

THE UNIVERSITY OF SOUTH CAROLINA
Regional Campuses Faculty Senate
USC SALKEHATCHIE
The Atrium - Science/Administration Building

Friday, February 7, 2003

Coffee..... 9:30 - 10:00 AM
The Atrium

Morning Session10:00 - 10:30 AM
The Atrium

Welcome

Guest Speaker Dr. Albert C. Goodyear
Resident Professor, South Carolina Institute of Archaeology and Anthropology

Standing Committees10:30 - 12:30 PM

I. Rights and Responsibilities
Room 112 - Science Building

II. Welfare
Room 120 – Learning Resource Building (Library)

III. System Affairs
Room 121 – Learning Resource Building (Library)

Executive Committee.....10:30 - 12:30 PM
Conference Room – Science Building

Deans Meeting10:30 - 12:30 PM
Learning Resource Building Conference Room (Library)

Luncheon.....12:30 - 1:30 PM
The Hut

Afternoon Session..... 1:30 - 4:00 PM
The Atrium

AGENDA

- I. Call To Order
- II. Correction/Approval of Minutes: November 22, 2002
USC Union – Laurens County Higher Education Center
- III. Reports from University Officers
 - A. Dr. Chris P. Plyler, Vice Provost and Executive Dean
 - B. Dr. Carolyn A. West, Associate Vice Provost
 - C. Dr. Sally Boyd, Assistant Vice Provost for Continuing Education Academic Credit Programs
 - D. Regional Campus Deans
- IV. Reports from Standing Committees
 - A. Rights and Responsibilities - Professor Bob Costello
 - B. Welfare - Professor Roberto Refinetti
 - C. System Affairs - Professor Lori Harris
- V. Executive Committee - Professor Kate Fritz
- VI. Reports from Special Committees
 - A. Committee on Libraries - Professor Eric Reisenauer
 - B. Committee on Curricula and Courses - Professor Chris Borycki
 - C. Committee on Faculty Welfare - Professor Linda Allman
 - D. Faculty-Board of Trustees Liaison Committee - Professor John Logue
 - E. Research and Productive Scholarship Committee - Professor Pearl Fernandes
 - F. Other Committees
 - 1. Conflict of Interest Committee - Professor Dave Bowden
 - 2. Regional Campuses Academic Advisory Council – Professor John Logue
- VII. Unfinished Business
- VIII. New Business
- IX. Announcements
- X. Adjournment

Minutes of the Regional Campuses Faculty Senate
USC Salkehatchie
The Atrium–Science/Administration Building
7 February 2003

Morning Session

The Chair, Professor John Logue, convened the Regional Campuses Faculty Senate at USC Salkehatchie at 10:00 a.m.

Professor Logue: The Senate please come to order. Welcome to the first spring meeting of the Regional Campuses Faculty Senate. I will immediately turn the floor over to Dean Ann Carmichael, who will give you a few particulars of where we meet today and introduce today's speaker. Dean Carmichael.

Dean Carmichael: Thank you, John. Good morning. We're delighted to have you on campus. I trust that you had fairly good weather coming in today. I think most of you said it was a little overcast, but not too rainy, so we're glad you made it here safely. Just a few housekeeping type items, if you will. If any of you need to use a computer or telephone, you're welcome to go to my office, which is to my right. If, when you break into groups, you need a phone or computer, you can use the Learning Resource Center library area and Marvin Light will help you there. And I think my colleagues can help you find anything else you need. I do want to thank our student government association; I think you may have met some of them when you came in this morning. They agreed to come out and graciously give up their Friday morning to greet you and welcome you to campus. So I do want to thank them for helping us. They will be with us when we break out into groups in case you need anything.

It's my pleasure to introduce to you today to someone who probably doesn't need an introduction to most of you, but I'm delighted that he could join us this morning and share some of his findings that he has discovered in his research efforts. Dr. Albert Goodyear is a Research Associate Professor at the South Carolina Institute of Archeology and Anthropology at the University of South Carolina, and he's director of the Allendale Paleo-Indian Expedition. He holds a B.A. in Anthropology from the University of South Florida, an M.A. in Anthropology from the University of Arkansas, and a Ph.D. in Anthropology from Arizona State. In 1974 Dr. Goodyear came to the University of South Carolina. His primary research interest has been America's earliest inhabitants, and his findings have been instrumental in rewriting history. Until recently, archeologists maintained the consensus view that the New World was populated in a series of migrations from Asia, beginning no sooner than 14,000 years ago. New evidence of cultures even older than 15,000 years of age have been found. And one of the three sites in the eastern United States believed to be represented is located right here in Allendale, SC. These discoveries have resulted in numerous publications for Dr. Goodyear, and a good deal of publicity, including being presented in *US News and World Report*, *Newsweek*, and a show on CNN television. So please join me in welcoming one of our own, Dr. Albert Goodyear.

Address by Dr. Albert C. Goodyear, Resident Professor, South Carolina Institute of Archeology and Anthropology

Dr. Goodyear presented excerpts from the South Carolina Public Television program on the Topper Sites, *Ice Age Humans in South Carolina*, and then took questions on his presentation.

Professor Logue announced that members of the Nominating Committee would meet at lunch, and then adjourned the Senators for Standing Committee meetings.

Afternoon Session

Call to Order

Professor Logue convened the afternoon session of the Regional Campuses Faculty Senate at approximately 1:45, expressing appreciation to USC Salkehatchie on behalf of the Senate for the hospitality

and good food today. Professor Logue also requested that electronic copies of reports be submitted to Dr. Lisa Rashley, who is acting as secretary today.

II. Correction/Approval of Minutes: November 22, 2002
USC Union–Laurens County Higher Education Center

Logue: Our first order of business is normally correction and approval of the minutes; this meeting, however, the Regional Campuses Faculty Senate Secretary has been out of the country in Rome helping an ailing mother. Since she has the tapes of the last meeting in her possession and under lock, we do not have minutes from the last meeting. The chairs of standing Committees were informed of things we had acted on last time that needed to proceed forward. Hopefully we will have the minutes from the November meeting as well as this meeting for our April meeting.

III. Reports from University Officers:

A. Report of the Vice Provost and Executive Dean of the Regional Campuses, Dr. Chris P. Plyler See Attachment 1

Professor Plyler: Thank you, John, and hello to everybody out there. I want to take a minute to thank Ann Carmichael and her staff for hosting the Senate today and for the very good lunch we just enjoyed over in the Hut. Someone had a question about the Hut and what is the history of the Hut—was it originally part of the campus and constructed as part of the campus, or was it donated to the campus? It was owned by the WPA—a very nice space and perfect for lunch.

I don't have a lot: negative budget information, and I thought I'd give you a couple of tidbits about what I'm doing in your behalf with Dr. Sorensen and others. We met last Wednesday; Dr. Sorensen annually hosts a breakfast for the Ways and Means Committee and the staff of the Ways and Means Committee, and it was very much appreciated by those members. It's really nothing more than sort of a melding of the university staff, administration, and members of that committee, but it is nice to sit down with the committee members because those are the individuals that really make our wishes known to the Senators and members of the House. So in that way it's not only appreciated, but I think it's very helpful from a University perspective, and there was great interest on their part about what we're doing out on the regional campuses, so I'm looking forward to keeping them informed. We keep hearing that there is at least another 2.5% projected cut, anywhere from 2.5% to 4% that could happen and will likely happen this spring once the economic forecast is made known within the next two weeks. There's talk also of up to a 10% reduction in fiscal year 2004. So from those discussions you can see that the economy is not turning around quite as rapidly as they had hoped and we had hoped. I'm not sure where we go from here, but I know having bruised your budgets and I know from our division perspective, we're really down. We've been down in the division to having cut courses and sections in addition to personnel in the non-credit area, so it's getting awfully troubling, this state budget and certainly the appropriations for higher education. But thankfully the people in the know seem to maintain a sense of optimism that's encouraging, and I hope you are as well. There's really not a whole lot we can do about it other than manage smartly, and we've been doing that for years anyway. I was asked by Dr. Sorensen to present a five-minute Fiscal State of the Regional Campuses Report to the Higher Education Subcommittee of the Ways and Means Committee last week, and there were three legislators present: Keegan from Horry County, Neilson from Darlington County, and Littlejohn from Spartanburg County, who heard all of our appeals. Really, I just spent the time trying to educate them on the efficiencies of the Regional Campuses, and they took great interest in what we were doing and were optimistic that things would get better, and understood that we are not the Columbia campus and do not have near the capacity to absorb the cuts over time that we've all experienced, and frankly, Columbia doesn't either. But we have been in this position for some time.

There's no new money coming; we already knew that. There's no optimism about the possibility of a capital bond bill. So the focus of the three University presidents, Clemson, MUSC, and USC, is to lobby to do something about deregulating some of the bureaucratic policies in state government in order to allow for more opportunities in attracting federal monies for research and

research facilities and, frankly, to be more liberal in allowing for creativity in construction of new facilities. Developers are anxious to build student housing; for example, Beaufort's worked out a situation there that apparently is going to be acceptable in order to proceed with constructing one of their buildings. Spartanburg and Aiken are doing the same with student housing, but at present, the regulations cause so much time to pass before that's allowed to happen that there's great interest in trying to deregulate a lot of the state policies, particularly with regard to procurement. So that's going to be the emphasis from a Columbia perspective.

I have begun a series of interviews with staff in state government, especially decision makers, just simply to visit with them and talk with them about the Regional Campuses and what we are about in case they didn't know, and most don't. Just to talk about how we are extensions so to speak of the Columbia campus; the efficiencies of linkage of human resources, payroll, library, and other means of taking the services out to the people of the state; and how we do that efficiently, and how we do it with a faculty that teaches a four-course load every semester. And so far those have been received very nicely. I speak next week with Governor Sanford's Higher Education Advisor, Rita Allison, former representative from Spartanburg, who is familiar with the Spartanburg and Union campuses, I'm told, so hopefully she'll already be in the know, but I don't want to take anything for granted just in case.

You may know that Dr. Sorensen delivered his first State of the University address in the Russell House Theatre this past Wednesday. We were hopeful that that could have been broadcast live to the campuses, but there is no feed from the Russell House Theatre, and thus they had to videotape it. I'm told that if you go to the President's website, you can stream it. I haven't tried that, but I know that the text of the address is on his website if you're interested. According to Dr. Sorensen, it was one the first, if not the first in a long time, of State of the University Addresses given by a president. He was invited by the Student Government Association to make the address; I think he was going to do it anyway. We've got a joint meeting of all five Boards of the University coming up early next month, and he was anxious to communicate a vision for the University and to reemphasize the mission of the University, which he has dubbed "excellence in engagement and outreach," and certainly outreach includes the regional campuses, which he mentioned more than once in his address, and I particularly appreciated that. He seems to be doing that with great consistency. Again, go to his website if you'd like to read the text of that address; if you're having trouble pulling it up, we'll send you a hard copy.

The Palmetto College taskforce concluded its report. It's a report that comes in two different phases: student support issues and faculty/governance issues. A draft of that has been given to the Provost for review. Once the Provost has reviewed it, we will then probably fine tune it, probably have a little rewriting to do, and then it will be up to us to bring it out to the Regional Campuses after it has been sent to the Regional Campuses for your review and your faculty colleague's review, and we'll have a question answer session, try to get a handle on what is this thing that may or may not eventuate into Palmetto College. I think that it will. Concurrently with that, we're anxious about the technical infrastructure of Palmetto College. How for example, will a faculty member be able to teach a course to multiple sites effectively? Right now we don't have a very dependable broadcast mechanism in place; it needs to be improved. We understand there's no perfect system in the other multi-campus university situations, but we need to do a lot better than we've been doing to this point. Concurrently with the Palmetto College proposal is a technical infrastructure consideration in which all of the campuses will participate. How quickly the Provost reviews this report is unknown, but I'm going to continue to encourage him, and I look forward to coming out to the campuses to talk about it with you and your colleagues at a later time.

The common academic calendar has pretty much been put on hold in terms of when all eight campuses will be synchronized with each other. Effective Fall of 2003, the Regional Campuses and Columbia will have common begin and end dates; in between there'll be differences, and in the Fall of 2004, all campuses will be in synch begin, end, and for the most part, in between. This will hopefully address some of the problems we've had, particularly with the senior campuses in

delivering the concurrent baccalaureate degrees. We've had to pretty much conform to their calendar in order to make those serviceable to our students. With everyone being on the same calendar, it's something that we've long wanted to do, and finally I think maybe it'll happen in the Fall of 2004. With that I'm at your service to answer any questions.

Ed Merwin (Salkehatchie): Have you heard anything about greater influence from the lottery funds? Is that going to have any great impact on our operations?

Plyler: It's going to have great impact on our operations. With concern to technology, you may know that we're receiving a \$250,000 appropriation for technology upgrade in April. We've been advised that we can begin to procure equipment if necessary, and other things that will help us in justifying an upgrade on the campuses. These are campus specific by the way. And that's part of a beginning discussion we've had this morning about something for the good of the whole. This technology infrastructure is something we're all going to have to participate in monetarily. Not the tune of \$250,000 per campus, we don't think, but initially to set it up including Columbia, we're going to need a fairly sizable investment. We don't know what that is yet, and that's why this technology committee is going to begin to take the issue. What is this plan? What is it going to consist of? And when will it be put into place? The faculty development issues will come again in a concurrent meeting, and that has yet to be determined. But that'll be driven, not by the technical support types, but by faculty from the Regional Campuses. So we're working on that. Whether or not that money is reoccurring, we're not sure. Right now, the lottery's passed obviously. It's being appropriated to various forms of education. K-12 is demanding more. I think there'll be great debate this year as to how those future appropriations will be appropriated. I can't imagine that we would be eliminated or cut out, because anyone knows that when you invest in the technology you've got to continue to maintain it and support it. You've got to continue to upgrade. We're at a disadvantage, being small, and we're not up to standard on some of our campuses, and that was the reason for the initial thrust of \$250,000. Hopefully that we can accomplish that. But \$250,000, while it sounds like a lot, and it is in a year with no money, it's just a start.

Well, thank you for your continued good work and vigilance. And if there's anything in between now and the next meeting that you would have me do, or any questions you want to ask, or issues you want to discuss, please feel free to contact me.

Eric Reisenauer (Sumter): I was just wondering, when you speak to the Governor's Advisor Rita Allison, will you be addressing specifically the recurring issue of merging campuses?

Plyler: Yes, if you read the Governor's campaign platform, he mentioned merger. I don't know that he was campus specific; I don't remember if he identified Sumter and Beaufort, but we knew what he was talking about. And he certainly talked about the Board of Regents. So it's not surprising that that's come up. And then *The State* newspaper tends to fan that flame a little bit, just throwing it out there that this is something that we could do. Yes, I'm going to ask her specifically about that, and why that's a bad idea, and the obvious differences between the institutions. And how much are you really going to save doing that? It's almost insignificant in light of the big picture. So certainly a merger is something that comes up.

Resinsauer: Will you please let us know what she says?

Plyler: I will certainly do that. It'll probably be in the paper the next day. Well, thank you. B.

Report of the Associate Vice-Provost of the Regional Campuses, Dr. Carolyn West

Professor West: Does everybody know that the Chair got the real gavel? I don't really have a report. I've been attending a lot of meetings in your interests and in the Vice-Provost's interests. I went to the retreat for the College of Science and Math, in which their department chairs meet all day. And I've also been attending College of Liberal Arts chairs meetings. Something that you

might be interested in is that the Strom Thurmond Wellness Center is opening on March 1st. The people in Columbia who are faculty and staff who want to use that facility will have to join to the tune of \$30 a month. But if you would like to go on a tour of the Strom Thurmond Wellness Center, there are going to be several over the next couple of weeks, and I don't know if you can just walk in after that because the kind of admissions system is that they're going to identify either fingerprints or handprints or something like that. So it may not be easy to get access to it. The schedule of tours is on the website for the Strom Thurmond Center which is www.sa.sc.edu/pecenter/strom.htm. You'll probably get to it from the homepage for the University. There are going to be tours on next Tuesday, February 11th at 5:00 p.m. if you happen to be on campus; Wednesday, February 12th at 9:00 a.m.; Friday, Valentine's Day, at 3:30 p.m.; Monday the 17th at noon; Thursday, February 20th at 10:30 a.m.; and Friday the 21st at 1:00 p.m. If you decide that you want to go on a tour, you need to contact Kim Dozier to reserve a space on that particular tour. You should go see it; it's really a nice facility. Some of you may know that it was not paid for out of state funds, but that the University sold Bell Camp, which then turned into the expensive housing project Wildwood, I guess, and the money from the sale of that land was used to build the Wellness Center. So it's top notch, really attractive. Other than that, I don't have anything to report. Are there any questions?

Pearl Fernandes (Sumter): Can regional campus faculty join the Center?

West: I would think that you could, Pearl. They sent cards to the Columbia faculty and staff, but I'm sure that if you wanted to you could. There are a thousand places open. If you have any problems other than all the spaces are filled up, call us, and we'll try to help you, but I would certainly think that you could. The same services that were available before in the Blatt facility for free will still be free over there, it'll just be less crowded.

Plyler: You might want to tell them that we now have a seat on the CBE.

West: Yes, that's right. There is an academic advisory council of CHE. We have not had membership on that previously. The rationalization was that we are represented by the Provost on that committee. Actually the Provost doesn't attend; he sends an Associate Provost, Gordon Smith. The Committee includes Gordon Smith, representatives from each of the teaching campuses, and four representatives from Tech. So the Vice-Provost petitioned for us to have someone on that committee because we felt that our views were not being represented. So I will now be serving on the committee. OK, thank you.

C. Report of the Assistant Vice Provost for Continuing Education Academic Credit Programs, Dr. Sally Boyd

Professor Boyd: As the spring semester got underway, we've really had two primary things in mind. One is how to operate with reduced resources, and the other is how to deal with far more students than we can accommodate. Surprisingly, with reduced resources and a reduced number of course offerings, reduced number of sections, our enrollment this year is going to equal last year's and it may even surpass last year's. I wonder how many students we can serve if they continue to cut our budget. Our energies have gone into these two things and into trying to figure out the best ways to use the resources available to us to carry out our mission, which is to serve those students who are underserved or not served through traditional means.

D. Reports from Regional Campuses Deans

1. USC Lancaster - Dean John Catalano See Attachment 2
2. USC Salkehatchie - Dean Ann C. Carmichael See Attachment 3

3. USC Sumter - Dean C. Leslie Carpenter See Attachment 4
4. USC Union - Dean Jim Edwards See Attachment 5

IV. Reports from Standing Committees

- A. Rights and Responsibilities - Professor Bob Costello (Sumter, Chair) See Attachment 6

Professor Costello: Essentially all our efforts in this meeting centered on *Regional Campuses Faculty Manual* revisions. A great deal of this work was done by an ad hoc committee consisting of John Logue, Wayne Chilcote, and Mary Cordray previously, and we want to thank them. I also want to thank Danny Faulkner for taking notes on his laptop and printing them up to help keep things in order.

The R&R Committee reminds the Senate that the committee's motion 2 from the last meeting must be considered under Unfinished Business today. The motion was on the makeup of the Executive Committee. On page B-3, the third paragraph lines 4 and 5, the following sentence appears: "No campus shall have more than one member on the Executive Committee." The Rights and Responsibilities Committee proposes the following substitution: "Normally, no campus shall have more than one member on the Executive Committee. However, if one campus chooses not to have a representative on the Executive Committee, then the Executive Committee may have at most two members from one campus." That was ruled substantive and moved over to Unfinished Business for today.

We reviewed all the recommendations and corrections in the *Manual* made by the ad hoc committee to which I referred. Many of these are clerical changes, based on changes in the composition of the Senate, correcting dates, etc. But we did come across one change that we felt was substantive. This involved the rearrangement on page C-3 of the *Manual* related to criteria for tenure and promotion. The statement about service had been condensed previously, condensing campus, system, and community service into the general category of service. The ad hoc committee rewrote this by moving one of the previous statements about length of service into the paragraph that preceded the list, proposing the statement that appears in our report. The Committee decided that putting in length of service in any form would perhaps encourage faculty toward the false belief that if they hang around long enough, they're bound to get promoted. We proposed to delete the phrase relating to length of service from that paragraph preceding the criteria for tenure and promotion, and we will present that as a motion at the end of the meeting.

In order to deal with all this in a timely manner, and get the accomplishments of this ad hoc committee and our committee acted on in this cycle of the Board of Trustees, we also will make a motion to suspend the rules to allow dealing with any changes which are deemed substantive during this meeting. Finally, we will move that the clerical details of putting all this together into a form that can be presented to the Trustees through the administration be assigned to the ad hoc committee which I previously mentioned.

Logue: Did you discuss the flow chart?

Costello: That isn't really substantive, but there was a flow chart in the *Manual* which described the processes for tenure and promotion. That flow chart no longer involves the Trustees, so the flow chart was amended to reflect the current process. Is that a fair statement?

Logue: The process is that if the President makes a recommendation of no toward tenure and promotion, it does not go to the Board of Trustees. The flow chart indicates that you don't get a

response until it's gone through the Board of Trustees, so it was inaccurate in the process and procedure.

Costello: So that in a sense was a clerical correction which reflected current practice, is that correct? We do appreciate your work on that, and the work which you'll be doing.

- B. Welfare – Professor Roberto Refinetti (Salkehatchie, Chair) See Attachments 7 & 8
- C. System Affairs – Professor Lori Harris (Lancaster, Chair) See Attachment 9
- V. Executive Committee – Professor Lisa Rashley (Lancaster, Acting Secretary) See Attachment 10

Professor Rashley: The Executive Committee met on 24 January 2003 in Columbia, SC, and again today on 7 February 2003. The Executive Committee has been primarily concerned with charges to each Standing Committee and the progress made on those charges, particularly regarding revisions to the *Faculty Manual*, which need to be expedited in order to be approved at the April meeting of the Board of Trustees. Also we have followed with great interest the progress on the planning of the Tenure and Promotion Workshop and the Palmetto College. Professor Wayne Chilcote will present the report of the Nominating Committee.

Wayne Chilcote (Salkehatchie): The Nominating Committee met at lunch today, and we present the following slate of nominees for Regional Campuses Faculty Senate Officers for 2003-2004.

Vice-Chair/Chair Elect – Kate Fritz (Continuing Education)
 Secretary – Lisa Rashley (Lancaster)
 At Large Member – Peter Murphy (Union)
 Faculty Board of Trustees Liaison Committee – John Logue (Sumter) Research and Productive Scholarship Committee – Todd Scarlett (Lancaster)

- VI. Reports from Special Committees
 - A. Committee on Libraries – Professor Eric Reisenauer (Sumter) No report
 - B. Committee on Curricula and Courses – Professor Chris Borycki (Sumter) No report
 - C. Committee on Faculty Welfare – Professor Linda Allman (Continuing Education) See Attachments 11, 12, & 13
 - D. Faculty-Board of Trustees Liaison Committee – Professor John Logue (Sumter) No report
 - E. Research and Productive Scholarship Committee – Professor Pearl Fernandes (Sumter) No report
 - F. Other Committees
 - 1. Conflict of Interest Committee – Professor Dave Bowden (Continuing Education) No report
 - 2. Regional Campuses Academic Advisory Council – Professor John Logue (Sumter) No report

VII. Unfinished Business

The Chair noted that the Senate needed to act on the motion presented by the Rights and Responsibilities committee at the meeting of the Senate on November 22, 2002, and requested that Professor Costello present the motion.

Costello: I will reread motion 2 from last time regarding the makeup of the Executive Committee, which we propose to pass this time:

On page B-3, the third paragraph lines 4 and 5, the following sentence appears: "No campus shall have more than one member on the Executive Committee." The Rights and Responsibilities Committee proposes the following substitution: "Normally, no campus shall have more than one member on the Executive Committee. However, if one campus chooses not to have a representative on the Executive Committee, then the Executive Committee may have at most two members from one campus."

The Chair noted that the motion, coming from Committee, that needs no second, and opened the floor for discussion. There was no discussion, and the chair called for a vote. The motion passed. There was no additional unfinished business.

VIII. New Business

Professor Logue called Professor Costello to present a new motion by the Rights and Responsibilities Committee.

Costello: As was pointed out in the Executive Committee report, there's a certainly urgency about finishing our *Manual* revisions, so our next motion is to suspend the rules to allow actions on all of these revisions at this meeting.

Robert Castleberry (Sumter): Point of order. The motions first need to be ruled substantive, so we should hear the motions first.

Costello: We have four motions. We have a motion that I mentioned previously on tenure and promotion criteria. If you need a copy, please raise your hand. If anyone has a copy of the whole *Manual*, this material begins on page C-3, and the change we're proposing is on C-3. Thank you. The handout has the modification proposed by the ad hoc committee. The original wording is lined out, and the new wording inserted. The list on the next page was altered, I believe by prior action of the Senate, either precise or implied. The committee proposed to eliminate length of service, so the motion we're proposing under criteria for tenure and promotion reads as follows:

Relative to the central mission of the Regional Campuses, effectiveness as a teacher and/or librarian is of primary consideration for tenure and promotion decisions. Scholarship and Service are important as individual categories and increase in importance as they are considered together, especially elements of categories used to document scholarship as defined and described in Appendix VI.

So the big change we made in committee was to eliminate the phrase "and length of service," for the reason I explained earlier, which basically was to avoid giving false hopes that just hanging around for a long time would be a major factor in promotions. And this was the unanimous option of the committee, I believe.

Steve Bishoff (Sumter): Does this not open the door for false hope that zero length of service will be sufficient?

Costello: I believe that's covered elsewhere, isn't it, in the criteria?

Castleberry: Right off the bat, I would be hesitant to eliminate the concept of length of service. What's you're saying is that length of service is not important to consider. But by eliminating it, you're just saying

length of service beyond some minimum requirement is not important. And while I don't think it is the most critical element of the consideration, I think that when you're considering someone who has done . . . it's always going to be an individual judgment call. I would just hate to see something that we have felt to be important in the past as being no longer important. I'm not sure this offers false hope that if you live long enough you'll be promoted. I think we've done enough work in the past to stress that teaching and scholarship are really the most salient components.

Costello: Well, I would suggest that if that reflects the majority opinion of the Senate, you could defeat the proposed change by the Rights and Responsibilities Committee and revert to the one sent forward by the ad hoc committee.

Logue: I will rule this as a substantive motion, since there is some debate over the role of length of service in considerations for tenure and promotion. I can speak to the thoughts of the ad hoc committee when they made the original suggestion. And the original suggestion followed the fact that university activities and community service were lumped together under service. This was a motion that had been previously made in the past, and so it was put into the *Faculty Manual* based on the previous motion. Because it had been lumped together under the service document, the ad hoc committee thought that now length of service took on unusual strength if you left it in a list of four things. So we were proposing that it simply be added to the preceding paragraph, so it would still be there, but have a look of slightly less importance. So that was the thought of the ad hoc committee.

Castleberry: You're saying that length of service is to be moved essentially from this point and then added to the previous paragraph?

Logue: In the previous *Manual*, it was not in the paragraph as verbiage. It was in a list of five things, number five in the list. Since we had consolidated two categories—we have now teaching, scholarship, and service—we thought that just for importance sake it would be better to put length of service into the statement of other considerations. Does that make sense?

Castleberry: It has been added to a list of other things? Logue:

Do you have a copy of the previous *Manual*?

Castleberry: So it has been already been added? Then, if we're acting on the current motion, my understanding is that that presupposes that another change which has not been acted on but will be acted on, which is to move length of service? Basically what you're doing is eliminating any verbiage at all concerning length of service with respect to tenure and promotion.

Logue: That's what the Rights and Responsibilities motion says. Further discussion? Castleberry: I

move that we suspend the rules so that this can be acted on. Reisenauer: Second.

Logue: Suspension of the rules calls for a two-thirds vote. Would you please vote in favor of suspending the rules by raising your right hand? Those opposed to suspend the rules, also by raising your right hand? OK, we have suspended the rules so that we can vote on this issue. Do you have a question or discussion?

Castleberry: I'm going to be voting against this motion because it does eliminate any verbiage concerning length of service, which has been a part of the consideration in the past. I'm not saying that the way we interpret it is the best, but I am against its elimination.

Refinetti: Of course if you have to perform teaching, scholarship, and service, that has to be performed over time. So there's got to be some time. I think that the Rights and Responsibilities proposal (inaudible). Of course, we could not possibly do teaching scholarship and service and scholarship without time. So

some time is required. So the suggestion is that we should a suggestion about time, and I think that needs to be somewhere, right?

Logue: There are minimum times listed.

Refinetti: Minimum. Oh, this is somewhere else. OK.

Faulkner: I'd like to clarify that there is a minimum time elsewhere. You have to have a certain length of time as an assistant before you can apply for associate, associate before you can apply for professor. That's not done away with; those are still limited. I think the concern is that in the past, there's been an arbitrary barrier put up with people. There's this amorphous length of service needed when you've met the minimum requirements. And there are some people in the system who figure, "well, by golly, it took me sixteen years to become a full professor, everybody else ought to wait that long too." And this removes that barrier, I believe. Also it works the other way. There are people who spend twenty-twenty five years looking towards retirement, and they expect that "length of service will get me full professor before I retire regardless of what else I do in other areas," so I think we need to remove that. That's not been the case for some time now.

Reisenauer: If you leave the words in here, "length of service," as is mentioned by the ad hoc committee, wouldn't we need to then, just for clarity's sake, re-add length of service to that list of five, because what you're then dealing with in this paragraph is almost a description of the relative weights of that list. If you eliminate one, you're going to have to eliminate the other to give the relative weights. The list doesn't match the verbiage. I'm just wondering if that's going to cause problems with people seeing well, this is here in this paragraph, turn the page, but oh, but there's a list and it's not on that list, where did it go? I think that's all that this basically was, was to make it match up. Now, if we're going to leave it in, what does that mean?

Logue: You're speaking of the motion from the R&R Committee?

Reisenauer: If this motion is rejected, then, the other amendment that gives the other recommended changes lists only those things: teaching, research, and service. And without the length of service, it does seem to have (inaudible).

Logue: My interpretation is that if this motion fails, then we would revert to the previous *Manual* and to the motions that have passed up to this period of time. The motion that's been passed at this period of time is to consolidate those two criteria regarding service. Length of service would stay where it is. And since we haven't voted, we may change this as a clerical change, but then we'd have to make the preceding sentence match that also.

Costello: My understanding is that the three criteria listed previously of service—campus and universitywide activities, community service, and length of service were condensed into one term on the listing on the list: service. Therefore, the length of service that the ad hoc committee put in was just to carryover that idea from the previous list, which had been eliminated by a vote of the Senate in condensing it.

Castleberry: I guess my confusion comes from the fact that the very last statement you've made, that in fact, community and university and length were combined. Because the motion as it was made from USC Sumter was merely that campus and university service be combined, and those are criteria that are used in the peer evaluation process. Length of service is not part of that process. I can't speak to how the Senate will interpret that, but that would be my interpretation.

Logue: The draft that the Senate received from the R&R committee reflected that consolidation including length of service.

Bishoff: Is length of service going to have any effect, now or in the future, do you think, on decisions for promotion and tenure?

Logue: You're asking my opinion? The reason we decided to move it into the preceding sentence was a reflection of the history of debate on these criteria. And part of the history of the debate reflected what Professor Castleberry has reiterated: there were people who believed that regardless of what was in the list of criteria or not, if you had two people with equal documentation, and one had contributed five to fifteen years, and one five, then you would consider length of service. Because of those types of deliberations, it was chosen to leave it in the list. The ad hoc committee thought we should put it there but maybe reduce the seeming magnitude of its importance by moving it elsewhere. That was our thought, correct?

Bishoff: But do you think on the regional campuses that will be an issue in the future?

Logue: My personal opinion is that when you're serving on one these committees, you see someone who's served for a long time and they're doing a good job, you would probably give greater weight to that person than someone with an equally good file for a short period of time. If that's true, then, maybe there's a place for it.

Nancy Washington (Continuing Education): That shouldn't happen if you've got a person who has the minimum amount of time and has a good file in all areas. It's not a competition. It isn't that you can give one promotion and not two. You can give two promotions if the files are both good.

Logue: I'm just giving my opinion of what the previous discussions have been, the rationale behind our decision to leave it out in the past. And since the body has chosen to leave it there in the past, that was the reason we decided to leave it in there in our recommendations. Other discussion?

Faulkner: I just wanted to respond to your point a moment ago about two equal files, one generated over five years, and one generated over fifteen years. It seems to me the five year file would have three times the productivity. (laughter)

Logue: I didn't speak to quantity of the material, but quality of effort.

Costello: I don't know how the Senate will vote on this, but regardless of how you vote on the committee proposed change, we do need to get this *Manual* revision done. So I would like, if this motion fails, for someone to move the form in which the ad hoc committee presented it in the first place. So we can move on with this.

Refinetti: I still have many more questions with the English here. You deleted the negative in the sentence, not the (inaudible). Can you change this wording? So you've said, this is the most important thing. Then, you used to say, these things are less important, but still they are there. Now the "less" is removed, so the sentence is awkward now: this is the most important. These others are important and become even more important, but you never said it was less important. Does it seem like it doesn't read right?

Costello: The word primary covers that, I believe. Primary considerations.

Refinetti: Primary? No, no, that sentence is fine, I mean the second sentence. If everybody's happy, I'm happy.

Logue: The second sentence as I recall it just said that scholarship and service are important.

Refinetti: Are important. I know, but if I just say, this is essential, this is important, it feels like something is missing. Forget it, forget it.

Logue: Other discussion? OK, are we ready to vote? All in favor of the motion made by the Rights and Responsibilities Committee, please signify by saying aye. All opposed, no. (laughter) Let's have a hand vote. All in favor of the motion signify by raising your right hand. OK, eighteen for. All opposed, raise your right hand. You were really loud in your opposition; it caught my ear. The motion passes.

Costello: Thank you. Our final motion is to delegate the responsibility to the ad hoc committee for pulling all these changes together and presenting them to the administration. We appreciate the good work they've done to date. It has to be done soon.

Logue: Motion as I hear it is to present the authority to the ad hoc committee to make clerical changes, date changes, consistency changes, and then to present those as changes to the *Manual*. Discussion? OK, are we ready to vote? All in favor, signify by saying aye. All opposed? The motion passes. Thank you, Professor Costello. Any further new business?

IX. Announcements

Professor Todd Scarlett (Lancaster) announced a flat-water float trip to Stumpy Pond on the Saturday following the Lancaster Senate meeting in April. The trip will allow our Senators to relax and enjoy each other's company after our meeting. Stumpy Pond is a small impoundment on the Catawba River just south of Fishing Creek Reservoir and just east of the town of Great Falls. The excursion will begin around 9:30 or 10:00 with a paddling tour, including the natural and human history of the area. There is a Revolutionary War ammunition depot nearby, and the dams above and below the reservoir are among the oldest built by Duke Power. There are a lot of interesting things to see, and there should be something to interest everyone. The group will stop for lunch and perhaps a short hike and eventually make it back to the landing around 3:00 or so. If you're interested, please contact Dr. Scarlett by email at TLScarle@gwm.sc.edu for more information on housing and a Friday night low country boil.

X. Adjournment

Professor John Logue, Chair, adjourned the meeting.

Respectfully submitted, Lisa
Hammond Rashley

Report of the Vice Provost for Regional Campuses and Continuing Education
USC Regional Campuses Faculty Senate
Allendale, SC
February 7, 2003

Legislative: President Sorensen hosted a breakfast for the Ways and Means Committee and Committee staff yesterday (February 5). It is an annual event and one that is very much appreciated by the House and Senate members.

We are hearing that another 2.5% cut in this years budget may be forthcoming, and there is already talk of up to a 10% reduction for fiscal year 2004. We are far from being out of the woods, and no one is quite sure what Governor Sanford's priorities are going to be. There is no discussion to date about a faculty/staff raise package.

I was asked to participate with Dr. Sorensen in presenting a five minute fiscal state of the regional campuses report to the Higher Education subcommittee of the Ways and Means Committee last week. The three legislators present (Keegan, Neilson and Littlejohn) took great interest in the operations of our campuses.

With no new money (inclusive of little optimism about a capital bond bill), the focus of the three research university presidents is to lobby legislators to do something about deregulating some of the bureaucratic policies in state government in order to allow for more opportunities in attracting federal monies and to be more liberal in allowing for creativity in construction of new facilities.

I have begun a series of interviews with key decision makers in state government with the purpose of educating them about the mission and efficiencies of the regional campuses. It is more or less a "FYI" expedition which may lead to a better understanding of what our campuses are about. My first interview will be with Governor Sanford's Higher Education advisor, Representative Rita Allison.

University: President Sorensen delivered his first state of the University address in the Russell House Theater this past Wednesday. The overarching theme of his vision statement was, "Excellence in Engagement" as we reach-out to the state of South Carolina. He emphasized that all eight University campuses will play a significant role in such outreach. Please go to the President's website for the full text of the speech.

Palmetto College: The findings and recommendations of the Palmetto College Task Force have been submitted to the Provost for review. My assumption is that once he fully reviews the report, it will go forward to President Sorensen.

End of Report

Regional Campus Faculty Senate Meeting in Allendale

USC Lancaster Dean's report

February 7, 2003

Students

The Spring 2003 Semester has been going well. Enrollment is up approximately 10%. The students have several events planned, including Spring Fling in April. Last night we kicked off a series of events celebrating Black History Month. *A Sign of the Times Jazz Band* played in Bundy Auditorium. Youth Explosion will be February 13th, the Soul Food Festival will be February 19th, and Preacher Moss will be on campus February 26th. Don't forget that the SC Society for Philosophy will have its annual meeting in March on our campus.

Faculty

We are planning to expand the Nursing program by 50%, and are working with the nursing faculty and the Springs Memorial Hospital to move things along. We hope to bring a proposal to you in April for a new Associate Degree in Early Childhood Education, which is being planned in consultation with Lancaster First Steps.

Planning

Dr. Cox is working with the Division Chairs and with Mr. Fox and Mr. Faulkenberry on a five-year strategic plan that will be finished on February 28.

Facilities

Phase I of the Medford Library building renovation and addition is complete. The collection has been moved and Phase II has begun. Unexpected structural problems with ML have cost USCL \$48,500, but the floor is now level and there is no longer danger of collapse. Furniture purchases have been delayed. OSP and Trio will move to the first floor of old ML this spring. Offices and classrooms will be restored to their original uses in the second floor of old ML. The Office of Financial Aid will soon move into the old EGC office. The exterior lighting changes on the old end of campus are complete and have added safety and good looks. Landscaping changes around ML and HH are being studied.

Finances

Mr. Fox has prepared a budget that includes an additional 5.01% cut (approximately \$141,000) for the campus. Things look very tight for the year, but manageable. Our campus audit is complete and we await the report. USCL has received a First Steps grant (written by Dr. Cox) that will support the Child Development Center in the amount of \$80,000.

Technology

Student computer lab replacement has been accomplished since our last meeting and all teaching labs are using state-of-the-art technology. Staff and Faculty computer replacements should begin in the Spring. Increasing bandwidth remains a top priority. The addition of compressed video classrooms may be necessary to implement the Palmetto College concept. Lottery technology funds (\$250,000) are promised for April 15, 2003.

Presidential Visits

Jan. 21: President Sorensen visited USCL and met with faculty, staff, students, and the community. The visit went well and President Sorensen will return in February to address the annual Boy Scout dinner at the Fairway Room.

**Regional Campus Faculty Senate
Dean's Report - USC Salkehatchie
February 7, 2003**

Arthur Mitchell was recently nominated by his colleagues for a USC Faculty Research Grant. Awards have yet to be determined, but his nomination is an indication of the respect his colleagues have for him and his work in 20th Century Irish studies.

Congratulations to Conrad "Dutch" Mehlenbacher who recently earned his Equity Actor's card.

Congratulations to Ed Merwin for his successful presentation "Peer-to Peer ILL with ILLiad: Process ILL Requests Without OCLC" at the South Carolina Library Association/Southeast Library Association meeting in Charleston.

Larry Strong continues to work closely with Dr. Al Goodyear from the USC Archeology and Anthropology department regarding the Topper Excavation site and continues to contribute to a number of the publications arising from that work.

USC Salkehatchie welcomes Dr. Gordon Crews who joined our administration February 3 as Assistant Dean and Director of the Walterboro campus. Dr. Crews will also serve as coordinator of development.

The Marvin Park project (renovation of the courtyard area behind the Walterboro Main Building) is scheduled for completion in March.

The annual Walterboro/Colleton Chamber of Commerce Business Expo is scheduled for March 12th and 13th on the Walterboro Campus. The Salkehatchie Leadership and Entrepreneurial Development Centers will provide programs on topics such as Marketing Your Business, Business Loans and Reserves, and Business and Housing Loans.

On February 21st and 22nd the Salkehatchie Leadership Center, in conjunction with MUSC, Clemson University, and others will sponsor a Community Leaders Institute for Allendale County.

The building provided by Tri-County Alliance to house the Leadership and Entrepreneurial Development Centers is being renovated and should be completed by the first of April. Paving for the new access road leading to this building will begin soon. Funds for this project were provided by the USDA and the State Department of Transportation.

Submitted by:

Ann C. Carmichael

REPORT OF
THE DEAN OF THE UNIVERSITY OF SOUTH CAROLINA SUMTER TO
THE REGIONAL CAMPUSES FACULTY SENATE
February 7, 2003

Human Resources: In spite of the 5% cut to our state appropriation in December 2002, USC Sumter is are moving forward this spring to fill vacancies for several staff positions, including the Director of Student Life, one of two Library Technical Assistants (in lieu of an Assistant Head Librarian), the Assistant Dean for University Advancement, the Director of Marketing and Public Relations, the campus Receptionist and Switchboard Operator, and an Administrative Assistant in the Office of University Advancement.

Enrollments: The preliminary official enrollment figures at USC Sumter for the 2003 Spring Semester indicate enrollments slightly ahead of last year. As of February 7, 2003, full-time equivalent (FTE) enrollment is up 3.39% to 716, and headcount enrollment is up 6.79% to 1,045.

Physical Plant: The \$1.5 million renovation to the Arts and Letters Building (formerly Alice Drive Baptist Church) continues on schedule. The general contractor is at work at this time. It is anticipated that faculty and staff can occupy the building during the 2003 Summer Session and that classes will be scheduled in the building for the 2003 Fall Semester. The professional planning firm that is updating and revising USC Sumter's 1992 Master Plan has completed one round of interviews with various campus constituencies, and soon will conduct another round of interviews prior to producing a first draft of the new plan.

Budget: As reported above, the State Budget and Control Board cut our state appropriation by 5% in December 2002. Cumulatively, since the beginning of Fiscal Year 2001, our state appropriations have been cut 14.555%. USC Sumter expects further mid-year cuts and has contingency plans to accommodate up to an additional 5.5% in this fiscal year. Furthermore, USC Sumter believes that the General Assembly will make these cuts permanent and then cut our budget even more as we begin the 2004 Fiscal Year. In short, we believe that our budgetary situation will get much worse before it gets better. It seems likely that a substantial increase in tuition will be necessary to recover even a portion of these cuts. At USC Sumter's current tuition rates and enrollment levels, it takes approximately 2% in tuition increase to offset each 1% in state appropriation cuts.

Respectfully submitted,

C. Leslie Carpenter Dean
of the University

USC UNION
Regional Campuses Faculty Senate
Dean's Report
February 7, 2003

Budget -

As with all the campuses, we have implemented several methods by which to economize. We have maximized and consolidated class teaching loads, thereby, cutting our adjunct faculty salaries. We have closed buildings and sections of buildings in order to save on utilities. We have left two positions unfilled. We have deferred some maintenance needs.

Enrollment -

USC Union's enrollment for the spring semester has increased over the spring of 2002. We experienced an increase in headcount of 7.64% and an increase in FTE of 9.39%.

Founders' Day -

USC Union will celebrate the 8th Founders' Day on Wednesday, February 19, 2003. This year's recipient of the Founders' award is Clarke Perrin. He has served as Treasurer of the Union/Laurens CHE since the mid-80s , and has been one of USC Union's most loyal and dedicated supporters.

You are all invited to join us for this event. New

Staff Members -

We are proud to announce that USC Union has a new Director of our library. Ms. Licia Duncan joined the University on January 1. Licia has served at Charleston Southern and for a short time at USC Lancaster. She has a B.A. from Austin College in Latin and Business, and her MLIS from USC.

Michael Moton has joined our OSP program as counselor. In addition to serving as an accountant, he also was a counselor for Family Resources, and holds a B.S. from USC Spartanburg.

Rights and Responsibilities Committee Report
February 7, 2003

The R&R Committee reminds the Senate that the committee's motion 2 from the last meeting must be considered under old business today.

During our meeting today we discussed recommendations for changes to the Regional Campuses Faculty Manual made by a recently formed *ad hoc* committee consisting of John Logue, Wayne Chilcoate, and Mary Cordray

The Committee will move that the Senate suspend the rules today to vote on clerical and substantive changes to the manual suggested by the *ad hoc* committee as modified in one substantive portion by the R&R Committee.

The R&R Committee recommends the following change to the *ad hoc* Committee's report. On page C-3 the *ad hoc* committee recommended this text change:

Criteria for Tenure and Promotion

Relative to the central mission of the Regional Campuses, effectiveness as a teacher and/or librarian is of primary consideration for tenure and promotion decisions. Other criteria (2-5) in the following list Scholarship, Service, and length of service are less important as individual categories but and increase in importance as they are considered collectively, especially elements of categories used to document scholarship as defined and described in Appendix VI.

The R&R committee recommends that this be amended to: **Criteria for**

Tenure and Promotion

Relative to the central mission of the Regional Campuses, effectiveness as a teacher and/or librarian is of primary consideration for tenure and promotion decisions. Other criteria (2-5) in the following list Scholarship and Service are less important as individual categories but and increase in importance as they are considered together, especially elements of categories used to document scholarship as defined and described in Appendix VI.

**USC Regional Campuses Faculty Senate Meeting of
February 7, 2003 (USC Salkehatchie)**

Welfare Committee Report

by Roberto Refinetti, Chair

Members in attendance

Fran Perry, Lancaster
Cynthia McMillan, Salkehatchie Roberto
Refinetti, Salkehatchie Robert Castleberry,
Sumter (alternate) Stephen Bishoff, Sumter
(alternate) David Hunter, Cont. Educ.
(alternate)

Activities

1) Organization of Tenure and Promotion Workshop

The committee continued discussion of its charge to organize the yearly workshop on Tenure and Promotion. The 2003 workshop is tentatively scheduled for Monday, May 12, 10 am, at Carolina Plaza on the Columbia campus. It will be conducted by Ron Cox (Lancaster), John Logue (Sumter), and Susan Moskow (Salkehatchie). Final preparations for the workshop will continue and will be reported in the next senate meeting.

2) Assessment of Faculty Workload

Survey forms have been sent to tenured and tenure-track faculty members in the five units. Responses are still being returned. A report of the results will be presented in the next senate meeting.

3) Annual Faculty Salary Survey

The data on faculty salaries in the five units have been analyzed. No significant discrepancies between the units were noted, although salaries were slightly lower in the Salkehatchie campus than in the other units. A report is attached.

REGIONAL CAMPUSES FACULTY SALARY ANALYSIS FY 2002 – 2003

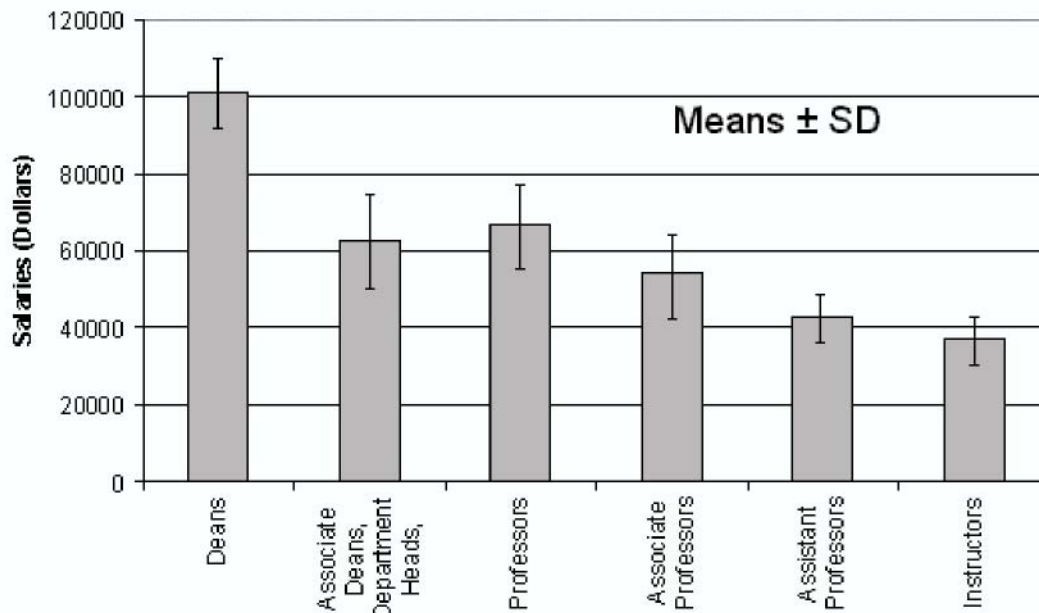
by Thomas W. Simpson (USC Union) on
behalf of the Welfare Committee

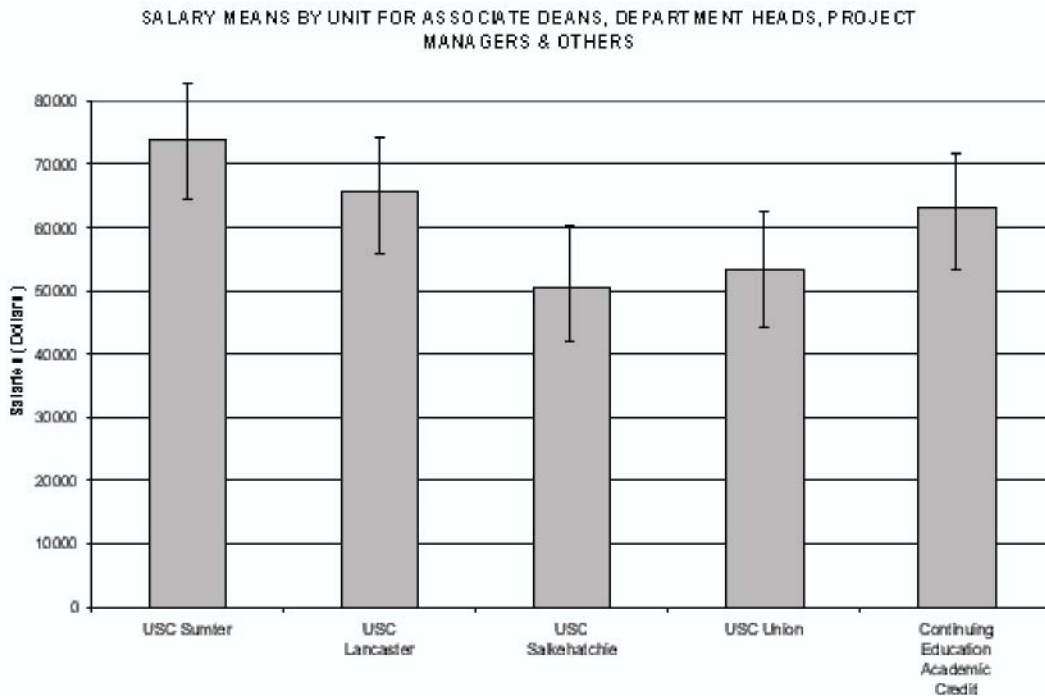
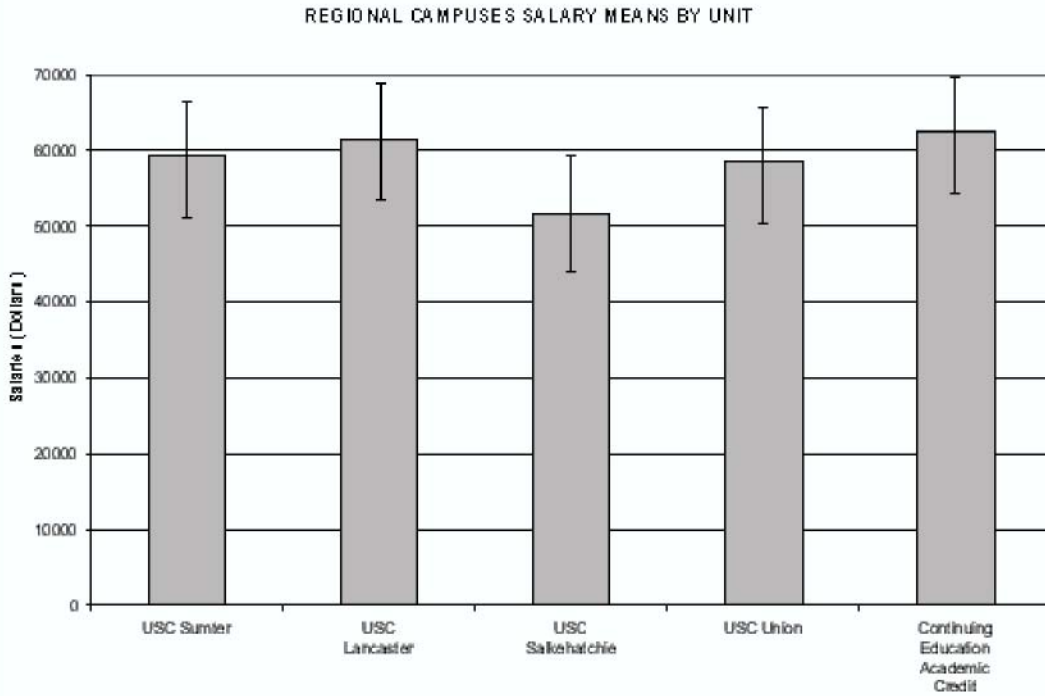
Salaries for employees given *by pay* bands (e.g. \$46,001 to \$49,999) were taken to be the midpoint of the band, $(Hi + Lo)/2$. The

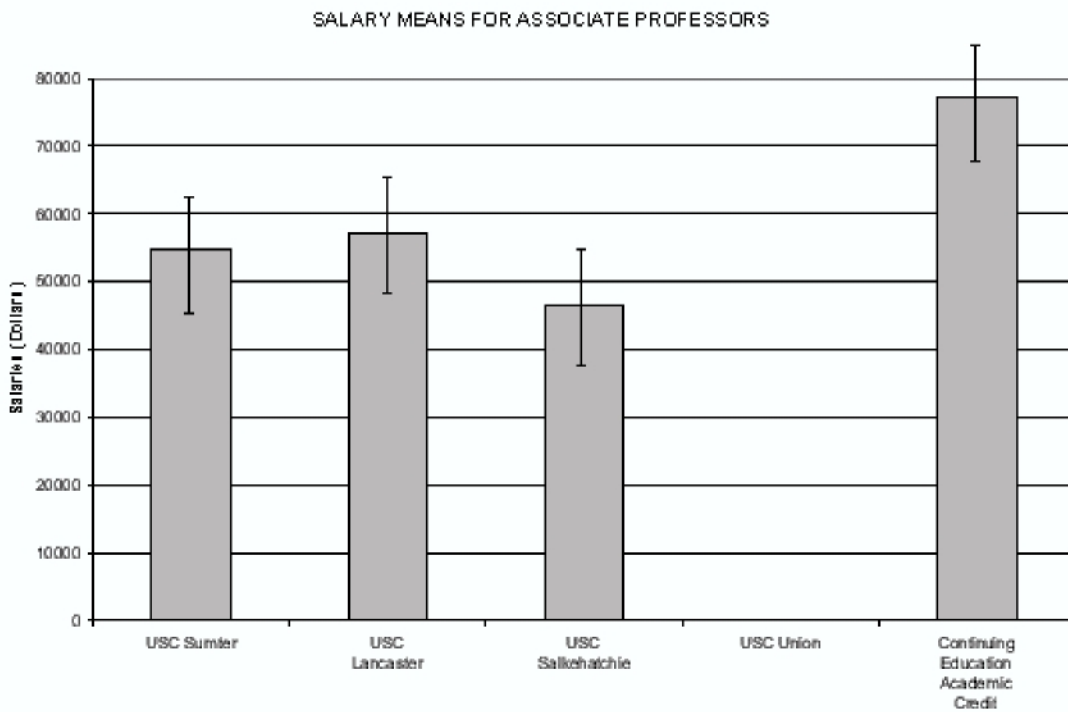
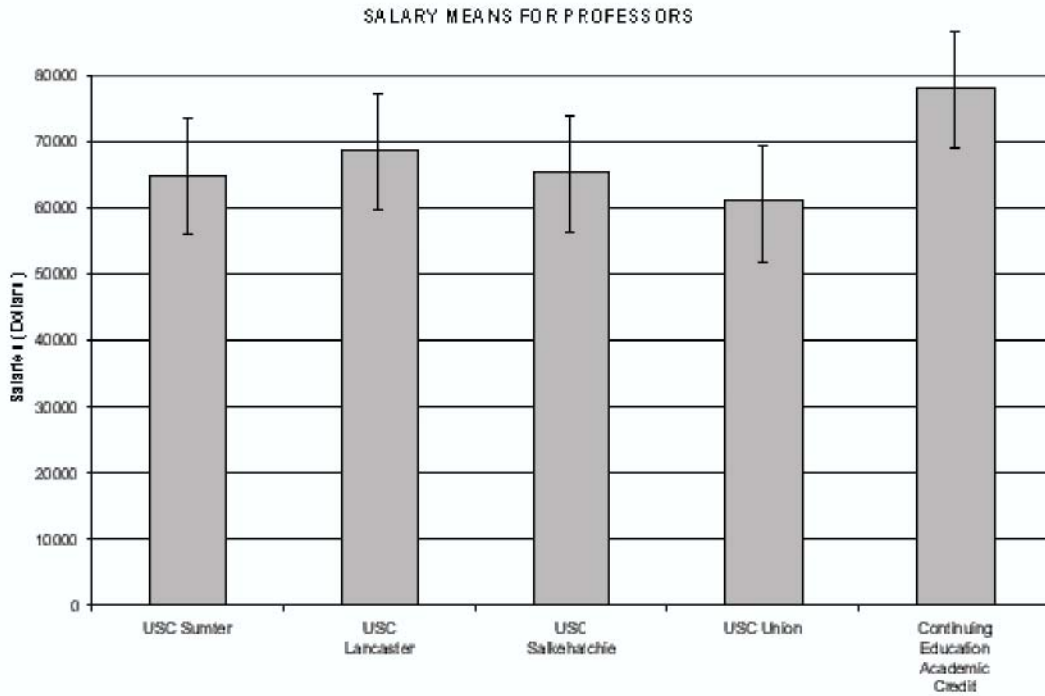
Classification	Mean	Median	Standard Deviation
Deans	\$101,462	\$103,238	\$7693
Academic Deans, Department Heads, Project Managers, Other	\$62,564	\$61,079	\$14,118
Professors	\$66,768	\$63,551	\$9030
Associate Professors	\$54,162	\$55,860	\$10,215
Assistant Professors	\$42,780	\$42,000	\$5864
Instructors	\$37,091	\$40,000	\$6715

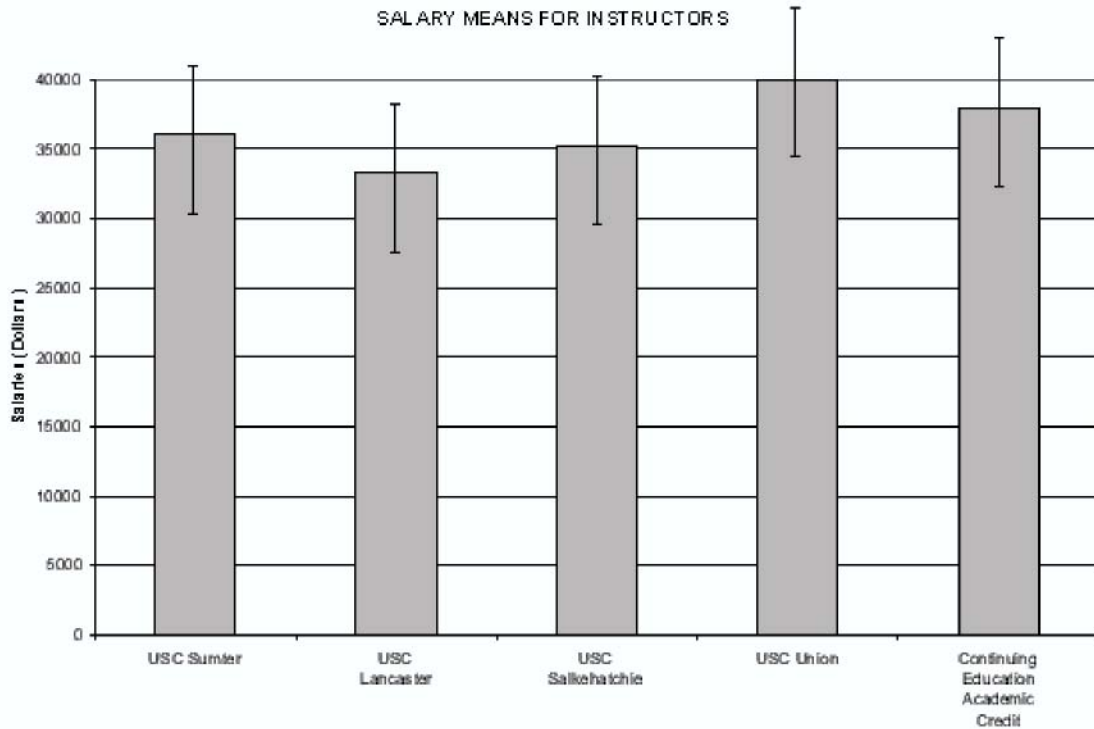
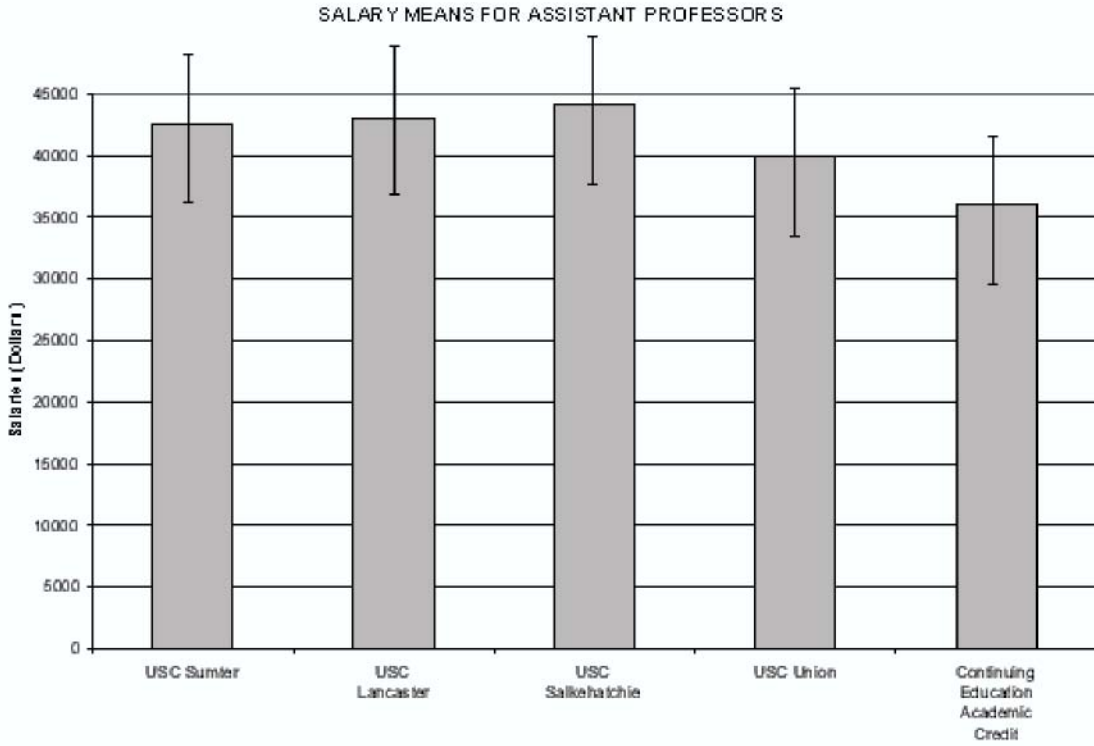
salaries of no employee with under 0.9 years of service to the University were taken into account in this analysis.

**REGIONAL CAMPUSES SALARY MEANS
FY 2002-2003**









RCFS System Affairs Committee

February 7, 2003 RCFS Meeting

All USC Regional Campuses were represented.

The committee continued to review faculty issues related to Palmetto College by reviewing a draft report of the most recent Palmetto College Committee. We raised a number of additional issues that were not covered in the report, related both to technology and distance education and to the formation of the Palmetto College generally. We also seek to make recommendations from the faculty's perspective on how to resolve some of those issues, although we believe some of these issues must be resolved administratively. Over the next few weeks, the committee will refine a written compilation of these faculty issues and will forward them to the Palmetto College Committee.

Additionally, we were told that there would be February 28 meeting to discuss technology/distance education issues related to implementation of the Palmetto College. We will be sending Dr. Todd Scarlett to that meeting as a Regional Campus Faculty Senate System Affairs Representative to listen and/or assert faculty concerns related to their discussions. Also, there will be a March meeting, we understand, to which we also plan to send a representative.

Lori Harris

Report of the Executive Committee
Regional Campuses Faculty Senate
January 24, 2003

The Executive Committee of the Regional Campuses Faculty Senate met at USC Columbia on January 24, 2003.

After reports by the Vice-Provost and Associate Vice-Provost, executive committee members gave reports of campus activities and chairs of standing committees of the Senate reported on current and upcoming committee actions.

Vice-Provost Plyler reported that the State's shortfall of \$800 million will undoubtedly result in another cut this spring. President Sorensen said that there will be no new money for education, including a bond bill, but he is asking for regulatory relief, in such areas as procurement.

The Commission on Higher Education and the President's Council are supporting Access South Carolina, a \$5 million library initiative for the next budget year. This library network of colleges and research universities will provide unheralded connectivity and support tying libraries together into a state-wide virtual library to better serve the citizens of the state.

Representative Stille is again promoting the separation of USC-Aiken and USC-Spartanburg from the University and also promoting reverting these campuses to 2 year campus status, as well as stating that Regional campuses should be under the same umbrella as the technical schools.

The Palmetto College Task Force has submitted its report to the Provost. Once the concept is approved by the Board of Trustees, the Provost plans to heavily promote the College.

President Sorensen has been very supportive of the Regional campuses, wanting to strengthen relationships and has asked Dr. Plyler to help craft a new vision for the university that will be inclusive.

Associate Vice Provost West recounted highlights from several meetings:

1. She plans to set up a workshop for the campuses so the College of Education can demonstrate freeware.
2. Provost stated that only 1-2% of faculty undergoing post tenure review should receive a superior rating.
3. When CHE Academic Affairs reviewed the proposed degree for Beaufort's Liberal Studies degree, which is similar to the BAIS degree, they questioned whether BAIS graduate's names and accomplishments can be identified. It was determined that it can be done.
4. A copyright workshop with emphasis on the T.E.A.C.H Act is being considered.

Campuses reported on such issues as Dr. Sorensen's visits and the positive feedback from faculty and staff, receipt of bequests and scholarships, faculty vacancies, and budget cuts.

John Logue and Wayne Chilcote agreed to undertake an additional review of the faculty manual from that of the Rights and Responsibility Committee to assure a thorough review. Changes must be presented at the Feb. 7 senate meeting to allow time for review by Legal before sending to the Board of Trustees, which only accepts manual changes twice a year.

Although there little time is left to organize a Tenure and Promotion workshop, it was agreed that it can still be done. Roberto Refinetti will chair the committee.

**Committee on Faculty Welfare
Report
Regional Campus Faculty Senate
February 7, 2003**

The Committee met on February 6, 2003.

Provost Odom responded to concerns about post-tenure review salary increases on the Columbia Campus, where there has been a need to clarify salary increases for faculty who receive a “superior” on their post tenure review. Letter attached.

The Provost forwarded a request from Dr. Plyler requesting a compensation cap for USC fulltime employees teaching overloads in the Academic Credit Programs. The Chair, Peter Graham, will invite Dr. Plyler to the next meeting of February 20. Letter attached.

Respectfully submitted Linda K. Allman



JEROME D. ODOM
EXECUTIVE VICE PRESIDENT FOR
ACADEMIC AFFAIRS AND PROVOST

MEMORANDUM

DATE: January 16, 2003

TO: Peter Graham, Chair – Faculty Welfare Committee
College of Hospitality, Retail and Sport Management

FROM: Jerome D. Odom *Jerry*

SUBJECT: Post-Tenure Review (PTR) Salary Increase

Thank you for your letter of January 14, 2003, regarding the procedures governing base salary increases for those faculty members receiving a "superior" rating on their post-tenure review (**as documented in writing by the dean to the provost**). The ability of the University to provide an increase in base salary for individuals receiving a "superior" on a PTR is governed by the resources available for the next fiscal year after the PTR has taken place. If the resources are available and are approved by the University Board of Trustees, the individual deans are informed of this approval, and the funds for the salary increase are transferred to his/her unit account. The dean's office then processes a Pay-For-Performance document for the listed qualifying faculty members for a raise in base salary. In the past, the amount of this raise in base annual salary provided by the University has been \$1,000 per qualifying faculty member.

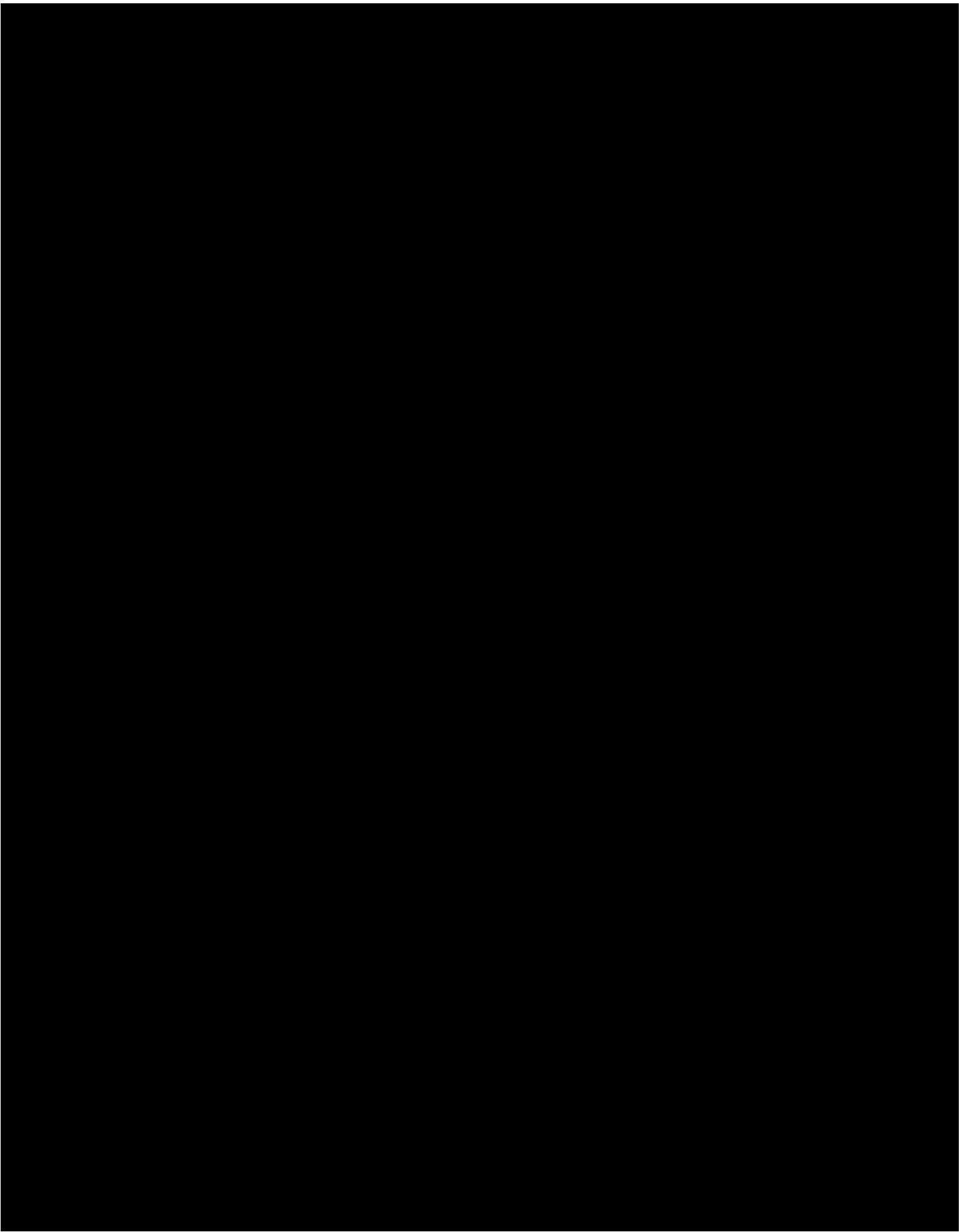
I highlighted the documentation aspect in the above paragraph, because a "superior" rating occurs only when the dean informs the provost of that event. The faculty and the Board of Trustees amended the Faculty Manual in June of 2002 to specify the circumstances of a particular PTR evaluation rating. Prior to that amendment the dean's evaluation rating took precedence in cases where there was disagreement between the PTR review team and the dean.

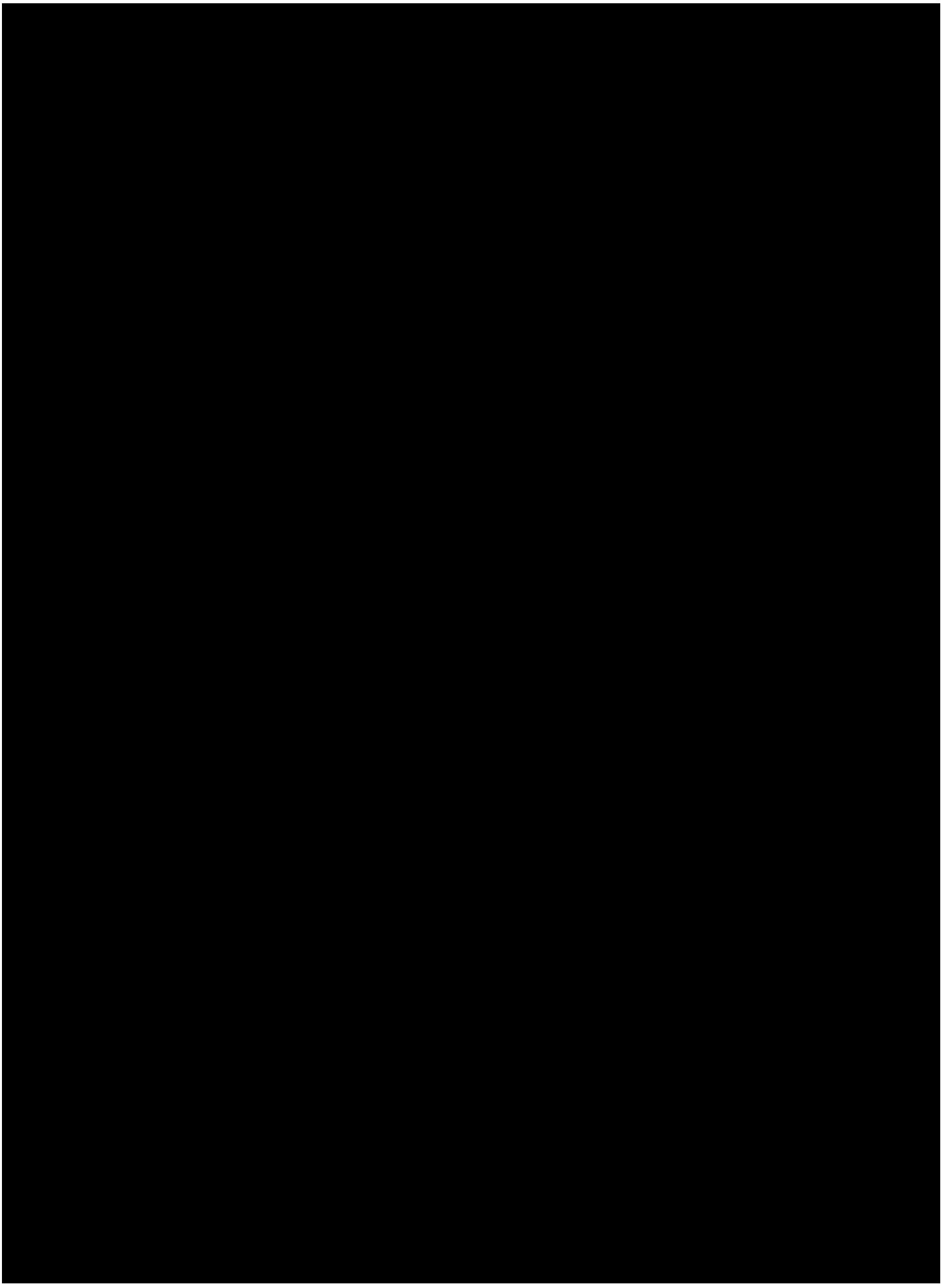
In answer to your specific questions:

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MEMORANDUM

REGIONAL CAMPUSES AND
CONTINUING EDUCATION

To: Jerome Odom
Executive Vice President for
Academic Affairs and Provost

From: Chris Plyler 
Vice Provost and Executive Dean for
Regional Campuses and Continuing Education

Re: Overload Compensation

Date: 28 January, 2003

I write to ask your consideration in instituting a compensation cap for USC full-time employees teaching overloads in our division's Academic Credit Programs. The current rate of compensation is 6.25% of nine-month salary per 3-hour course (prorated for 4-hour courses) with a floor of \$2,250 and no ceiling.

Dr. Sally Boyd has initiated a request that effective Fall 2003, overload compensation be capped at \$3,500 for a 3-hour course and \$4,550 for a 4-hour course. Based on overload compensation paid during the current fiscal year, instituting this cap would allow us to redirect approximately \$11,000 per year into additional class sections.

I understand that the current overload mechanism is based on a Provost policy; thus it can be modified by the Provost.

Thank you for your consideration.

c: Dr. Sally Boyd