARY OR FOI SALARY RANGE	FY 1993-94 9 Mnth EQUV BASE SALARY OR FOI SALARY RANGE	TOTAL EARNINGS BY FOI SALARY RANGE FOR FY 1992-93	YRS AT USE
BAXTER, JOSEPH E	DIRECTOR INSTRUCTOR	F 12	\$30,001 TO \$34,000	\$26,001 TO \$30,000	\$30,001 TO \$34,000	9.5
BOWERS, WILLIAM K	ASSOC. PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$30,001 TO \$34,000	10.5
BREWER, JANE T	ASSOC. DEAN INSTRUCTOR	F 12	\$42,001 TO \$46,000	\$34,001 TO \$38,000	\$38,001 TO \$42,000	16.1
CARMICHAEL, ANN C	DIRECTOR INSTRUCTOR	F 12	\$38,001 TO \$42,000	\$30,001 TO \$34,000	\$38,001 TO \$42,000	3.0
CHILCOTE, WAYNE L	ASST PROFESSOR	F 9	\$26,001 TO \$30,000	\$26,001 TO \$30,000	\$34,001 TO \$38,000	4.5
CLAYTON, CARL A	DEAN OF CAMPUS ASSOC. PROFESSOR	F 12	\$73,251	\$59,932	\$73,052	25.5
COX, JR, MAXIE M	INSTRUCTOR	F 9	\$18,001 TO \$22,000	\$18,001 TO \$22,000	\$26,001 TO \$30,000	1.5
DUBOIS, JANET M	INSTRUCTOR	F 12	\$26,001 TO \$30,000	\$22,001 TO \$26,000	\$26,001 TO \$30,000	6.6
GROUP, ROBERT J	PROFESSOR	F 9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$42,001 TO \$46,000	15.5
HARDEN, MILTON W	DIRECTOR INSTRUCTOR	F 12	\$30,001 TO \$34,000	\$26,001 TO \$30,000	\$30,001 TO \$34,000	16.7
HARLOW, III, THOMAS F	ASST PROFESSOR	F 9	\$26,001 TO \$30,000	\$26,001 TO \$30,000		0.5
HEISSER, DAVID	ASST PROFESSOR	F 12	\$22,001 TO \$26,000	\$18,001 TO \$22,000	\$14,001 TO \$18,000	1.3
JOHNSON, TYE C	INSTRUCTOR	F 9	\$22,001 TO \$26,000	\$22,001 TO \$26,000	\$34,001 TO \$38,000	4.1
LAMPRECHT, JR, WILLIAM G	PROFESSOR	F 9	\$42,001 TO \$46,000	\$42,001 TO \$46,000	\$54,026	21.5
LAWTON, BESS M	ASSOC. DEAN INSTRUCTOR	F 12	\$38,001 TO \$42,000	\$30,001 TO \$34,000	\$46,001 TO \$49,999	15.8
LEVINE, BETTE J	INSTRUCTOR	F 9	\$22,001 TO \$26,000	\$22,001 TO \$26,000		0.5
LIGHT, HARVIN J	ASST PROFESSOR	F 12	\$30,001 TO \$34,000	\$26,001 TO \$30,000	\$30,001 TO \$34,000	3.3

UNIVERSITY OF SOUTH CAROLINA  
REGIONAL CAMPUSES FY 93-94 SALARY SURVEY

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02/16/94

DEPARTMENT/CAMPUS: 17440 USC-SUMTER

NAME	INTERNAL TITLE(S)	PAY FP BASIS	FY 1993-94 BASE SALARY OR FOI SALARY RANGE	FY 1993-94 9 MNTH EQUIV BASE SALARY OR FOI SALARY RANGE	TOTAL EARNINGS BY FOI SALARY RANGE FOR FY 1992-93	YRS AT USC
LOGUE, JOHN F	PROFESSOR	F 9	\$42,001 TO \$46,000	\$42,001 TO \$46,000	\$46,001 TO \$49,999	20.5
MACDONALD, NANCY E	ASSOC. PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$26,001 TO \$30,000	5.1
MACIAS, III, SALVADOR	ASSOC. PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$38,001 TO \$42,000	9.5
MANESS, DINEFORD G	PROFESSOR	F 9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$38,001 TO \$42,000	19.6
MCDAVID, JOHN E	PROFESSOR	F 9	\$14,001 TO \$18,000	\$14,001 TO \$18,000	\$14,001 TO \$18,000	10.5
MOHN, ALLEN M	ASST PROFESSOR	F 9	\$26,001 TO \$30,000	\$26,001 TO \$30,000	\$30,001 TO \$34,000	23.5
MYERS, JR., JOHN T	PROFESSOR	F 9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$46,001 TO \$49,999	14.5
NERRUN, JR., ROBERT C	DEPT CHAIR-REGIONAL CAMP PROFESSOR	F 12	\$53,694	\$42,001 TO \$46,000	\$57,966	20.5
OLDHOUSER, KAY A	ACTING DEPT CHAIRMAN ASSOC. PROFESSOR	F 12	\$38,001 TO \$42,000	\$30,001 TO \$34,000	\$42,001 TO \$46,000	14.5
PANTUOSCO, JR., LOUIS J	ASST PROFESSOR	F 9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$42,001 TO \$46,000	1.5
POWERS, THOMAS L	PROFESSOR	F 9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$46,001 TO \$49,999	15.1
PRIVETT, JAMES F	ASSOC. PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$46,001 TO \$49,999	4.1
ROSE, MAITLAND A	ASST PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$34,001 TO \$38,000	1.5
SAFFORD, JOHN L	ASSOC. PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$34,001 TO \$38,000	9.5
TOWERY, SUSAN C	ASSOC PROFESSOR	F 12	\$34,001 TO \$38,000	\$30,001 TO \$34,000	\$34,001 TO \$38,000	19.3
VANDEUSEN, CHERYL	INSTRUCTOR	F 9	\$26,001 TO \$30,000	\$26,001 TO \$30,000	\$30,001 TO \$34,000	1.5

DEPARTMENT/CAMPUS: 17660 USC-SALKEHATCHIE

02/16/94

NAME	INTERNAL TITLE(S)	PAY FP BASIS	FY 1993-94	FY 1993-94	TOTAL EARNINGS	YRS
			BASE SALARY OR FOI SALARY RANGE	9 MNTH EQUV BASE SALARY OR FOI SALARY RANGE	BY FOI SALARY RANGE FOR FY 1992-93	AT USC

\* NOTE: TOTAL COMPENSATION INCLUDES BASE SALARY PLUS ANY INCOME FROM SUCH SOURCES  
AS CHAIRS, DUAL EMPLOYMENT, SUMMER SCHOOL TEACHING, RESEARCH, OR  
ADMINISTRATIVE ASSIGNMENTS.

UNIVERSITY OF SOUTH CAROLINA  
REGIONAL CAMPUSES FY 93-94 SALARY SURVEY

DEPARTMENT/CAMPUS: 17550 USC-LANCASTER

02/16/94

NAME	INTERNAL TITLE(S)	PAY FP BASIS	FY 1993-94 BASE SALARY OR FOI SALARY RANGE	FY 1993-94 9 MNTH EQUIV BASE SALARY OR FOI SALARY RANGE	TOTAL EARNINGS BY FOI SALARY RANGE FOR FY 1992-93		YRS AT USC
ARNOLD, JOHN R	DEAN OF CAMPUS PROFESSOR	F 12	\$78,866	\$64,526	\$78,639		23.5
BARRY, PETER N	ASSOC. DEAN PROFESSOR	F 12	\$60,981	\$46,001 TO \$49,999	\$61,742		20.5
BOHONAK, NONI M	ASSOC. PROFESSOR	F 9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$56,920		8.5
CARAWAY, BOARDMAN H	ASSOC. PROFESSOR	F 9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$42,001 TO \$46,000		21.5
CATALANO, JOHN	DIRECTOR ASSOC. PROFESSOR	F 12	\$38,001 TO \$42,000	\$30,001 TO \$34,000	\$46,001 TO \$49,999		11.5
CHANASAR, KINGKAED	ASST PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$30,001 TO \$34,000		7.5
CHITIAM, LESTER W	PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$46,001 TO \$49,999		25.5
COVINGTON, KIMBERLY K	INSTRUCTOR	F 9	\$22,001 TO \$26,000	\$22,001 TO \$26,000	\$26,001 TO \$30,000		6.5
CURETON, DEBORAH B	DIRECTOR PROFESSOR	F 12	\$51,681	\$42,001 TO \$46,000	\$51,763		14.1
CURRENCE, ARTHUR J	ASSOC. PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$38,001 TO \$42,000		12.5
EVANS, DIANNE T	ASSOC. PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$30,001 TO \$34,000		6.5
FAULKNER, DANNY R	ASSOC. PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$46,001 TO \$49,999		7.5
FOX, THOMAS H	ASSOC. PROFESSOR OTHER	F 12	\$50,632	\$38,001 TO \$42,000	\$50,544		16.5
GARRIS, WILLIAM R	DIRECTOR ASST PROFESSOR	F 12	\$34,001 TO \$38,000	\$30,001 TO \$34,000	\$34,001 TO \$38,000		4.8
GLENN, JR., JAMES W	ASSOC. PROFESSOR	F 9	\$26,001 TO \$30,000	\$26,001 TO \$30,000	\$30,001 TO \$34,000		28.5
GRIFFIN, JOHN C	PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$46,001 TO \$49,999		21.5
HARRIS, LORENE B	TEACHING ASSOC	F 12	\$34,001 TO \$38,000	\$26,001 TO \$30,000	\$34,001 TO \$38,000		10.4



DEPARTMENT/CAMPUS: 17770 USC-UNION

02/16/94

NAME	INTERNAL TITLE(S)	DAY FP BASIS	FY 1993-94	FY 1993-94	TOTAL EARNINGS	YRS
			BASE SALARY OR FOI SALARY RANGE	9 MNTH EQUV BASE SALARY OR FOI SALARY RANGE	BY FOI SALARY RANGE FOR FY 1992-93	AT USC
WRIGHT, JOHN T	COORDINATOR PROFESSOR	F 0	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$42,001 TO \$46,000	20.5

\* NOTE: TOTAL COMPENSATION INCLUDES BASE SALARY PLUS ANY INCOME FROM SUCH SOURCES AS CHAIRS, DUAL EMPLOYMENT, SUMMER SCHOOL TEACHING, RESEARCH, OR ADMINISTRATIVE ASSIGNMENTS.

UNIVERSITY OF SOUTH CAROLINA  
REGIONAL CAMPUSES FY 93-94 SALARY SURVEY

DEPARTMENT/CAMPUS: 17550 USC-LANCASTER

02/16/94

NAME	INTERNAL TITLE(S)	PAY EP BASIS	FY 1993-94	FY 1993-94	TOTAL EARNINGS BY FDI SALARY RANGE FOR FY 1992-93	YRS. AT USC
			BASE SALARY OR FDI SALARY RANGE	9 MNTH EQUIV BASE SALARY OR FDI SALARY RANGE		

\* NOTE: TOTAL COMPENSATION INCLUDES BASE SALARY PLUS ANY INCOME FROM SUCH SOURCES AS CHAIRS, DUAL EMPLOYMENT, SUMMER SCHOOL TEACHING, RESEARCH, OR ADMINISTRATIVE ASSIGNMENTS.

DEPARTMENT/CAMPUS: 29300 OUTREACH PROGRAMS

02/16/94

NAME	INTERNAL TITLE(S)	FD	PAY BASIS	FY 1993-94	FY 1993-94	TOTAL EARNINGS	YRS AT USC	
				BASE SALARY OR	9 MNTH EQUIV	BY FOI SALARY RANGE		
				FOI SALARY RANGE	BASE SALARY OR	FOR FY 1992-93		
BOWDEN, DAVID K	PROFESSOR	F	11	\$55,244	\$42,001 TO \$46,000	\$60,042	16.1	
BOYD, SARAH	DEAN PROFESSOR	F	12	\$58,596	\$46,001 TO \$49,999	\$58,469	16.9	
DALTON, STEPHEN I	ASSOC. PROFESSOR	F	9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$34,001 TO \$38,000	21.1	
DUNLAP, MARION C	ASSOC. PROFESSOR	F	9	\$26,001 TO \$30,000	\$26,001 TO \$30,000	\$26,001 TO \$30,000	22.5	
STINE, JOHN E	ASSOC. PROFESSOR	F	11	\$38,001 TO \$42,000	\$30,001 TO \$34,000	\$38,001 TO \$42,000	21.5	

\* NOTE: TOTAL COMPENSATION INCLUDES BASE SALARY PLUS ANY INCOME FROM SUCH SOURCES AS CHAIRS, DUAL EMPLOYMENT, SUMMER SCHOOL TEACHING, RESEARCH, OR ADMINISTRATIVE ASSIGNMENTS.

UNIVERSITY OF SOUTH CAROLINA  
REGIONAL CAMPUSES FY 93-94 SALARY SURVEY

ATTACHMENT 20 PAGE 11

DEPARTMENT/CAMPUS: 17660 USC-SALKEHATCHIE

02/16/94

NAME	INTERNAL TITLE(S)	PAY FP BASIS	FY 1993-94 BASE SALARY OR FDI SALARY RANGE	FY 1993-94 9 MNTH EQUIV BASE SALARY OR FDI SALARY RANGE	TOTAL EARNINGS BY FDI SALARY RANGE FOR FY 1992-93	YRS AT USC
MCDOWELL, DUNCAN E	ASST PROFESSOR	F 9	\$26,001 TO \$30,000	\$26,001 TO \$30,000	\$34,001 TO \$38,000	5.5
MCMILLAN, CYNTHIA C	PROFESSOR	F 9	\$42,001 TO \$46,000	\$42,001 TO \$46,000	\$46,001 TO \$49,999	27.5
MEHLENBACHER, CONRAD C	PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$42,001 TO \$46,000	15.5
MITCHELL, ARTHUR H	PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$38,001 TO \$42,000	18.1
MOSKOW, SUSAN P	ASSOC. PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$42,001 TO \$46,000	9.5
PINCKNEY, SHERRILL M	INSTRUCTOR	F 12	\$22,001 TO \$26,000	\$18,001 TO \$22,000	\$18,001 TO \$22,000	18.3
PYRALI, ALI R	ASST PROFESSOR	F 9	\$26,001 TO \$30,000	\$26,001 TO \$30,000	\$26,001 TO \$30,000	8.5
SHELTON, FRANK W	ASSOC. DEAN PROFESSOR	F 12	\$42,001 TO \$46,000	\$34,001 TO \$38,000	\$42,001 TO \$46,000	5.6
STONE, ANTHONY P	ASSOC. PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$46,001 TO \$49,999	8.5
STRONG, JEFFREY A	INSTRUCTOR	F 9	\$22,001 TO \$26,000	\$22,001 TO \$26,000	\$34,001 TO \$38,000	2.5
STRONG, LAWRENCE D	PROFESSOR	F 9	\$42,001 TO \$46,000	\$42,001 TO \$46,000	\$59,312	19.5
VIERECK, JENNIFER J	ASST PROFESSOR	F 9	\$22,001 TO \$26,000	\$22,001 TO \$26,000	\$26,001 TO \$30,000	1.5
WALBOND, RICHARD I	INSTRUCTOR COACH	F 12	\$26,001 TO \$30,000	\$22,001 TO \$26,000	\$26,001 TO \$30,000	5.6
ZEIDAN, HUSSEIN S	ASSOC. PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$38,001 TO \$42,000	8.5

FREQUENCY DISTRIBUTION BY RANK AND FPI SALARY RANGE  
 FY 1993-1994 REGIONAL CAMPUSES SALARY SURVEY  
 AS OF 02/10/94 BASED ON 9MTH EQUIVALENT BASE SALARY

17:27 THURSDAY, FEBRUARY 17, 1994

RANGE	RANK				TOTAL
	PROFESSOR	ASSOC PROF	ASST PROF	INSTRUCTOR	
	N	N	N	N	
\$ 6,001 TO \$10,000				1	1
\$14,001 TO \$18,000	1				1
\$19,001 TO \$22,000			2	3	5
\$22,001 TO \$26,000			2	9	11
\$26,001 TO \$30,000		4	12	6	22
\$30,001 TO \$34,000	1	28	10	5	44
\$34,001 TO \$38,000	11	16	2	2	31
\$38,001 TO \$42,000	20	6	2	1	29
\$42,001 TO \$46,000	15	1		2	18
\$46,001 TO \$49,999	1			1	2
\$50,000 OR MORE	2				2
TOTAL	51	55	30	30	166

UNIVERSITY OF SOUTH CAROLINA  
REGIONAL CAMPUSES FY 93-94 SALARY SURVEY

ATTACHMENT 20 PAGE 13

DEPARTMENT/CAMPUS: 17770 USC-UNION

02/16/94

NAME	INTERNAL TITLE(S)	FD	PAY BASIS	FY 1993-94	FY 1993-94	TOTAL EARNINGS		YRS AT USC
				BASE SALARY OR FOI SALARY RANGE	9 MNTH EQUV BASE SALARY OR FOI SALARY RANGE	BY FOI SALARY RANGE FOR FY 1992-93		
BARTON, MARY T	ASSOC. PROFESSOR	F	9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$38,001	TO \$42,000	9.5
BUCHANAN, STEPHEN R	PROFESSOR COORDINATOR	F	9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$46,001	TO \$49,999	21.5
CHARLES, ALLAN D	PROFESSOR	F	9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$51,694		26.6
DAVIS, KENNETH L	PROFESSOR	F	9	\$54,381	\$54,381	\$73,429		9.6
DENMAN, JEAN L	INSTRUCTOR	D	11	\$10,001 TO \$14,000	\$6,001 TO \$10,000	\$10,001	TO \$14,000	1.5
EDWARDS, JAMES W	DEAN	F	12	\$71,464	\$58,470	\$69,867		6.5
HOWER, FLOYD V	ASST. DEAN ASST PROFESSOR	F	12	\$42,001 TO \$46,000	\$34,001 TO \$38,000	\$42,001	TO \$46,000	4.5
LABYAK, GREGORY J	DIRECTOR ASSOC. PROFESSOR	F	12	\$38,001 TO \$42,000	\$30,001 TO \$34,000	\$38,001	TO \$42,000	11.5
LAWSON, CAROLYN W	DIRECTOR INSTRUCTOR	F	12	\$30,001 TO \$34,000	\$26,001 TO \$30,000	\$30,001	TO \$34,000	18.5
MARTIN, BETTY J	ASSOC. DEAN ASST PROFESSOR	F	12	\$42,001 TO \$46,000	\$34,001 TO \$38,000	\$42,001	TO \$46,000	23.5
REDMAN, JR., ROY R	DIRECTOR INSTRUCTOR	F	12	\$26,001 TO \$30,000	\$22,001 TO \$26,000	\$26,001	TO \$30,000	4.1
SEARS, HAROLD F	ASSOC. DEAN PROFESSOR	F	12	\$51,510	\$42,001 TO \$46,000	\$51,418		19.5
SMITH, SUSAN V	INSTRUCTOR	F	12	\$26,001 TO \$30,000	\$18,001 TO \$22,000	\$26,001	TO \$30,000	6.1
SNOW, DAN C	INSTRUCTOR COORDINATOR	F	9	\$22,001 TO \$26,000	\$22,001 TO \$26,000	\$22,001	TO \$26,000	5.1
WALKER, CHARLES M	ASSOC. PROFESSOR	F	9	\$26,001 TO \$30,000	\$26,001 TO \$30,000	\$30,001	TO \$34,000	15.4
WANG, JIH-MING M	ASST PROFESSOR	F	9	\$22,001 TO \$26,000	\$22,001 TO \$26,000	\$26,001	TO \$30,000	24.5
WILLIS, TANDY R	PROFESSOR	F	9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$46,001	TO \$49,999	22.5

FREQUENCY DISTRIBUTION BY GENDER AND FOI SALARY RANGE  
 AS OF 02/10/94 BASED ON 9MTH EQUIVALENT BASE SALARY

17:27 THURSDAY, FEBRUARY 17, 1

RANGE	GENDER		TOTAL N
	MALE	FEMALE	
	N	N	
\$ 6,001 TO \$10,000		1	1
\$14,001 TO \$18,000	1		1
\$18,001 TO \$22,000	2	3	5
\$22,001 TO \$26,000	6	5	11
\$26,001 TO \$30,000	16	7	23
\$30,001 TO \$34,000	26	19	45
\$34,001 TO \$38,000	21	10	31
\$38,001 TO \$42,000	21	8	29
\$42,001 TO \$46,000	15	3	18
\$46,001 TO \$49,999	2		2
\$50,000 OR MORE	2		2
TOTAL	112	56	168

UNIVERSITY OF SOUTH CAROLINA  
REGIONAL CAMPUSES FY 93-94 SALARY SURVEY

DEPARTMENT/CAMPUS: 29000 LIFELONG LEARNING

02/16/94

NAME	INTERNAL TITLE(S)	PAY FP BASIS	FY 1993-94 BASE SALARY OR FOI SALARY RANGE	FY 1993-94 9 MNTH EQUIV BASE SALARY OR FOI SALARY RANGE	TOTAL EARNINGS BY FOI SALARY RANGE FOR FY 1992-93		YRS AT USC
BURGGRAF, DAVID L	DIRECTOR	F 12	\$34,001 TO \$38,000	\$30,001 TO \$34,000	\$38,001	TO \$42,000	17.6
DOCKERY, JERRY M	ASSOC. PROFESSOR	F 11	\$42,001 TO \$46,000	\$34,001 TO \$38,000	\$42,001	TO \$46,000	21.5
FIDLER, DOROTHY S	INSTRUCTOR DIRECTOR	F 12	\$42,001 TO \$46,000	\$34,001 TO \$38,000	\$42,001	TO \$46,000	14.1
SCHOEN, MICHAEL J	DIRECTOR ASST PROFESSOR	F 11	\$34,001 TO \$38,000	\$26,001 TO \$30,000	\$34,001	TO \$38,000	4.6

\* NOTE: TOTAL COMPENSATION INCLUDES BASE SALARY PLUS ANY INCOME FROM SUCH SOURCES  
AS CHAIRS, DUAL EMPLOYMENT, SUMMER SCHOOL TEACHING, RESEARCH, OR  
ADMINISTRATIVE ASSIGNMENTS.



FREQ DISTRIBUTION BY RANK/GENDER AND FOI SALARY RANGE  
 FY1993-1994 REGIONAL CAMPUSES SALARY SURVEY  
 AS OF 02/10/94 BASED ON 9MATH EQUIVALENT BASE SALARY

17:27 THURSDAY, FEBRUARY 17,

RANGE	RANK											
	PROFESSOR			ASSOC PROF			ASST PROF			INSTRUCTOR		
	GENDER		TOTAL	GENDER		TOTAL	GENDER		TOTAL	GENDER		TOTAL
	MALE	FEMALE	N	MALE	FEMALE	N	MALE	FEMALE	N	MALE	FEMALE	N
\$ 6.001 TO \$10.000											1	1
\$14.001 TO \$18.000	1		1									
\$18.001 TO \$22.000							1	1	2	1	2	3
\$22.001 TO \$26.000							1	1	2	5	4	9
\$26.001 TO \$30.000				3	1	4	9	3	12	4	2	6
\$30.001 TO \$34.000		1	1	17	11	28	6	4	10	2	3	5
\$34.001 TO \$38.000	10	1	11	10	6	16	1	1	2		2	2
\$38.001 TO \$42.000	15	5	20	3	3	6	2		2	1		1
\$42.001 TO \$46.000	12	3	15	1		1				2		2
\$46.001 TO \$49,999	1		1							1		1
\$50,000 OR MORE	2		2									
TOTAL	41	10	51	34	21	55	20	10	30	16	14	30

UNIVERSITY OF SOUTH CAROLINA  
REGIONAL CAMPUSES FY 93-94 SALARY SURVEY

DEPARTMENT/CAMPUS: 30001 LIBRARY PROCESSING CENTER

02/16/94

NAME	INTERNAL TITLE(S)	FP	DAY BASIS	FY 1993-94	FY 1993-94	TOTAL EARNINGS	YRS AT USC
				BASE SALARY OR FOI SALARY RANGE	9 MNTH EQUV BASE SALARY OR FOI SALARY RANGE	BY FOI SALARY RANGE FOR FY 1992-93	
ALLMAN, LINDA K	DIRECTOR PROFESSOR	F	12	\$50,155	\$38,001 TO \$42,000	\$53,132	8.6
DUNAWAY, CLETA E	ASST PROFESSOR	F	12	\$26,001 TO \$30,000	\$18,001 TO \$22,000	\$26,001 TO \$30,000	4.5
HOLDERFIELD, LINDA H	PROFESSOR	F	12	\$38,001 TO \$42,000	\$30,001 TO \$34,000	\$38,001 TO \$42,000	16.5
WASHINGTON, NANCY H	DIRECTOR ASSOC PROFESSOR	F	12	\$34,001 TO \$38,000	\$26,001 TO \$30,000	\$34,001 TO \$38,000	7.6

\* NOTE: TOTAL COMPENSATION INCLUDES BASE SALARY PLUS ANY INCOME FROM SUCH SOURCES AS CHAIRS, DUAL EMPLOYMENT, SUMMER SCHOOL TEACHING, RESEARCH, OR ADMINISTRATIVE ASSIGNMENTS.

FREQ DISTRIBUTION BY RANK/DEGREE AND FOI SALARY RANGE  
 FY1993-1994 REGIONAL CAMPUSES SALARY SURVEY  
 AS OF 02/10/94 BASED ON 9MTH EQUIVALENT BASE SALARY

17:27 THURSDAY, FEBRUARY 17, 1994

RANGE	RANK											
	PROFESSOR			ASSOC PROF			ASST PROF			INSTRUCTOR		
	EDUC			EDUC			EDUC			EDUC		
	MASTER- #S	PH.D/E- D.D	OTHER	MASTER- #S	PH.D/E- D.D	OTHER	MASTER- #S	PH.D/E- D.D	OTHER	MASTER- #S	PH.D/E- D.D	OTHER
N	N	N	N	N	N	N	N	N	N	N	N	
\$ 6,001 TO \$10,000										1		
\$14,001 TO \$18,000		1										
\$18,001 TO \$22,000						1	1			3		
\$22,001 TO \$26,000						1			1	7	2	
\$26,001 TO \$30,000				4			6	5	1	5		1
\$30,001 TO \$34,000	1			14	14		3	7		1	4	
\$34,001 TO \$38,000	5	6		12	4		1	1		1	1	
\$38,001 TO \$42,000	5	15		4	2		1	1			1	
\$42,001 TO \$46,000	4	11			1					2		
\$46,001 TO \$49,999		1								1		
\$50,000 OR MORE		2										
TOTAL	15	36		34	21		13	15	2	21	8	1

FREQUENCY DISTRIBUTION BY YEARS AND FGI SALARY RANGE  
 FY 1993-1994 REGIONAL CASUALTY SALARY SURVEY  
 AS OF 02/10/94 BASED ON 9MTH EQUIVALENT BASE SALARY

RANGE	YEARS						TOTAL
	0 TO 5	5 TO 10	10 TO 15	15 TO 20	20 TO 25	25 PLUS	
	N	N	N	N	N	N	
\$ 6,001 TO \$10,000	1						1
\$14,001 TO \$18,000			1				1
\$18,001 TO \$22,000	3	1		1			5
\$22,001 TO \$26,000	6	4			1		11
\$26,001 TO \$30,000	12	4	1	3	2	1	23
\$30,001 TO \$34,000	11	15	6	11	2		45
\$34,001 TO \$38,000	2	6	4	10	8	1	31
\$38,001 TO \$42,000	2	3	4	11	7	2	29
\$42,001 TO \$46,000		1	4	6	6	1	18
\$46,001 TO \$49,999			1		1		2
\$50,000 OR MORE		1	1				2
TOTAL	37	35	22	42	27	5	168

FREQUENCY DISTRIBUTION BY DEGREE AND FOI SALARY RANGE  
 FY1993-1994 REGIONAL CAMPUSES SALARY SURVEY  
 AS OF 02/10/94 BASED ON 9Mnth EQUIVALENT BASE SALARY

17:27 THURSDAY, FEBRUARY 17,

RANGE	EDUC			TOTAL
	MASTER'S	PH.D./ED.D	OTHER	
	N	N	N	
\$ 6,001 TO \$10,000	1			1
\$14,001 TO \$18,000		1		1
\$18,001 TO \$22,000	4	1		5
\$22,001 TO \$26,000	8	2	1	11
\$26,001 TO \$30,000	16	5	2	23
\$30,001 TO \$34,000	19	26		45
\$34,001 TO \$38,000	19	12		31
\$38,001 TO \$42,000	10	19		29
\$42,001 TO \$46,000	6	12		18
\$46,001 TO \$49,999	1	1		2
\$50,000 OR MORE		2		2
TOTAL	84	81	3	168

FREQ DISTRIBUTION BY RANK/YEARS AND FOI SALARY RANGE  
 FY 1993-1994 REGIONAL CAMPUSES SALARY SURVEY  
 AS OF 02/10/94 BASED ON 9Mnth EQUIVALENT BASE SALARY

RANGE	RANK														
	PROFESSOR						ASSOC PROF						ASST PROF		
	YEARS						YEARS						YEARS		
	0 TO 5	5 TO 10	10 TO 15	15 TO 20	20 TO 25	25 PLUS	0 TO 5	5 TO 10	10 TO 15	15 TO 20	20 TO 25	25 PLUS	0 TO 5	5 TO 10	
N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	
\$ 6,001 TO \$10,000															
\$14,001 TO \$18,000			1												
\$18,001 TO \$22,000														2	
\$22,001 TO \$26,000														1	
\$26,001 TO \$30,000								1		1		1	9	2	
\$30,001 TO \$34,000				1			2	10	6	8	2		7	3	
\$34,001 TO \$38,000		1	2	4	3	1	1	5	1	5	4		1		
\$38,001 TO \$42,000		2	3	8	6	1		1	1	2	1	1	1		
\$42,001 TO \$46,000			4	4	6	1				1					
\$46,001 TO \$49,999					1										
\$50,000 OR MORE		1	1												
TOTAL			4	11	17	16	3	3	17	8	17	8	2	21	5

(CONTINUED)

FREQ DISTRIBUTION BY RANK/YEARS AND FCI SALARY RANGE  
 FV 1993-1994 REGIONAL CAMPUSES SALARY SURVEY  
 AS OF 02/10/94 BASED ON 9MNTN EQUIVALENT BASE SALARY

17:27 THURSDAY, FEBRUARY 17, 1994

RANGE	RANK									
	ASST PROF				INSTRUCTOR					
	YEARS				YEARS					
	10 TO 15	15 TO 20	20 TO 25	25 PLUS	0 TO 5	5 TO 10	10 TO 15	15 TO 20	20 TO 25	25 PLUS
N	N	N	N	N	N	N	N	N	N	
\$ 6,001 TO \$10,000					1					
\$14,001 TO \$18,000										
\$18,001 TO \$22,000					1	1		1		
\$22,001 TO \$26,000			1		5	4				
\$26,001 TO \$30,000			1		3	1		2		
\$30,001 TO \$34,000					2	2		1		
\$34,001 TO \$38,000			1				1	1		
\$38,001 TO \$42,000		1			1					
\$42,001 TO \$46,000						1		1		
\$46,001 TO \$49,999							1			
\$50,000 OR MORE										
TOTAL	1	1	1	3	13	9	2	6	1	