

**THE UNIVERSITY OF SOUTH CAROLINA
Regional Campuses Faculty Senate
USC COLUMBIA
The Darla Moore School of Business
Daniel Management Center**

Friday, September 10, 1999

Coffee 9:30 - 10:00 AM
Daniel Management Center

Morning Session..... 10:00 - 11:00 AM
Lumpkin Auditorium

Welcome

President Palms 10:00 - 11:00 AM
Provost Odom 10:00 - 11:00 AM

Standing Committees..... 11:00 - 12:30 PM

 I. Rights and Responsibilities
 Room 855

 II. Welfare
 Room 860

 III. System Affairs
 Room 856

Special Committees.....11:00 - 12:30 PM

 I. Grievance Committee.....11:00 - 12:30 PM
 Room 858

Executive Committee..... 11:00 - 12:30 PM
Lumpkin Auditorium

Deans Meeting..... 11:00 - 12:30 PM
Room 857

Academic Deans Meeting11:00 - 12:30 PM
Room 853

Luncheon 12:30 - 1:30 PM
Top of Carolina

Afternoon Session 1:30 - 4:00 PM
Lumpkin Auditorium

AGENDA

- I. Call To Order
- II. Correction/Approval of Minutes: April 9, 1999
USC Beaufort, Beaufort, SC
- III. Reports from University Officers
 - A. Dr. Chris P. Plyler, Vice Provost and Executive Dean
 - B. Dr. Carolyn A. West, Associate Vice Provost
 - C. Regional Campus Deans
 - D. Dr. Sally Boyd, Assistant Vice Provost for Continuing Education Academic Credit Programs
- IV. Reports from Standing Committees
 - A. Rights and Responsibilities - Professor John Catalano
 - B. Welfare - Professor Noni Bohonak
 - C. System Affairs - Professor Bette Levine
- V. Executive Committee - Professor Tye Johnson
- VI. Reports from Special Committees
 - A. Committee on Libraries - Professor David Bowden
 - B. Committee on Curricula and Courses - Professor Robert B. Castleberry
 - C. Committee on Faculty Welfare - Professor Bruce Nims
 - D. Faculty-Board of Trustees Liaison Committee - Professor Tandy Willis
 - E. Research and Productive Scholarship Committee - Professor Todd Scarlett
 - F. Other Committees
 1. Conflict of Interest Committee - Professor Wayne Chilcote
 2. Grievance Committee - Chair
 3. Manual Review Ad Hoc Committee – Professors Wayne Chilcote, John Logue and Tandy Willis
 4. Regional Campuses Academic Advisory Council – Professor Bob Costello
- VII. Special Orders
- VIII. Unfinished Business
- IX. New Business
- X. Announcements
- XI. Adjournment

REGIONAL CAMPUS FACULTY SENATE MINUTES

SEPTEMBER 10, 1999

COLUMBIA, SOUTH CAROLINA

Morning Session

MARY BARTON (USC Union), Chair, OPENING REMARKS

The Chair welcomed the Faculty Senate to the 1999-2000 Academic year and forwarded Dr. Odom's regrets at not being able to attend. Dr. Odom wanted to make sure that you were all aware that the Scholarship activities for the Regional Campuses Faculty, which some of us have benefited from this year, will be continued and that he has a strong feeling about supporting us in our activities. The Chair introduced President Palms, and noted his position paper expressing support for the Regional Campuses is very strong and gratifying

REMARKS BY PRESIDENT JOHN PALMS:

There is so much going on at the beginning of this academic year. We have a very strong governor, who is supporting education and there is a lot going on in the K-12 area. We are trying to work with Inez Tenenbaum on a number of initiatives there. We are certainly looking at what is challenging here for the University of South Carolina this year. We have the whole issue of information technology, which has just exploded in this country. We are deeply concerned about the strategies for this campus and what we can wisely implement. We are in stiff competition continually for outstanding students. We are getting the results in about our freshmen class on the Columbia campus which we are very proud of. We are looking at the demographics for the state of South Carolina and at the pool for higher education—quality students and what the projections are for that pool. We are carefully watching the enrollment trends on your campuses as well.

We have had a great deal of discussion about the University of South Carolina and all of its campuses. We are concerned about certain provisos that have been drafted in the legislature without any communication with the administration of the University. We were certainly not consulted by anyone. I have not even read those provisos, though I do have a sense of what they are about. We have talked about this at great length with the administration and among the members of the Board of Trustees. As you have heard, we have released a statement. I want to read this to you just for the record. (See Attachment 1). I will be pleased to answer your questions or hear your comments about that particular issue.

QUESTIONS AND COMMENTS FROM THE AUDIENCE:

PRESIDENT PALMS

Our first and major task is service to our students. We would not be here without students. It is very difficult to have a university or a college without students. Otherwise, we might as well have a research institute or some kind of a center. We are here to serve our students. We want

students to be satisfied. We need to guide our students. There is probably more confusion for our students now than ever before. One of the major complaints that students have about us is that we do not counsel effectively enough, and we do not advise enough. Students change majors more frequently than ever. They are graduating in more than four years. Then, after they graduate, they come back for the degree they think is the one they should have gone after in the first place. There is an awful lot of re-enrollment. Students are confused between being skilled for economic well-being versus being educated for self-fulfillment. It is an increasingly much more difficult task for us, I think, to educate our students. Then, you have the nontraditional students who are no less confused than our younger students coming in. They have a desire for further education.

It is a real challenge for us to meet all the students needs and interests. Besides that, we still have to make our case that we are important to the state's economic development. You will hear a lot, again, about justifying the investment in higher education. If you look at our surrounding states, there has been some new data released comparing us with our southeastern states. We are not that different as far as percentages of our population that get a high school diploma. You would be amazed to see that percentage is not much different in Florida and Georgia than it is in South Carolina. The number of people living in poverty in these states is only a few percentage points difference. The percentage of the population that is college graduates is surprisingly not that much different. We have always said that the national average is close to 20. We are at 16 or 17 percent in the southeast. The level of education, for people employed in jobs that require information and intelligence, is quite a bit different than in the past.

Nationally however, though the percentages are close, South Carolina still ranks at the bottom of the scale. South Carolina has been satisfied with creating low paying jobs in the manufacturing sector. We were last to really become proficient in that area. Now, we are moving into an economy that is rewarding intelligence and information. Again, we are probably on the tail end, trying to adjust to that paradigm change in our country. We in South Carolina have to change the whole model of what we are trying to accomplish, which is enriching intelligence and teaching students to create and process more information. This is a challenge that we are facing with the political leaders, the legislature, and the business leadership, to educate then on how higher education can help the state catch up in this new century. In that regard, we are getting more help from the business leadership, trying to make the case to invest more in higher education, and working closely with K-12 to lift the overall intellectual level. The economy is going to relocate aspects of our economy to different parts of the world. This state needs to be as prepared as any other state for this new kind of economy. In the last twenty years, twenty million jobs have been created in this country. In the last ten, the majority of those have been in the service industry and in the information industry. These jobs are what we have to prepare our students for. We are trying to make that case at the highest level of government.

We appreciate your support. You have to raise the standards. I have said, year after year, that we do not have the luxury of setting South Carolina standards or regional standards. The standards are being set for us at the national and international levels, which means we have to be more demanding, and not as accommodating in the level that we expect from our students. We need to

raise those levels. Just like you, I have to do the same thing. I have never read more in my life than I have since I have been in this job, trying to understand the changes taking place. My place, the university's place, the role of each of us, is to understand what is really going on. It puts a tremendous obligation on all of us. There has never been more discussion going on among faculties in the higher educational communities. The outside community is increasingly attacking us for our inertia, to use a good physics term. High inertia takes a stronger force to move a body. In the business world, that force is shown in their work adapting every day. You read about the mergers, downsizing, IPO's, and new industries emerging that parallel to other industries that do not recognize the change. Economic commerce being done on the Internet surpasses anything that people had anticipated even six months ago. Business is coming to the university saying: Do this right now; Change this; and, why are you not using the new technology that is available to you? Surveys being taken all around the country show that only about thirty percent of universities are using high technology effectively. The aging of our faculties—the average age is about fifty-five—means there are many retirements in the university community. What expectations will we have and create for our new and future colleagues?

In creating an educated person, we constantly establish our credibility and, of course, try to avoid someone not being prepared for his or her first job. In creating an educated person for this constant change, we enable lifelong participation in our society. We need to do this, it seems to me, in a different way and we have to do this convincingly so the outside world will be patient with our productivity. Productivity is a problem that has been looked at worldwide, and we do not have much to show as far as improved productivity in higher education. It does not lend itself to the same kinds of major improvements we see in business. It takes just as long to read those English themes as it always did and just as long to grade those problems as well as the other things. We are being challenged. There is great dissatisfaction with the costs of higher education and the increases in tuition every year, but not a complete understanding about the technology costs that we have to bear.

These are some of the things that we have been discussing in the administration, and we hope that you will take initiative on your campuses and create forums for addressing these issues. They do not deal with every day responsibilities. You still have to get students to class, make your presentation, and make those students feel good. But try also to stand back a little collectively and give your institution some longer-term advice from your perspective and viewpoint. Help us, collectively, make some decisions that will benefit the University of South Carolina.

Obviously, it is an exciting time to be at the University. I think the University is, still, the most credible institution in our society. The national change that higher education has provided for this country is outstanding. It is being duplicated all around the world. The new democracies are adopting the model of the American college, the American university, and the American way of governing higher education. This is a powerful international force, and we have many new partners we have never had before in countries where we never expected to have those kinds of alliances. Our faculty is being asked to go abroad and help establish colleges, universities, and new research programs. The same thing is happening in our business community worldwide. American culture and its influences are more dramatic than ever in the history of this country or

world. It is a great opportunity for us to take the best of what we have learned, the best practices, and to share those and pass them on to the rest of the world.

This subject matter could be a two hour speech but I want to welcome you. I hope you had a satisfying summer. By the way I know some of you had a chance to do scholarship. I know that many of you had a chance to travel. How many left the country this summer? All right, not bad. I would be glad to answer any other questions about any of the subjects. I appreciate your work. Chris is doing a good job representing you, and he knows your issues. It has been wonderful to have his experience, his candor, his integrity, and his love for the campuses. Congratulations to him. Thank you!

Castleberry (USC SUMTER):

Anticipating that this is the sacred year 2005, and we have survived the Y2K. What would your description, ideally, for the university be?

President Palms' reply:

First of all, I feel a sense of ambition for our university; that ambition stands unchanged. We have fundamental values. We are able to abide by those, and they confirm the true matters of this institution. A centrifugal force could pull us apart from our core purposes. I hope that core purpose will be as rich as the other aspects. I hope higher education will have been enhanced by the new technologies that make education more profound. We will have learned that what we are really talking about is changing the mind and using the information and technology in a better way to do that. We are really inundated with information; obviously you can only digest so much. So the question is how do you use information, how does this technology allow you to filter all of this information—to create something that is of value? For the cost of education to be justified we have to constantly use the technology to initiate these changes. We continue to analyze the major challenges facing this country.

I hope that this institution will play a more dominant role in addressing these issues. I think we are somewhat timid in speaking out as a public institution. We need to be a little more courageous in dealing with the issues that affect human rights in this state.

There has been incredible funding for K-12 across the state. We have a wonderful internal Family Fund support system for this institution, and I hope you contribute to it. But the state support needs to be increased.

The University also has a moral authority as well as a trust. One of the questions of the day is the flag issue, and I have gone to a couple of forums addressing the University's position on that. I think it would be beneficial for this senate to hear these forums.

We have been challenged recently because we have professional affiliations with national organizations, and we are constantly hosting events in this state. There is really almost complete autonomy in the colleges and in the departments in the various disciplines on this issue. We have had one challenge with the Black Family Summit having a meeting in Myrtle Beach, co-sponsored by the Urban League, which has withdrawn support. Do we still want to have that

conference? This is an issue for the College of Social Work to decide on. There is no University position that would support a boycott. We are certainly not supportive of a boycott. I think it is a good opportunity to engage our students and our faculty in the discussions and the issues relating to the flag. I think that individuals may have their own opinions about the flag. When the legislature decided to use our campus, when they were renovating the capitol, the flag did not come with the legislature. We do not fly the flag on this campus. It is a highly charged political thing; that is where we are on this issue today. So, let us take our individual opinions and express ourselves the way we want to.

The flag issue certainly has not affected the hiring of our faculty this year. We have had an outstanding year. In the senate, we have introduced our new faculty. We have new members from Yale, Princeton, Columbia, Stanford, Duke, and Virginia. So far, academics have not been affected. As we go out of state, we have recruited outstanding students, which is very important; however, good students leave our state. This is a challenge already. We have Carolina Scholars, Yale scholars, and others on all of the campuses. We give scholarship money to outstanding students. We have really made a significant contribution to keeping good South Carolina students in this state. We are going to continue to do that. We are building a lot more faith among the citizens of this state. This is pretty evident. I welcome your concept of this, also. Okay, have a good meeting. Thank you.

Mary Barton (USC Union), Chair:

The Chair recognized the presence of Dr. Caroline Strobel, the chair of the Columbia Campus Faculty Senate. She is a Professor of Business Administration. As always these two groups need to work together on helping to advance the goals of both the faculty and the institution. I encourage her to attend with us any time she can.

Okay, a couple of notes before we break into committees. I have been requested by the Secretary, and having been in that position, I cannot tell you how important it is, to remind you that if you wish to have your comments correctly reported in the minutes, it would be best to clearly indicate who you are and what campus you are from. There is nothing more frustrating, for someone who is trying to be good at this job, than to have the comment from somewhere in the back of the room, which may be very valuable to the proceedings. This comment may be something that we want to record. The question is "who was that strange voice from the background"? So, please, **clearly indicate who you are and what campus you are from.** And, of, course, it is always a **major benefit** for committees to **provide written reports.** This takes what is a very onerous burden and turns it into a manageable one if we can have exactly what you think you are saying in our hands. Also, there is a room change. The Grievance Committee, instead of meeting in Room 858 will be moved to 859. I believe that takes care of the changes and comments. If there are not any other matters to bring before this group, I will allow you to adjourn to your committee meeting. See you all at lunch.

Afternoon Session

Chair Mary Barton:

The Chair called the meeting to order at 1:30

1. Correction and Approval of Minutes

There is one correction that needs to be made in the members of the Committee for USC-Beaufort bidding. Dr. Somers Miller's name was spelled incorrectly. I hope we can attach those to the minutes of this one.

Any further changes? A move for approval? Yes. All in favor, I. Moved. We are ready for reports from the University officers.

II. Reports from University Officers

A. Vice Provost and Executive Dean, Dr. Chris P. Plyler

Thank you Mary. Let me offer my welcome to everyone for the 1999-2000 academic year. I look forward to working with you in growing and developing our campuses. Now, that we have even more assurance from the President that we are going to continue to be a strong, integral part of the University of South Carolina, I think the responsibility comes back to us to do all that we can to strengthen what we are doing in the communities that we serve. We have a number of initiatives under way in the division office. Before I go into that, I want to give a special thanks to Dr. Carolyn West, who as we all know, assumed the Interim Vice Provost position over the course of last year. She did a tremendous job. Also, to Sally Boyd who, as Associate Vice Provost, did a tremendous job in strengthening even more the relationship between our faculties and the faculty here on the Columbia campus. We will continue to do that. Also, I am spending a lot of time getting to know people here in Columbia that I had not previously known--particularly those in the continuing education division. I find them to be very enthusiastic, capable individuals who are anxious to begin anew not just in continuing education, but in linking continuing education to what we are doing on the Regional Campuses. I think that is an area that has been somewhat unexplored, and we hope to open up some new avenues in this direction. We need to develop our campuses in a way that will cause not just the senior administration in Osborne, but all across this University to look at the Regional Campuses in a new light. There are lots of challenges; lots of built in conflicts, lots of interests, and lots of complex problems that need to be looked into. Every day I recognize how complex some of those problems can be. I am delighted to be at the table in those critical meetings when a change in direction or a new direction may be discussed. I can assure you that our interests will be expressed. So far, I am delighted to report to you that they are being heard. Already, some of your deans, along with others, and myself are going to look at what other universities throughout the country are doing in their regional campuses efforts. I think that we have a huge responsibility in shaping our own destiny. So far after seventeen studies and new legislation, we are still strong and we are still viable, and the University still wants us. We just need to strengthen our position and make ourselves more indispensable.

It has been suggested that maybe there is some paranoia out there about the vacancies in deanships across the Columbia campus. There is no crisis in the fact that some of the deanships remain vacant. This turnover is normal among universities of this size. There are seven or so searches ongoing. Among those is the Chief Information Officer for the University of South Carolina; that committee is chaired by Fred Roper. The Vice Provost for Research search

committee is being chaired by Gerald Crawley in Science and Mathematics. The College of Education dean search is chaired by Bruce Coull. The College of Applied Professions dean search is chaired by George Terry. The College of Engineering dean search is being chaired by Bruce Dunlap, Chemistry. Three candidates have been sent forward to the Provost and President for the Deanship at Beaufort. They will have been interviewed by the end of this month. I am hoping by mid-October, we will have a decision there. The USC-Salkehatchie dean search committee is being formed over the next couple of weeks. The Interim Dean for the College of Journalism is Dr. Ron Farrar. In the Darla Moore School of Business, Dr. Rodney Roenfeldt is going to serve as Interim Dean until that search has come to its conclusion. He is a long time faculty member in the department of Finance.

It is too early to project any budget scenario for you. I look forward to working with the legislative delegations from each of our Regional Campuses over the course of the year on any issues that impacts higher education, but particularly those issues that we are concerned with as a Regional Campus system.

I want to thank you for all of your words of encouragement, for your welcome, and for your sympathy and prayers. I look forward, very much, to working with you throughout the course of the next several years. Any questions? Well thank you. Now, I would like to ask Carolyn West to come up.

B. Associate Vice-Provost, Dr. Carolyn West

I appreciate everyone's kind remarks and help during the last year, and I hope that we all will have a good year. It feels like it is off to a good start. I put out up here the statistics from T&P process from last year. I felt very proud of myself that I did it without prompting from Robert Castleberry. I found out that there were at least two mistakes in it. On the first line, the second vote should be yes instead of no. In terms of the process last year, it is very similar to the two years that I have had experience with this process. The Provost and the President agreed one hundred percent and interesting enough, the President and the Provost agreed with Vice Provost one hundred percent of the time. I think this is a first. In terms of the President and the campus deans, there was agreement on fifty-seven percent of the cases; between the President and academic deans eighty-two percent of the time, and between the President and the local level forty-three percent of the time. There is agreement towards the end of the process, but certainly not at the beginning of the process. Some of you expressed concern about these statistics, but it is my feeling that it is typical of what is occurring now. You need to look at this, not necessarily, thinking that all of the people that received a no are just like you and work as hard as you do. The people that got "no's" have done nothing in scholarship, and they have been here for six or seven years and have been guided towards doing scholarship and some have chosen not to do so.

.In other cases, people went up for promotion and/or tenure early. The Provost and the President have stated that they are not going to award tenure and promotion early. Maybe you have not been advised of that on your campus, but that is the way it stands. If you want that change, you need to talk to the President in the Provost through the Advisory Committee because that has been the policy since about 1993. Once in a while, they will do early promotion and tenure on this campus, but it is usually when they are going to lose somebody that is really superior. When you look at those statistics, realize in only one case in the first group was at the Penultimate year.

somebody that is really superior. When you look at those statistics, realize in only one case in the first group was at the Penultimate year. In several of those cases for tenure and promotion to associate professor, it was people who chose not to do scholarship. If it looks bleak to you, you might want to talk to me about it because I know many of you worked very hard. I know how hard it is to be a faculty member on a Regional Campus. I know the things that you do that faculty do not do on this campus. I think of all the times I was at school at five o'clock in the morning to get my lab ready at eight o'clock because I had to clear flies out of bottles and it could not be done by anyone else but me. I understand that, but I really do not think the President or Provost has a clear idea about what we do on the campuses and that our jobs are very different. It is our responsibility to educate them. Now, how we do that is another challenge. We do not have graduates assistants, we teach twelve hours, some of you drive several hours, and some of you drive many hours a week to other campuses. I think that the message is being sent and you may remember that the President said, "you have to raise the standards". I wrote it down right here. You are expected to be active as a scholar, and the same standards do not apply to you that may in Columbia, but you are expected to produce. I think that means a couple of articles, so you need to think about can you do that in the summer or how can you arrange your life so that you do not have to go into the tenure promotion process with trepidation. I know that the same standards have not always been applied, but the fact is they are the standards that you are facing now. Any questions about that or anything else?

Tandy Willis: I probably should have asked, I am picking up some confusion about this year's raise package from several different types of stipulations where people are interpreting it in several different ways. Could somebody clarify that?

Reply by Dr. West:

I am probably not the best one to do it, but I know somebody will help me out if I am mistaken. My understanding is that the average raise was to be 4%. Some campuses were allowed to go up as high as 6% depending on the budgets. There are at least two campuses that their budgets did not allow them to go up to 6%. When I say average, this means that there may be people very high and very low, but it averages out to 4%. The campuses that did move to the 6% that 2% came out of their operating budgets; is that correct?

Reply: Yes, all of our raises in the last few years have had to be supported by our operating budgets.

Professor Costello, Sumter: I was wondering if you could tell me the administration philosophy about post-tenure review and standards for that process.

Reply: Standards are the same as the last promotion that the individual went for. If it is an associate professor, then they will be judged against the standards for promotion to associate professor. People that are preparing for post-tenure review need to prepare a file as if they were going up for promotion. It will be judged by the standards that they last faced.

Two things about access on the home page. The home page has the tenure and promotion forms available on it; that is the Regional Campus home page. Make sure that you use the right form.

If we get T&P files that are not properly documented, they will be sent back when they get to the Provost level. So, make sure that you consult that. Those of you that are going out for third year review probably want to use that form, because it will be possible for you to use that when you then go up in your sixth year or whenever. The bulletins for two of the campuses will be on line. These are Beaufort and Sumter, they will be available on line Monday. You might want to look at those. You may be aware that SPAR grants have changed. There is only going to be one call a year. This year the deadline is October 4th. You can not expect to submit a Spar grant in the spring because they have changed the policy. If you are going to do a Spar grant then October the fourth is the deadline.

Anonymous, Sumter: Does that mean they are giving less money and fewer grants?
(note: this question is addressed later in these minutes)

Recently, you may know, that there was a call for letters of intent for the South Carolina Instructional Technology, Initiative, which was run by CHE. This process required that your letter of intent should be submitted to a committee in Columbia. Then that committee would pass on the proposals to CHE. There were twenty proposals submitted from USC campuses. Eleven of those were chosen of those twenty-six from the Regional Campuses and one of the proposals from the Regional Campuses was passed on to CHE. I think we have good representation. The proposals were good. People that were turned down were not necessarily because they were of a poor quality. Their ideas may not have the selling power that other ideas may have. If you applied and did not get it this time, I encourage you to apply next time. If you have some idea about how you would like to present your course through technological innovation, I encourage you to do so. There should be another call perhaps next semester rather than next year. So, if you did not get yours in on time or had some problem, try to get it in next time. I have to think what everybody's official title is.

C. Deans Reports:

USC-Beaufort Dean Meeks: (See attachment 2)

(Asked of Dr. West) If someone in your office could talk with the chair of that committee or our representative, I found it a little frustrating because, after the process was over, I began to hear requirements that I felt that I did not really get when we were putting them together. We just want to be sure that we understand exactly what it is they are looking for. So that we can tailor our concept letters to what it is they are seeking. I think that the time frame was a little short, and the faculty was not available.

Reply: The President recently appointed me to that committee, but for some reason I was not called for this meeting. So, I hope the communication will improve. We will, again this year, have Provost Faculty Development grants. These were the ones you could apply for \$2,000. Practically everybody that applied last year was successful. You may want to look into that. This is due on February 15th. The call has not gone out on that. I will probably wait until the end of October to send this call out. Those of you that did get grant this year, make sure you send a report on your activities so you will be eligible again. Any questions or comments? I hope you all have a good year. If there is any way that I can help you, please call. I think it is going to be fun working with Chris and the other people working on the Regional Campuses.

We are here to serve you. I represent the faculty, and I hope that I will represent your concerns, well. On the visits, we are going to Ohio University and Penn State. I hope to ask some important questions that would be applicable to faculty if we decided to make a change in the way we do things towards a model like Ohio University or Penn State. All the campuses at Penn State are four years, now. Thank you.

Senators from USC-Beaufort: inaudible from floor

USC-Lancaster, Dean Joe Pappin (See Attachment 3 for Dean's Report)

Senators from USC-Lancaster:

John Catalano-Philosophy

Noni Bohonak-Computer Science

Peter Barry-History

Bruce Nims-English

Lisa Rashley-English

Todd Scarlett-Biology

Wayne Thurman-Grievance Committee Representative

Danny Faulkner-Astronomy

USC-Salkehatchie, Dean Carl Clayton (See Attachment 4 for Dean's Report)

USC-Sumter, Dean Les Carpenter (See Attachment 5 for Dean's Report)

USC-Union, Dean Jim Edwards (See Attachment for 6 Dean's Report)

Senators from USC-Union:

Bob Kearse

Tandy Willis-past Chair

Herald Sears-ably represented by Susan Smith

Mary Barton-Chair

Assistant Vice-Provost for Continuing Education Academic Credit Programs, Dr. Sally Boyd

Dr. Boyd introduced the Senate members from Continuing Education:

Dave Bowden

Nancy Washington, Executive Committee and Welfare Committee

Linda Allman, Rights and Responsibilities

Continuing Education also has a new faculty member. Dr. Kathleen Fritz, who has a Doctorate in French Language, and Literature from the University of Maryland, College Park. Dr. Fritz is fluent in English, five languages, and she will be teaching French and Spanish for us.

Remainder of the report was inaudible on the tape.

III. Reports from Standing Committees

A. Rights and responsibilities, Professor John Catalano

See attachment 7

B. Welfare, Professor Noni Bohonak

Professor Bohonak reported on the charges of her committee which include 1) the annual faculty salary study, 2) Survey for technology deficiencies; they will survey and report at the next meeting, 3) Provost grants: We are ready to review when these proposals are submitted.

C. Bette Levine, System Affairs Committee

The system affairs committee discussed a name change for this committee, and decided to keep the name as it is. The main topic of discussion was distance education and technology on our campuses. Chair, Bette Levine distributed a bibliography to the committee, on this subject that she had completed last spring but had not distributed.

System Affairs is going to evaluate distance education and technology, and attitudes toward these two subjects. They are going to use questionnaires that are going to be created by Todd Scarlett and Peter Barry. They plan to invite Susan Bridwell and Dan Barring to the next committee meeting at Salkehatchie on November 19th to answer questions that will be generated by The System Affairs Committee members and the questionnaires. They discussed having a mobile workshop series to address technology and distance education. They hope to have people coming to the Regional Campuses to help with evaluating and instructing the faculty on distance education and technology. They will try to determine which campuses are most in need of what technology such as better computers or other equipment to deliver. Thank you.

D. Tye Johnson, Executive Committee:

The executive committee met and discussed a possible change to the manual that would clarify the issue of "early tenure". We also discussed a request from Vice-Provost Plyler that the date of the November meeting be changed due to a conflict with a meeting of the University's Board of Trustees. It was decided to present this issue to the senators for their wise consideration under "new business".

Finally, we discussed the various methods developed by the separate campuses to accomplish post tenure review. A copy of the minutes of the Executive Committee retreat held in August is attached to this document.

IV. Reports from Special Committees:

A. Committee on Libraries-Professor David Bowden

Committee has not met, no report

B. Committee on Curricula and Courses-Professor Robert B. Castleberry

(See attachment 8)

C. Committee on Faculty Welfare-Professor Bruce Nims

(See Attachment 9)

D. Faculty Board of Trustees Liaison Committee-Professor Tandy Willis

The first meeting is scheduled for September 30th here and the second meeting is November the 19th.

E. Research and Productive Scholarship Committee-Professor Todd Scarlett

Professor Scarlett reported that there is only one submission for Research and Productive Scholarship grants and that it is in the fall. There is a fair amount of money in it. If you have any preconceptions about what the requirements of the Spar-grants have been previously, you need to look again because some of them have changed. Be sure to consult the RFP.

V. Other Committees

A. Conflict of Interest Committee-Professor Wayne Chilcote

Committee has not met, no report

B. Grievance Committee-Chair not selected

See attachment 10

C. Manual Review Ad Hoc Committee-Prof. John Logue, Wayne Chilcote, and Tandy Willis

Mary Barton thanked the members for their diligent and outstanding work and recommended all for immediate 10% pay raise. (Applause.)

D. Regional Campuses Academic Advisory Council-Professor Bob Costello

I want to tell you about the committee. This Committee meets with the Provost once each semester. It consists of two representatives from each campus plus the chair of the Faculty Senate. It is a very, very valuable opportunity for dialogue with the Provost from our campuses and needs to be taken seriously. Among the issues we discussed last year, were manual revisions. An issue that caused controversy was a proposal to re-approve us as teachers for the courses we have been teaching for years and we got in an adversarial situation. Professor Odom pointed out to me personally that he would not continue this committee unless we could achieve a good level of collegiality. I would urge those of you who serve on the committee in the future to keep this in mind. He wants to work out everything in a collegial not adversarial manner.

Special Orders:

None

Unfinished Business:

None

New Business:

Motion to change the date of the Salkehatchie meeting was discussed and defeated.

Meeting Adjourned at 3:45pm by Chair Mary Barton

Attachment

President John M. Palms
Regional Campuses Faculty Senate
September 10, 1999

As you know, several provisos have been introduced in the legislature that would affect the collective campuses of the University of South Carolina. The University was not consulted about these provisos, nor did it support or play any role in drafting this legislation. I want to apprise you of the University's official position on this matter.

The University of South Carolina continues to believe that by their affiliation with the University's main campus in Columbia, our seven other campuses best serve the citizens and students of South Carolina.

Eight years ago, when Coastal Carolina became independent of the university, I proposed that USC would support independence for the growing campuses of Aiken and Spartanburg at the appropriate time and pace for each community and re-affirmed my strong opinion that the five Regional Campuses were of greatest value as resources of higher education through continued close affiliation with the copies of my two speeches to the full Board of Trustees in 1992 in which I addressed the relationship among the campuses.

Since then, during continuous assessment of the relationship of the University with these campuses, I have received strong interest from all of these communities in the value of their association with USC. This unity meets the historical desire of these communities for a USC campus with comprehensive offerings, expands opportunities for all USC students and faculty as they build their careers, and best leverages the resources of the state an higher education maximum value across South Carolina.

As has also been my philosophy from the outset, we encourage open, continuous, and vigorous discussion of the merits of each campus's association with the University. A candid assessment can only assure that the University remains responsive to community needs and that each campus continues to best serve local and state ambitions.

At the time, based on strong community support and the University's assessment, the University does not support disassociation of any campus from the University and, to the contrary, believes that the collective association provides great value to our state and its students.

Attachment

2

Report of the USC Beaufort Interim Dean, Lila Meeks
USC Regional Campuses Faculty Senate
September 10, 1999

FACILITIES: The Beaufort College Building is presently as exposed as it has been during its 150-year existence (thank heavens Dennis did not blow in). The renovation is well underway and ahead of schedule. We anticipate having the exterior back to its fine 1852 appearance and the interior without cinderblock walls and with indoor plumbing by fall 2000. During the renovation period, USCB personnel are strung pretty far down Carteret Street in donated and rental properties...everyone is getting more exercise than usual. We are happy to have the Lowcountry Technology Center located on campus and expect it will be a great training center for staff, faculty and students. The enrollment increases have highlighted the inadequacy of the Hilton Head building, and we are still fund raising for the New River campus.

ENROLLMENTS: Fall enrollments look very encouraging with the Hilton Head campus leading the way. We expect to have record enrollments once the Fall II figures are in.

PERSONNEL: We have several new faces on campus this fall: Melissa Gill, Development; Dr. Martha Moriarity, GRS; Melanie Pulaski, USC Aiken Early Childhood; Dr. Robert Landrum, History; Dr. Scott Kiker, who holds USCB's first endowed professorship in Business Management. We are missing one familiar face, but are happy to see him here today.

INVITATIONS: Please join us for the following: Dr. Burk's Printmaking workshop and exhibit opens on Tuesday, September 14th at 5 pm. Productions of KING LEAR and THE ILIAD by the internationally renowned Aquilla Theatre Co. will run from Sept. 23rd-27th. The Festival Series opens Oct. 23rd at 8 pm. Dr. Eby's celebration of the centennial of Hemingway's birth, HEMINGWAY AND THE LOST GENERATION will begin Oct. 20th and run through Nov. 13th. And Dr. Burk will open an exhibit on 19th Century American Etchings on Oct. 20th. We hope you'll be tempted by something...if we can assist you with accommodations, give us a call.

USC BEAUFORT SENATORS: I will now ask Dr. Roy Darby, the USCB member of the Executive Committee, to introduce our delegation.

Dean's Report — USC Lancaster
USC Regional Campus Faculty Senate Meeting — September 10, 1999

- Our Freshman Year Reading Experience Novelist for this year is nationally known author Josephine Humphreys. All entering Freshman have been provided with a copy of her novel Rich in Love. She will be reading from her novel in classes and before the Freshman class next Wednesday, Sept. 15th. Also, she will be giving a reading and lecture on Tuesday evening, Sept. 14th, 7:30 p.m., as a guest of The Friends of the Medford Library.
- Dr. Danny Faulkner has been promoted to Full Professor of Astronomy and Physics. He publishes widely and is currently completing a highschool textbook on Astronomy. Also, Mr. Ralph Garris, Director of Criminal Justice and Development, has been promoted to Associate Professor. And, Associate Professor John Catalano received this summer the first Ph.D. in the new doctoral program in Philosophy at USC. Congratulations to these outstanding faculty.
- Our USCL Faculty also deserve special commendation as our campus led our Sector in Graduate Rates, and, in fact, this past year registered the only increase among the campuses in this category, and that by 5.9%. This is a reflection of their singular commitment to the students of our campus.
- Our campus also led our sector for lowest administrative overhead costs per FTE students.
- Last Spring Dr. Joan Hind Steward, Dean of Arts and Letters, USC, was the special guest speaker for our Faculty Scholarship and Research Awards Banquet. Once again, our faculty continues to increase its efforts in the area of Research and Scholarship and maintain vital work in teaching and service.
- This week we launched a ROTARACT Club on campus, which is a Rotary Club for college students. This club is being sponsored by Professors Roberts and Garris, and by three area Rotary Clubs. We plan to initiate an international component for participating students.
- Our new Arts & Sciences Building should be completed by the contractors in late October. Together with President Palms and the USC Board of Trustees, we are planning for a special announcement of the naming of the building hopefully in October. Of over \$8 million raised for this building, and about \$5 million received on 5-6 year pledges, we are only delinquent \$15K in collections, which is practically unheard of.
- John Gardner was our guest speaker for our annual Fall Convocation this week. Prof. Gardner started his career with USC on the Lancaster campus. In true form, he mesmerized our students with an outstanding presentation.
- We are in the advance architectural design phase for the renovation and expansion of the Medford Library, which is currently a \$4 million project.
- I take particular pride in announcing the publication of an outstanding anthology of essays on the philosophy of education on the part of the American Jacques Maritain Association, in conjunction with the Catholic University Press. The lead essay is by our own University President, Dr. John M. Palms, entitled, "The Public University and the Common Good." You may order at a special Regional Campus discount copies through our USCL Bookstore.

Attachment
4

USC REGIONAL CAMPUSES FACULTY SENATE
SEPTEMBER 10, 1999
USC SALKEHATCHIE UPDATE

USC Salkehatchie Senate Members: Mr. Wayne Chilcote, Dr. Ron Cox, Dr. Bette Levine, Mr. Tye Johnson, Mr. Duncan McDowell, Mr. Ed Merwin,

Opportunity Scholars Program—Mr. Andy Thomas—Fiesta, yesterday. The objective was to attract and recruit OSP students. Everyone had a gala time. Over 100 students participated. Sponsored by OSP and SGA. Mariachi (mah-ree-ah-chee).

Overwhelming success of the 1999 Chamber of Commerce Business Expo in Walterboro.

Permission granted from USC to proceed with joint program between Technical College of the Lowcountry and USC Salkehatchie in Nursing.

Riders with Carolina Cyclists camped at USC Salkehatchie in June. Two thousand expected next year. Ride Across America—Cycle America group. As far away as Alaska.

USC Salkehatchie Regional Campus deficit eliminated—campus wide effort. Faculty and staff surveyed on needs of campus. Asked to consider SACS needs.

USC Salkehatchie received \$1 million from the legislature in funds for renovations.

Ms. Virginia Ginn, local artist, unveiled a painting August 16, representative of the USC Salkehatchie Campus and its facilities.

A Salkehatchie student Ms. Shirley Yurcho developed a coloring and activity book entitled "The Colleton County History." The book is being used in the Colleton County schools.

Dr. Susan Moskow to resign her administrative position in December as Director of GRS and Consortium to return to the classroom.

Ms. Janice Cave, Allendale County Representative plans to resign from Western Carolina Higher Education Commission. She is moving to Columbia with her husband the former Representative of our service area, Wilbur Cave.

USC Salkehatchie co-hosted a luncheon to welcome Mr. Tindal, appointed Superintendent of the Allendale County schools by Ms. Inez Tenenbaum. Guests made plans to host meetings in the five county service area in order for parents and community residents to get to know Mr. Tindal.

The Western Carolina Higher Education Commission accepted a gift of the Gildare Hotel in Allendale to be used for campus and Salkehatchie Leadership purposes.

Attachment
4 Continued

Page 2

Continuing Education--Salkehatchie provided 39 courses through continuing education this year. These courses were taught on the Allendale and Walterboro sites. Our institution served 6,750 people through Continuing Education courses and community activities hosted on our Allendale and Walterboro Campus.

Retirement-plan to retire December 31, 1999. Dr. Plyler beginning process to appoint search committee.

Regional Campuses Faculty Senate to be held at USC Salkehatchie November 19.

REPORT OF
THE DEAN OF THE UNIVERSITY OF SOUTH CAROLINA SUMTER
TO THE REGIONAL CAMPUS FACUTY SENATE
September 10, 1999

Thank you for the opportunity to appear before this body to report on matters of note at the University of South Carolina Sumter.

USC Sumter's national searches to fill two tenure track positions in English and Speech/Theatre were successfully concluded in the spring with the appointments of Dr. Hayes D. Hampton as Assistant Professor of English and Dr. Eric Hauser as Assistant Professor of Speech and Theatre. Also, replacing two recent resignations in the Division of Business Administration and Economics are Mr. Avis Butler and Mr. Gary Hackbarth as Instructors of Business Administration and Dr. Fran Segedin new Director of Advisement and Counseling Center. Finalists for the Assistant Dean for University Advancement search will be new to me soon.

USC-Sumter was pleased and fortunate to receive an capital appropriation of \$1.5 million in the state bond bill for the acquisition and renovation of Alice Drive Baptist Church on the approximately four acres that immediately adjoins the Sumter campus. We recently began installation of a new closed circuit information system on campus in order to communicate with our students. USC Sumter was honored to have Dr. P. Plyler as the keynote speaker at our Opening Convocation ceremony on August 23, which was the first event among many during our Welcome Week Activities.

USC Sumter's Fiscal year 1999-2000 operating budget of \$6.6 million represents an increase of \$475,000 over last year; some of, which is attributable to performance, based funding. This increase represents the first really good budgetary news Sumter has had in about five years, and has permitted us to restore many of the budget cuts that were made as long ago as FY 94-95. Most important, we were able to supplement the faculty pay raise pool by 2% to a total of 6% for USC Sumter faculty. If our enrollment continues to track towards a modest increase of 1-2% above last year's figure, it would be my pleasure to release even more funding that is being held as a contingency at present.

I want to thank the senators from Sumter (Charlie Denny; Kay Oldhouser; Sal Macias; John Logue; David Decker; Eric Reisenauer; and Chris Borycki) for representing our campus this year in the Regional Campuses Faculty Senate. Your diligence and hard work are most appreciated. I would be happy to respond to any questions at this time. Thank you.

Respectfully submitted,
C. Leslie Carpenter
Dean of the University

Attachment
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DEAN'S REPORT
USC UNION
REGIONAL CAMPUSES FACULTY SENATE
SEPTEMBER 10, 1999

This summer and early fall have been busy at USC Union. We had 110 children on our campus for our "Kids On Campus" program. In addition to our traditional "Kids On Campus", we had music camp for children 5 to 8 years old. We had 2 math and science camps in cooperation with our regional math and science hub. We had 2 theater camps, one for set design and one for performance. The camp on etiquette was a wonderful success and culminated with a formal dinner party.

Building on these successes, Jean Denman has plans to hold a good number of courses this fall. These include:

- Yoga
- Tae Kwon Do
- Sign Language
- Scrapbooking
- MS power point
- Fall/Winter Wardrobe for the Working Woman
- Creative Pros
- Tablescaping
- Web Page Development
- Wine Tasting

In addition, several day trips are planned, insurance certification, medical billing and coding, and SAT preparation.

Her biggest project this fall is the Annual Juvenile Justice Conference, which is co-sponsored by the Department of Juvenile Justice. This, the fourth annual conference, will be held on Friday, October 8, 1999 and will feature keynote speakers such as Gina Wood, Director of the SC Department of Juvenile Justice; Glenda Hatchett, former Judge of the Fulton County Georgia Juvenile Court; Mike LeFeuer, Deputy Chief of Staff for Executive Programs in the Governor's Office; and Hunter Howard, President of the SC Chamber of Commerce.

You all are invited to attend this conference which will address one of SC's major concerns, juvenile crime.

USCU LAURENS

With a cooperative effort among the Laurens Adult Education program, the local school districts, Piedmont Technical College, and USC Union, \$5 million in bond funds has been secured to build a Laurens County Higher Education Center. The Center will be managed through Piedmont tech, but available to USCU at Laurens. It will be modeled after the University Center in Greenville.

USC UNION ACTIVITY CENTER

As you already know, USC Union has \$250,000 in bond funds to renovate the Truluck Activity Center. Through the state surplus funds we received an additional \$200,000. The architects are currently drawing plans and specifications and bids are planned for early 2000.

FINANCIAL AID

The financial aid office showed a 40.7% increase in distribution of financial aid (grants and scholarships) for the fall 1999 registration over the fall 1998 registration. As the 1998-199 academic year was winding down, the financial aid office was audited on two occasions by different agencies. The first audit was an internal audit of all the USC Regional Campuses. I am pleased to report that when all was said and done, the results for USCU were flawless. The South Carolina Commission on Higher Education completed an audit reviewing all LIFE Scholars and State Need Based Grant Recipients. The auditor reviewed seventy plus files and found one error that resulted in a \$500 liability.

ADMISSIONS

Our most exciting news is our admissions and recruiting efforts for the fall. We have already run our cancellation run and we are very pleased to announce the following:

USC Union's fall enrollment as of 9/7/99 is as follows:

- headcount of 385 for a 10% increase over fall of '98
- FTE of 181 for a 9.4% increase over fall of '98

These excellent numbers are accomplished due to the efforts of our entire faculty and staff. However, special recognition must go to Terry Young, our Director of Admissions and Bobby Holcombe, our Director of Financial Aid, and their staff members. Also, this was accomplished under Dr. Ann Bowles' leadership.

Attchmty
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Rights and Responsibilities
Regional Campuses Faculty Senate
September 10, 1999
John Logue

The R&R Committee had hoped to have a draft revision of a revised RCFM ready to read into the minutes at this meeting. A smaller Ad Hoc Committee of R&R worked independently this summer, then met in Columbia and later with the Executive Committee this summer in an attempt to complete this work. Actions of the Senate since 1996 were added to the manual and reorganization and wording consistent with the changes were proposed.

At one of the last meetings of the Executive Committee Retreat, the Executive Committee and Ad Hoc Committee decided that the two sections of the current RCFM which deal with the T and P should be combined into one document. It also was decided that the process and procedure for the third year review should be included. Although R&R had hoped to present a draft by this meeting for your study, the late changes slowed the process. At this time, it is our intention to have a document ready for by the Executive Committee meeting prior to the November senate meeting.

On a second but related issue, I met yesterday with David Hunter in Columbia to discuss issues that he had the Regional Campuses Office to address. Included in these issues were questions related to the faculty evaluation sabbatical leave, and port-tenure revenue. The R&R Committee discussed the questions and will propose revisions to the RCFM that will address the issues. Most of the questions related to the "Best Practices Document Performance Review" and how the RCFM that addressed those indicators. I do not want to sound negative so I will provide an example of this process

The third issue discussed by the RR Committee resulted from a charge given to the committee by the Executive Committee. As a result of that charge the R&R will work to develop definition and description of service as it relates to faculty evaluation and P&T considerations. The Committee opted to postpone work on this charge until completion of the draft of current manual revisions.

Catalano, John-Chair-Lancaster
Almans, Linda-Cont. Ed
Blair, John-Beaufort
Chilcote, Wayne -Salkehatchie
Cox, Ron-Salkehatchie
Denny, Charles-Sumter
Lawrence, Bonnie-Beaufort
Logue, John-Sumter

Nims, Bruce-Lancaster
Reisenauer, Eric-Sumter
Willis, Tandy-Union

Attachment
8

TO: Regional Campuses Faculty Senate

FROM: Bruce G. Nims, USC-Lancaster

SUBJECT: USC-Columbia Faculty Welfare Committee Report

DATE: September 10, 1999

The Faculty Welfare Committee met on August 24, 1999, in the Faculty House at USC-Columbia. There were several items for discussion. The Committee reviewed documents concerning the Provost's administrative procedures for implementing pay raises as well as some documents giving information about the possibility of retirement agreements that could be entered into up to three years before actual retirement.

The always vexed question of parking also came up in discussion as well, with the members of the committee expressing concern about the actual status of plans presented last year concerning the implementation of a proposal to move most parking spaces well off campus and use an expanded bus service.

Finally, Professor Walulis proposed a plan for a faculty survey for USC-Columbia faculty, which would be coordinated by the Office of Institutional Research. After some discussion, the Committee voted support for the plan and instructed Professor Walulis to continue to develop and refine it.

I am attaching the minutes of the April and June meetings of the Committee as well as Committee Chair Caroline Eastman's annual report to the USC-Columbia Senate.

The next meeting of the Committee will be September 24, 1999.

**Report on Courses & Curriculum Committee
Regional Campuses Faculty Senate: September, 1999
Robert Castleberry (Sumter) RBC**

Please rest assured that there is nothing personal in my not being able to present this report to you in person. Although this is the third consecutive meeting which I have avoided, it isn't that I don't like and respect you; it isn't because I have been somewhat offended in the past by some exotic body odors emanating from this august group; it isn't because I have some deep concern about the strange and sometimes frightening behaviors I have seen demonstrated here. My excuse this time is that I am forced, yet again, to protect your best interests at a Courses & Curriculum Committee meeting that is going on right now.

Since my last written report to you, the Courses & Curriculum Committee has met several times. The annotated agenda have been posted on my web page:

<http://www.uscsumter.edu/~rbcastle/candc.htm>

In April:

GINT 105 – Introduction to Politics arose from the flames of previously deleted courses like the Phoenix

The PHYS curriculum was slightly revised

In the June meeting:

CLAS 360 (=PHIL 360) on Medical Ethics was approved

The AFRO, CSCI, JOUR, and STAT curricula were all changed a little

Several NURS courses were slightly revised

There was a surprise August meeting where:

The ENGL curriculum was changed to require at least one LING course
ENGL 360 in Creative Writing was approved

As indicated earlier in this report, we are also meeting right now. One item of potential concern to me on the agenda is a proposal by BIOL. They want to add a new Transfer Policy which requires all students transferring into the BIOL major to have a 2.5 gpr to declare the major. My concern relates to the fact that our students, by the sage action of the CHE, do not have majors, only areas of concentration. How will our students (with a legitimate BIOL concentration) be treated under this proposed policy? I would hope that a declared area of concentration would be treated like a declared major.

Finally, it has been brought to my attention that some of you misguided souls actually look forward to my reports. I worry about you. It seems that you find some humor in the deadly serious reports that I make to you. I am aghast. However, in a feeble attempt to thrust at least some humor into this report, consider if you would the following thought provoking comments:

Two ~~guys~~ walk into a bar... the third one ducked.

deans → Actually, it wasn't two ~~guys~~. It was a beaver who walked into a bar. He asked, "Hey, where's the bartender?"..... Thank you for your kind attention.

FACULTY WELFARE COMMITTEE
ANNUAL REPORT
1998-1999 ACADEMIC YEAR

The Faculty Welfare Committee met at least monthly and considered a wide variety of matters of relevance to faculty welfare during the 1998-1999 academic year.

Child Care

The Committee had a representative on the Children's Center Task Force who reported regularly on its activities and recommendations. Although the Committee has a continuing interest in the availability of child care, we thought it would be best to wait until this task force had completed its work before considering any actions.

Distance Education

Several issues were brought to the Committee concerning various aspects of distance education; those relevant to Faculty Welfare include intellectual property rights and workload assignments. We think that the importance of distance education is growing and that the University needs to have well thought out and articulated policies for its management. We have arranged for a representative to attend at least the first meeting of the Distance Education Advisory Committee and hope that a joint effort will be productive.

Faculty Concerns

The Committee met with the Director of Assessment to discuss possible approaches to assessment of faculty concerns in various areas. A plan will be developed during the coming year.

Faculty Enrichment Fund

The Committee worked with the Senate Chair, the Development Officer for the Family Fund, and the Chair of the Staff Development Committee in the establishment of a Faculty Enrichment Fund. This fund will be used for activities of benefit to faculty, such as flu shots, and will be funded in a manner similar to the Staff Development Fund. Procedures for allocating funds and managing the account will need to be developed during the coming year.

Information Technology

The Committee reviewed several proposed policies related to computer hardware, software, and data and recommended some changes. Some of these recommendations were accepted.

Instructional Faculty

While the University has several programs of teaching awards and grants for faculty, these are currently limited to tenure track faculty. The Committee feels that the teaching efforts and excellence demonstrated by non-tenure track instructional faculty members also deserve recognition and support. The Committee developed a proposal for a new program of Instructional Enhancement Grants to support teaching innovation by instructional faculty, who are not eligible for current grant programs. This recommendation has been submitted to the Provost.

Parking

The Committee met with the Director of Vehicle Management and Parking to discuss faculty concerns relative to plans for changes in the parking system to incorporate more perimeter parking and shuttle buses. We also suggested changes to a draft questionnaire on parking to better capture faculty work and travel patterns. (This questionnaire has been on hold and has not yet been distributed.) We plan to continue work with Vehicle Management and Parking during the coming year to ensure that faculty interests are adequately represented.

Policies and Procedures

The Committee reviewed several University policies and procedures for potential changes. Some changes were recommended; discussion of others will be carried over into the coming year. In addition, some concerns over whether policies and procedures are being implemented as written were raised.

Research Faculty

The Committee met with several research faculty from one department to discuss concerns relevant to research faculty status. The Committee provided them with the information obtained from Human Resources on the numbers and distribution of non-tenure track faculty. They will consult with research faculty from other departments and prepare a recommendation for the Committee. This will be considered during the 1999-2000 academic year.

Retirement

The possibility of full retirement with 25 or 28 years of service was investigated by the Committee, and a report of legislative activity in this area was made. A suggestion was received that the possibility of a retirement condominium located on or near the University be considered but has not yet been pursued. The issue of equity in retirement packages from the University was brought to the committee towards the end of the year and will be considered during 1999-2000.

Salary

The Committee received several comments, primarily but not exclusively from the College of Liberal Arts, concerning both salaries in general and specifically the handling of raises for the 1998-1999 academic year. We reviewed these complaints and the report of the Salary Equity Oversight Committee and then sent a letter with several

recommendations to the Provost.

Respectively submitted,

Caroline M. Eastman, Chair
Faculty Welfare Committee, 1998-1999

MINUTES OF THE MEETING OF THE
FACULTY WELFARE COMMITTEE

June 22, 1999

MEMBERS PRESENT: Eastman (Chair), Alexander, Bauerschmidt, Sabia, and Wallulis. Caroline Strobel (Chair-elect of the Faculty Senate) and Phil Moore, Director of Assessment, also attended.

CALL TO ORDER at 3:06 P.M.

MINUTES of the April 20, 1999 meeting were approved.

REPORT OF THE CHAIR:

The Chair discussed a range of concerns that came before the Committee during the course of the last year and the current status of these matters. Prominent among these was the establishment of a Faculty Enrichment Fund funded through the Family Fund. In addition a proposal for new teaching grants for non-tenured faculty was approved and submitted to the Provost; however, no funding for these awards is yet in hand, and other awards may be appropriate. The committee also dealt with the issue of the provision for the reimbursement of legal expenses of faculty charged with misconduct that are not substantiated, although the details of this reimbursement have not be finally arranged.

The Chair also indicated some matters that the Committee will address during the forthcoming year. These include cooperating with the Faculty Advisory Committee in rewriting the Faculty Manual. The issue of disparities in the retirement packages among Colleges and departments has also been brought to the attention of the Chair. There is also a continuing concern with the issue of salary compression that should be addressed.

Although the Committee looked into forthcoming changes in parking arrangements on the campus, this will be of continuing concern.

The issue of distance education has come up in several contexts, and the Chair believes that while the Provost would not be opposed to a set of policies guiding such education, he would leave it to the faculty to see to its development.

OLD BUSINESS:

Judy Alexander provided the Chair with a copy of the final report of the committee dealing with policies and procedures of the Child Care Center. She noted that the report did not specifically address faculty welfare concerns, but brief mention was included in its letter of transmittal. The question of funding of a new Center remains.

Phil Moore opened discussion of the potential for gaining information on faculty welfare concerns through his Office, pinpointing the potential for questionnaires and focus groups to assess the morale of the faculty and uncover specific issues. This was discussed at length

Enclosed please find the minutes from an inexperienced secretary-substitute for the April 20, 1999 meeting of the Faculty Welfare Committee.

1. Minutes for the previous meeting were approved.
2. A report was planned to give the results of a meeting between the Chair of the committee and the Provost, but that meeting was cancelled due to an obligation of Provost Odom. The meeting will not be rescheduled this academic year.
3. It was reported that members of the committee cooperated with members of the Faculty Steering Committee and departing members of the UCTP in determining the coming slate of candidates for the open slots of the UCTP.
4. Past topics--the Faculty Welfare Fund, the issue of Legal Expenses and Procedures for Sexual Harassment cases, and the fate of legislative proposals for shortening the qualifying period for retirement--were quickly reviewed without major revisions. The Faculty Welfare Fund is going forward and will be established for the coming academic year. The Teaching Grant Proposal for Instructors and other non-tenure track faculty has not been acted on by the Provost yet, but will probably be acted on in the future.
5. Nominations and elections were held for officers for the 1999-2000 school year. Caroline Eastman was nominated and elected Chair. Alan Bauerschmidt was nominated and elected secretary, subject to his consent (he was unable to attend the meeting). The committee thanked its present set of officers both for their past year of service and their future year of further service and leadership.
6. Concerning possible future activities of the committee, there was a general discussion about assessing faculty attitudes and needs in the coming year. After many ideas were discussed, it was decided to invite Phillip Moore from Institutional Planning to our next meeting to discuss with us the best possible alternatives for measuring faculty satisfaction and concerns.
7. Judy Alexander next reported on the resolutions of the planning committee for the USC Children Center. The center is planned to be developed as a model for research in child development, beginning with infancy and extending up to the second grade. While, if successful, this center will be a very important addition to the university, the judgment of the committee was that its establishment with such a research focus will not likely fulfill all of the faculty and staff needs for reliable and affordable child care.
8. Next, important issues were raised concerning distance education and courses and the signing of release form documents. Will faculty lose valuable copyright benefits from having to sign such documents? The

committee will explore this issue further.

9. Finally, the committee invited Prof. Myrick from Chemistry and three research faculty from the department: Glen Sauer, Licia Wu, and Brian Genge. They presented for the committee a description of the insecurity and lack of benefits which characterizes the situation of most of the specifically research faculty of the university. Because their salary and benefits are determined solely by success in grant writing and upon the terms of the grants that are awarded, their situation is characterized as most insecure. At the same time the university wants to increase the numbers of such faculty in the pursuit of research growth and excellence. The committee recommends that health and other benefits be routinely written into the fringe costs of all research grants. Beyond this, we will also investigate further into how the situation of USC researchers can be made more secure.

Respectfully submitted,

Jerry Wallulis

Attachment
② 11

To: Regional Campuses Faculty Senate

From: Nancy Wasleui

Subject: The Grievance Committee has not elected a Chair

Date: September 10, 1999

The Grievance Committee was unable to elect a chair because two campuses have not yet elected a representative, and one campus representative was absent.

The committee will meet at the November Senate meeting to elect a chair.

Report By,
Nancy Wasleui
Not the Chair
727-2166

WashingtonN@gwm-SC.edu.

Grievance Committee 1999-2000

Beaufort-Rod Sproate

Continuing Education-Nancy Wasleui

Lancaster-Wayne Thurmond

Salkahatchie-Duncan McDowell

Sumter-Robert Castleberry

Union-

Attachment

12

**MINUTES OF THE REGIONAL CAMPUSES EXECUTIVE COMMITTEE RETREAT
AUGUST 13-15.**

AUGUST 13

Attending:

Professors:

Mary Barton	Chair of the Regional Campus Faculty Senate
Tye Johnson	Secretary
Robert Costello	Immediate past Chair
John Catalano	Ad-hoc committee on manual revisions
Roy Darby	Beaufort, Chair Rights and Responsibilities Committee
Buddy Dunlap	Continuing Education
Wayne Chilcote	Ad-hoc committee on manual revisions
John Logue	Ad-hoc committee on manual revisions
Noni Bohanak	Chair Welfare Committee
Tandy Willis	Union

Office of the Vice-Provost

Chris Plyler	Vice-Provost Regional Campuses and Continuing Education
Mary MacDonald	Regional Campus and Continuing Education
Kathy Gue'	Regional Campus and Continuing Education

Absent:

Danny Faulkner
Bette Levine

The meeting was called promptly to order by Mary Barton at 1:55 PM. She introduced Chris Plyler, Vice-Provost for Regional Campuses and Continuing Education, who made the following remarks:

Dr. Plyler said that when he accepted the position of Vice-Provost he would not have taken the position if he was going to be required to reduce the role of or close the regional campuses. While he is comfortable that that he won't be asked to do that, he is anxious to make recommendations to President Palms and Provost Odom for strengthening the mission of the campuses.

He reported that Associate Provost Greiner has recommended that definitions of scholarship and the criteria for tenure and promotion be more clearly defined. Dr. Plyler recognizes that the Regional Campuses are sometimes charged with conflicting missions and that reconciling those conflicts may be his biggest challenge.

Dr. Plyler attends Administrative Counsel meetings representing the Regional Campuses and will be vigilant in representing the interests of the Regional Campuses. He will be visiting the Campuses as often as possible and will respond to issues/concerns as expeditiously as possible.

He reported that there were no surprises in the responses to the survey he sent out this summer. He wants the Regional Campuses to be aggressive and efficient in serving students and communities.

Tandy Willis (Union) inquired: "What questions were asked by interviewers when Dr. Plyler applied for the position of Vice-Provost?"

Dr. Plyler answered that interviewers were interested in his thoughts concerning:

The role of Continuing Education at the University;
What is the natural course of development of the Regional Campuses in the future?

Dr. Plyler pointed out that student enrollments will dictate the growth of programs, and that Regional Campuses need to be active in educating members of the Board of Trustees who may not be familiar with Regional Campus missions and accomplishments.

Dr. Plyler suggested that USC Spartanburg may be positioning themselves for separation from the University and that USC Aiken is taking a cautious wait and see approach.

Bob Costello (Sumter) asked if we should we avoid questions about the Graduate Regional Studies Program when we meet with the President and Provost?

Dr. Plyler replied "that they (the President and Provost) believe they are on the right track in improving GRS."

John Catalano (Lancaster), asked "What about the taskforce mentioned by Provost Odom last spring? (This was in a meeting of the Provost's Academic Advisory Counsel, that Dr. Odom suggested a task force to study the University's role in teacher preparation in South Carolina). It was agreed that this issue would be posed to President Palms and Provost Odom to be addressed in their remarks at the September senate meeting.

Bob Costello (Sumter) reported that an articulation agreement to provide teacher education with Winthrop College was rejected by the administration of University and this issue has a negative effect on campus growth and retention. Bob Costello also emphasized loss of FTE's that occurs when cooperative agreements are made. Students attend Regional Campuses, but the credit for the student attends to the cooperating campus.

Bob Costello asked if the meetings will continue with corresponding departments in Columbia?

Plyler said "Yes", and that Sally Boyd in his office will continue to be responsible for arranging the meetings.

Dr. Plyler reported that the new Director of Research for the University (Marsha Torr's former position), also chairs the South Carolina Research Council. He has set aside money for Regional Campus research activities. He will be announcing requirements in a future RPF.

Dean Searches:

Dr. Plyler reported that the search for a new Dean at Beaufort should be completed soon. He expects a search committee for the Dean's position at Salkehatchie to be constituted within the next month. He further stated that he believes that the position of Dean on the Regional Campuses is of sufficient importance to merit national searches when such positions become vacant.

Campus Reports

The following reports of activities at the separate Regional Campuses were given:

Professor Buddy Dunlap, Continuing Education

Continuing Education is getting a new faculty member, but that the Columbia administration is intent on reducing the number of tenured faculty in that department.

Professor Bob Costello, Sumter:

Searches for a Director of Counseling. 2 finalists have been identified and an offer may have been made. A committee to select candidates for the position of Development Officer is meeting . One year appointments in Business and English (have been made?) Enrollment shows a small improvement over last year up 3%at this time Deployments from Shaw disrupt student enrollments

Professors Catalano and Bohonak, Lancaster:

The new building is near completion, and should be occupied by January 2000.

The budget looks bad mainly because of loss of money in the GRS program

New library construction should start this fall.

The new faculty that have been hired do not live in Lancaster and this raises concerns about their ability to provide community service in Lancaster.

Computers in the computer lab are wearing out as the warranties expire and need upgrading.

Dr. Plyler responded that improved information technology infrastructure should be forthcoming. Computer Services has studied and proposed 3 different solutions which will increase band width on the WAN and improve speed and access. However, this will not address the improvements in hardware needed by faculty on various campuses.

Professor Roy Darby, Beaufort:

2 new tenure track faculty History and Business Management have been hired.

Business Administration administrator Jerry Merwin, has resigned

Larry Roland retired

New GRS coordinator, Dr. Moriarity has been hired

They want to begin a search for 2 positions, English and Psychology.

New construction will begin this year

The Earnest Hemingway Symposium is scheduled for late September.

Military deployments are not as much of a problem for Beaufort as they are for Sumter

Professor Tye Johnson, Salkehatchie:

Dean Clayton has announced his resignation effective January 1, 2000. The campus community is grateful for his many years leading our campus and is somewhat apprehensive. Dr. Clayton has led the campus for over 30 years.

A position in Psychology has been filled.

A position as Counselor in the Opportunity Scholars Program has been filled.

A position in English became vacant at the end of the spring semester and has been filled at the Instructor level.

A position in Economics still needs to be filled. A search is ongoing.

Melanie Pulaski, has taken a position with the Aiken education program in Beaufort. It is unclear how the vacancy in her position will be addressed.

Professor Mary Barton (Union) has had a lot of youngsters on campus during the summer. There have been a number of programs offered this summer by the Continuing Education Department. Many of these programs have been educational camps for young people. Based on the number of youngsters on campus, enrollment has been good

Saturday, August 14, 1999 (Morning)

Discussions of legislative bill 4040: This is a proposal in the General Assembly to separate the regional campuses from the university and fold them into the Technical College system. Vigorous discussion ensued. The position of the University and whether it will be publicly expressed concerned most of those present.

The role of the Regional Campuses in the upcoming self-study was discussed. See the Self-Study web page on the USC web site.

Mary Barton (Union) asked if we should we investigate other teaching venues i.e. Web-based instruction. This may be a charge for system affairs. The study of the Resources available for same (Bob Costello) may be an issue for the Welfare committee. This subject is addressed in the committee charges.

There was a continuing discussion of technology resources available on campuses regarding outdated computers and how this will impact the SACS accreditation process. Chris mentioned again the spending to improve backbone functionality (bandwidth, improved data, voice, and video transmission rates).

John Catalano (Lancaster) addressed Valedictorian/Salutatorian Scholarships. Four-year scholarships are available to these students, but the scholarship is not transferable to the Columbia Campus. This puts the Regional campuses at a disadvantage when competing for these students because a student who chooses to attend a Regional Campus will only get the scholarship for 2 years. Vice-Provost Plyler suggested this is a bureaucratic problem and that he will work on a resolution.

Pay Raises:

Pay raises will be affective Oct. 1. The pay raise pool has been enhanced to a 6% average except for one campus, which will only be able to afford an average 4% increase.

Bob Costello (Sumter) questioned the process of determining incremental pay raises and indicated dissatisfaction on the Sumter Campus with the outcome of the process at that campus.

The process of determining raises generated energetic discussion:

Carolyn West pointed out that the format of tenure and promotion files is still an issue. The presentation can have consequences for the ultimate outcome. The "Goldenrod Book" on the Columbia campus should provide a model for our campuses. She also suggested that faculty mentoring in preparing faculty for the tenure and promotion process should be more formal.

Saturday (Afternoon)

MANUAL REVISIONS:

A wide variety of manual revisions were discussed with the ad hoc committee that has been considering this throughout the summer. A HUGE debt of gratitude is owed by the faculty of the Regional Campuses to these members who have done yeomen's work on this complex issue.

The criteria for teaching and scholarship, the process of changing courses and curriculum, and the organization of the manual itself was discussed at length and in detail. It was decided that the product of the effort would be distributed with the minutes of the September meeting in enough time for the consideration of the members of the senate to allow a vote on these changes at the November meeting.

Initial discussion of Committee Charges for the 1999-2000 academic year.

Sunday (9:00-11:30am)

Committee Charges for the 1999-2000 Academic Year were reviewed and formally assigned.

SYSTEM AFFAIRS COMMITTEE

1. Examine opportunities inter-campus distance learning, web based courses and suggest policies for conducting distance education courses across campuses.
2. Submit report on last year's activity, literature search on the delivery of distance education, by November senate meeting.
3. Consider name change to eliminate "system" from the name of the committee.
4. Begin the process of educating faculty on the technology that is need and available for web-based courses. Report on the results of 1, 3 and 4 at the April meeting.

WELFARE COMMITTEE

1. Yearly salary study.
2. Develop information on tenure and promotion for inclusion on senate web site.
3. Formalize process for review of proposals for the Provost's John Duffy grant program.
4. Update, complete, and analyze for fairness the process for determining pay raises on the regional campuses. Report by April meeting.

RIGHTS AND RESPONSIBILITIES COMMITTEE

1. Complete changes to manual and have proposed document ready for inclusion with minutes of the September senate meeting in order that the changes may be voted on at the November senate meeting.
2. Examine the definition of "service" and propose manual changes regarding it.

A list of issues that the Senate would like for President Palms and Provost Odom to address in their remarks at the September meeting was compiled and will be forwarded to their offices.

The promotion of the Regional Campuses was discussed. The role of faculty, staff, administration and alumni in this area is critical and how to engage these groups in promoting our campuses will be a continuing activity. Any ideas members have on how to put the accomplishments of the Regional Campuses before the citizens of South Carolina will be welcomed..

Dates of Senate Meetings were decided upon and are listed below.

All Meetings begin a 10:00 (coffee and calories usually are available at 9:30).

September 10,	Columbia
November 19,	Salkehatchie (Allendale)
February 18	Sumter
April 7 (Tentative)	Beaufort

EXECUTIVE COMMITTEE MEETINGS

Meetings begin at 12:00 Faculty House on Columbia Campus

November 5
February 4
March 24

Meeting was adjourned at 11:30 by order of the Chair.