

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

Friday, April 15, 2005

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

Morning Session .....10:00 - 10:30 AM  
The Atrium

Welcome

Guest Speaker .....The Honorable C. Bradley Hutto  
South Carolina Senate, District #40

Standing Committees .....10:30 - 12:30 PM

- I. Rights and Responsibilities  
Leadership Classroom – Leadership Institute Building
- II. Welfare  
Room 109 – Learning Resource Building (Library)
- III. System Affairs  
Room 121 – Learning Resource Building (Library)

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

Deans Meeting .....10:30 - 12:30 PM  
Atrium Conference Room

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

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

## AGENDA

- I. Call To Order
- II. Correction/Approval of Minutes:    November 19, 2004  
  USC Union, Union, SC  
  and  
  February 11, 2005  
  USC Columbia, Columbia, 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. Assistant Vice Provost for Continuing Education Academic Credit Programs
- IV. Reports from Standing Committees
  - A. Rights and Responsibilities – Professor Danny Faulkner
  - B. Welfare - Professor Teresa Smith
  - C. System Affairs - Professor Allan Charles
- V. Executive Committee - Professor Kate Fritz
- VI. Reports from Special Committees
  - A. Committee on Libraries - Professor Bruce Nims
  - B. Committee on Curricula and Courses - Professor Robert Castleberry
  - C. Committee on Faculty Welfare - Professor Linda Allman
  - D. Faculty-Board of Trustees Liaison Committee – Professor Lisa Rashley
  - E. Research and Productive Scholarship Committee - Professor Todd Scarlett
  - F. Regional Campuses Academic Advisory Council – Professor Lisa Rashley
  - G. Other Committees
    - 1. Conflict of Interest Committee – Professor Dave Bowden
    - 2. Research and Productive Scholarship Ad Hoc Committee – Professor Lisa Rashley
- VII. Special Orders & Elections
- VIII. Unfinished Business
- IX. New Business
- X. Announcements
- XI. Adjournment

Regional Campuses Faculty Senate  
University of South Carolina Salkehatchie  
Friday, April 15, 2005  
The Atrium–Science and Administration Building

**Morning Session**

**Professor Rashley (Lancaster):** Good morning. Will the Senate please come to order? Good morning and welcome to the fourth and final Regional Campuses Faculty Senate meeting of this academic year. We're pleased to be here this morning; Dean Carmichael, it's always a nice reception that we get at Salkehatchie. We have a guest speaker this morning, so we're going to start with our speaker, and we will make a few announcements afterwards. So I would like to ask Dean Carmichael to come up and introduce our guest speaker, please.

**Dean Carmichael:** Thank you Dr. Rashley. I want to welcome you on behalf of the faculty, staff and students to the campus, and before we get started I want to give a special thanks to our Student Government Association. They are in the back, but that is Winter Atkinson, Leslie Smith, Carmen Brown and Parkes Coble. And they took the morning off to come up here and welcome you personally, so thank you guys.

I'm very pleased to introduce someone to you that you probably already know but I want to share a little background and that's Senator Brad Hutto. A native to Orangeburg County, Senator Hutto has represented District 20 since 1996, which includes parts of Allendale, Barnwell and Orangeburg counties. In his relatively short term in the legislature, he has distinguished himself as a strong influential leader. Having served on the Governor's Nuclear Waste Task Force and the local government funding task force, he also receives special recognition for his legislative work related to children's health issues and public safety. Senator Hutto graduated Magna cum Laude from the Honors College at the University of South Carolina in 1978 and earned his JD Degree from Georgetown University Law Center at the age of twenty-three. He is married to Dr. Tracy M Phearson, a pediatrician in Orangeburg, and they have one son, Skylar.

Senator Hutto is an accomplished politician, scholar, community leader, and humanitarian, but what is not in his vita is that he is a man of integrity. He takes his roles as an advocate of the people very seriously and he works diligently on our behalf. He has been a good friend to Salkehatchie and a strong advocate of higher education. So please join me in giving a warm Carolina welcome to one of our own, Senator Brad Hutto.

**Senator Hutto:** Good morning. I told Dr. Carmichael I got an early start this morning. I have an exchange daughter from France living with me this year, and she's on her way hopefully by now to New York. But we had to get her to the airport by 5:30 this morning, so she could start that journey. My other son had to get on his track to school this morning, and then I had to go to Bamberg, on my way over here to talk to some new judges that I'm appointing in Bamberg. A few things I want to start off by telling you: One is that one of your own regional campuses faculty member representatives, Bill

Bowers sends his regards. Bill is actually today at a high school trying to recruit students who will meet later with Chairman Bowers about some regional campus matters. The other thing I want to tell you about is this room right here was that it was the first place that I ever had a debate with an opponent in the Senate race. And that seems like a long time ago now, but in 1996 we actually had a debate in this room and so I have, since I won, I have fond memories in this room.

The other thing I want to start off telling you is this: I want to thank you all for everything that you do for your university and particularly for your students. There is no higher calling in my mind than somebody who is willing to devote themselves to the education of young people, you know? I heard one representative say “Well you’ve always heard our children are our future,” and she said “I’m here to tell you that our children are our now.” And they are our now. It’s the young folks that you touch on a daily basis who will be affecting the way we live our lives in the society—almost immediately on their departing from the universities and I want to thank you for that.

One thing I haven’t had time to add to my resume, which you might not know in fact I don’t even know if Chris knows, is that I’m actually a professor at USC now. I teach on the main campus and had my papers due yesterday and my final exam is next week. So I’m teaching State Government in the Honors College now. I kid them that I’m the only Honors College graduate to ever make it to the legislature, and we’re going to try and change that and see if we can get some more. We have a few USC graduates but no other Honors College graduates serving in either the House or the Senate.

I want to give you some good news before I give you some mediocre news. I think the good news is that both sides are determined that you are very deserving of pay raises this year, and I think 4% increase is going to be approved. It is in the budget and hopefully will continue in both budgets. Well, let me get off to a good start before we get off to the rest of this. The other thing I want to tell you is this is not—don’t write this down yet but—I want to tell you about it because it might come to pass, and should it come to pass, you need to know about it now, and that is we may have a bond bill next year. And they’re talking about a bond bill that might be as much as a six hundred million dollar bond bill. Which means if you have a deferred maintenance, new buildings, delayed plans, things you have had in your big agenda for your campus, you might want to make sure that you get that message up to Columbia to get on the radar screen. I don’t know how that money is going to be divided. I don’t know who is in line to get it and it might not be all, but I know if you don’t ask you don’t get. And if you don’t ask early enough sometimes no matter how deserving the project is they will just say well great idea but it came too late. And so while I’m not here to tell you that’s a definite that were going to have a bond bill next year, I’m telling you it’s a possibility. And it’s a more real possibility than it’s been in the last two to three years. So if you’ve got a long-range project for your individual campuses that you have been thinking about expansions, improvements, or even like I said deferred maintenance, let the folks in your administration that are responsible for communicating that on up to Columbia and know that is a possibility, and I’m going to be communicating on behalf of Salkehatchie that you know when we get our share of the money also.

The less than good news, probably, is how many students—because I don't know—how many students in the Regional Campuses are on some kind of lottery scholarships? So a fair amount? 50% maybe? Because I had lunch with Dr. Sorensen the other day and he said that 90% of the main campus was on some form or other of lottery scholarship. Well, the bad news is that North Carolina is getting very close to establishing their own lottery, and right now there are estimates that we get about \$112 million dollars a year in lottery from North Carolina residents who buy our tickets because they don't have a lottery. Now that does not mean that all of them will stop buying our tickets, no. And they won't have a lottery just like our lottery because of marketing purposes. Since we are in power ball, they will probably get in the other pool. So we'll still draw money from bordering states. We still have people in South Carolina playing the Georgia lottery, so it's not going to be the end of the world. I don't know if you could take that whole \$112 million dollars and say immediately that comes out of our funding, but I could tell you that there is a chance that there is going to be some decrease in the amounts of money that our lottery has been taking in and therefore some impact to the scholarships that are going for college students right now. I don't know whether that means that we will raise the level of the qualifications of those who get the scholarships, or we will reduce the amount of money that each student who qualifies will get. I don't know. If the economy is booming by next year, we may choose to take whatever deficit there is and bring it into our of general funding money because we say that is important enough matter of public policy to promote higher education that we need to do that. I don't know if North Carolina has actually got all the way to the point of saying that they're going to have a lottery, but it looks pretty certain that they're going to have one, and we have to be concerned about that. I'm not sure how long it will take them to implement it but probably relatively pretty quickly. It didn't take us long after we got the authority to get it up and running with our lottery.

I thought about what I might say to you this morning about higher education in general, and I'll tell you the one thing we've got in this state right now, from my point of view, in the General Assembly as it relates to higher education is a lack of leadership. I just think higher education is not getting its due in the discussions at the level that it needs to. There is nothing that can improve the economy more in this state than a vibrant, high quality higher education system that our students can attend, achieve, and hopefully stay in the state and produce. And right now, we just talk about higher education as something that's there and just kind of acting on its own. And we're not, I don't think, giving it the focus, the attention, putting the laser beam on it and making it be the shining star that it needs to be to attract the economic development it needs to. The Governor's State of the State address this year was about 25-30 pages. Do you know how many times he mentioned higher education in the entire State of the State? Zero. Zero. Four pages to a voucher system in Minnesota, Milwaukee or somewhere that maybe works or doesn't work, and zero to Higher Education. I mean not a word, and we are in a situation in this state where we react a lot—we talk about things that are politically popular with our constituents, keeping our eye own what the big picture is. And the big picture is: How to make South Carolina a growing, economically viable state in a global market place, and at the same time maintain this natural beauty that this state has. I've noticed driving over

here this morning how pretty it was coming over here. South Carolina is a beautiful state, and so we want to make sure we maintain our natural beauty. but at the same time we have got to grow our economy. We have shifted more and more of the traditional textile manufacturing labor intensive jobs we have had after we transitioned from an agricultural society into somewhat of an industrial. We are losing those jobs, or we are going to lose those jobs. We are not ever going to be able to compete again on a labor-intensive basis. Our competition is going to be mental. Our competition is going to be our ability to think and process and do things that don't involve raw labor. And right now we are not focused on that, and we are spending less than Georgia and North Carolina. I mean I'm not talking about the others; I'm just talking about our neighbors. We are not even funding at the level that our neighbors are funding, and to me that's a lack of leadership. Lack of leadership at every level, House, Senate, Governor. Across the board there is not the proper attention being focused on higher education. And when you have a State of the State that supposedly talks about all the issues that we need to be dealing with and it doesn't even mention higher education, that is pathetic. And that is a problem.

The other problem we suffer from is—and money is not the answer to everything but—we have treated higher education as something to give just enough money to get by. Give them a little bit extra if we've got any, but don't make any special efforts to really fund them at the level they need to be. And why is that? Part of that has to do with the politics of the now that says all tax increases are to be shunned at any cost. And you know when I was elected, I didn't get elected to raise taxes. I don't think any of us are elected to go raise taxes either. I thought what I was elected to do was to make policy decisions about what would be fair, so sometimes we raise them, sometimes we lower them—we look for a balance. If we have a surplus, we rebate it. But to always take the position that I will never vote for a tax increase is absurd. If any of you live in a district that a representative or Senator has signed a pledge that they will never increase your taxes, you should never ever vote for them again. I don't care if they are your best friend. That is an idiotic approach to the state government or national government for that matter. You can't be a true policy maker if you're only going to play on half of the board. You just can't do it. Of course these folks will cut your taxes; they don't want to say just leave us out of the budget process because as long as you don't cut taxes, I don't care how you spend the money. Exactly not, they're the one who wants to decide how to spend the money, but they don't want any part in raising the money.

I'll give you a couple of examples: We are the absolute worst as it comes to the cigarette tax: Kentucky, Virginia, I mean states that are big, big tobacco users. We are sort of a big tobacco state traditional but not in those terms. Most of those states have gotten beyond this. We are never going to touch that tax, and they've raised the cigarette tax. Raising the cigarette tax may not do anything directly to higher education, but it will do these things: first of all, an increase in the cost of cigarettes means that less young people will start smoking. As less young people start smoking, they don't have the health problems associated with smoking and probably don't come to your classes hacking, coughing, sick, and that kind of thing. But beyond that, in the long term, the medical expenses that come from that take money out of higher education in the sense that we have to announce and fund all of these health programs. All of these maladies associated

with smoking, all because we were not willing to raise the cost of a pack of cigarettes to keep people from smoking and to tax those who are smoking to help them fund for the healthcare costs that they're costing us on the backend. And we can't do it because we have a certain number of folks in our legislature who said that they're not going to raise any taxes. The governor is included in that, look it up online. He signed the thing too. I mean, it is ridiculous that we are kind of trapped in that.

I'll give you an even more recent and small example—it's so petty. And we may get over it this year, or we may not. Since you all are all in the Carolina system, you won't know about this, but in the Clemson system as part of their PSA program they do agricultural-related things, and one of the things that their extension offices do is sort of good. If a farmer calls and has bought some fertilizer, they go out and analyze to see if it is x percent nitrogen or x percent ammonia, or whatever is in there. You can have it analyzed, and the way they pay for that program is a twenty-five cent per ton tax on fertilizer. And that money goes to funding the inspectors to determine if they are getting what they have paid for. That twenty-five cent a ton tax was apparently established in 1870 something. It's a hundred and twenty years old and has not been raised in a hundred and twenty years. Twenty-five cents, so of course cost has gone up, the precision instruments it takes to measure the things cost more now, so everybody regulated—farmers, Clemson, everybody—came to us together and said please raise the tax to fifty cents. Fifty cents a ton, can you go from a quarter to fifty cents? We can't get it passed. Everybody is for it, and we can't even get it not only passed, we can't get it up to a vote. And what they have told me, well, if you don't make us take a roll call vote on it, we will let it go. But if you make us go on record to say we voted for a tax increase, we couldn't vote for it. I'm telling you this to tell you that this is the mind set in which we find ourselves often, and it is not good.

And I give you that example to say that it is not good for those bills, the farmers, sellers of chemicals, Clemson, but if you extend that out, it is not good for any of us. How are we ever going to act as a policy decision maker? If higher education is important, we need to fund it and to fund it we need some money from, from where? Every time we turn around we are giving it all back. Now, I don't want that to sound like that I think that it is my money to spend, it's not. Every individual pays taxes, because they are contributing member of society. And it is their hard earned money, and they deserve to pay only a fair share of taxes. But we can't be static and say we're never going to go up. You can go up on some, and down on some, and somehow balance it or make it more fair. But if you have a group that says they will never go up, every time we talk about going up or down, they're with us on the down part but against us on the up part. And to find a balance to really achieve policy you have to be willing to go up and down on some to strike that balance. We will never get it done until we change the mindset of the people that are presently up there.

How do you do that? Well, it takes people like you who are important in your own community and also who could talk to your neighbors and just say look it's time to have some people who will go to Columbia and discuss policy and not get so tied up into politics. And I will give you another example. To the extent that he is really focused on

the regional campuses, in my opinion, The Governor just says well, let's close Salkehatchie and Union. That is a dead issue. He probably couldn't get three votes out of one hundred and seventy of us to do that. And those three probably just hit the wrong button when voting, you know. And so rather than focus real energy into the needs of the regional campuses, he spends time in his Executive Budget going through this philosophical reason why he thinks this will be a good idea. Well, all the time and energy it takes him to print up all those pages to tell us why that would be important, and it is not going anywhere. That time and energy he could have spent looking at real needs and issues of the regional campuses, and saying this is what we could do to improve the regional campuses, rather than to bark up a tree with nothing at the top. If it is a hunting dog we'd sell it. It just is not happening. We have talked to him about it, and he is a very cordial person as most of you have probably seen. He is very nice, he is intelligent, but sometimes he just does not get it. I know I'm not here necessarily to pick on him because it is beyond him. It's some of the other leadership we have, too. And I'm here to tell you that if you want change in higher education and I think you do, and you certainly deserve it.

The students and the people of South Carolina deserve it. It is going to take a collective effort of all of us to continue to talk about what we need as we enter this new global economy. We are not entering, we are in it. I do not think we have entered it just yet in some respects because we haven't caught up, but we have got to do that. We have so many things that we have and need to address in South Carolina, and we have spent two or three days this week debating same-sex marriage. All right now, that could be a controversial topic, but I will talk about it any way. Marriage and family life in South Carolina and in this country is in a crisis, and it's in a crisis because over one-half of marriages end in divorce. One of three children is born out of wedlock. There are more children in poverty now than there were ten years ago. The money we put in education now is lower than ever. Sexual promiscuity, bad health decisions, poor parenting, child abuse, over a million women a year are being assaulted by boyfriends and husbands. Domestic violence is on the increase. We have got real problems in family life in America. It is not being caused by gays and lesbians. But our failure to focus on real family issues like poverty and education, higher education, and those things that could really make a difference in people's lives is usurped by our wanting to focus on something that is politically talk-show worthy. OK. And so that is what we did. And now that we have done that, and I think the good news is we have done it, and we gone ahead and said what were suppose to say, and let's move on. But will we come back next week and talk about poverty and education needs, and criminal domestic violence? No, we will probably talk about cutting taxes again and it's a shame.

I came here to do two things. To thank you and to criticize ourselves and to also encourage you to get involved in changing the way we are dealing with things in Columbia, because it just is not working, not only for you in higher education, but it really is not working for all of us right now. And it is going to take people like yourselves getting involved with the process, becoming more politically active, encouraging us to adopt real meaningful policy changes rather than just getting up there and kind of doing ya-ya stuff. Let me tell you, I have some colleagues whose main



concern is where the party is tonight or are we eating lunch? The quality of people you send up there—think about who you’re sending to Columbia to represent you. I know you come from all over. There are some very high quality individuals up there. There are some others that are dedicated public servants but probably could not find their way out of a paper bag. And I won’t call names, but I do want to tell you that I think that higher education is really at a cross roads right now. It does need some direction, it needs some leadership on the governmental side. I think you have got fine institutional leadership in Dr. Sorensen’s administration. I think we have fine faculty, and in general we have good faculties. We have some faculty needs, but basically our faculty seems to be good. Our faculty is great, our administration is great, the football team—we’ll see. Which is another thing: how important the football team is, regardless of what our graduation rate is. But what I want to do is encourage you to get involved in meaningful issues, and meaningful discussions with your House and Senate representatives where you live. Let’s see if we can’t in the future focus on actually addressing the needs of the higher education other than just reacting by saying, “Well, how much money we have left in the budget for higher education?” Then they can have it. And that is all they’re going to get, because that seems to be what we’ve been doing lately instead of coming up with a long-arranged plan of where we need to be on higher education funding. Let’s just go where North Carolina and Georgia have gone. If we could just get to the levels they have gone to it, would be a big, big increase for us. I don’t want to just sit down now but want to take questions.

**Rashley:** Thank you, Senator Hutto. I especially appreciate your willingness to criticize the Legislature yourself since that saves us a lot of trouble. No, we appreciate your work on our behalf; thank you. This morning we are going to break in just a few minutes to go to standing committees. I would like to first of all that announce if you need an agenda they are on the table right there, and I’ll ask our Vice Chair to come up and present the slate of nominations for elections later today. The floor will be open for nominations until the election, so please keep that in mind. Dr. Bohonak?

**Professor Noni Bohonak (Lancaster):** The executive committee will consist of:

Executive Committee:

Past Chair: Professor Lisa Rashley (Lancaster)

Chair: Professor Noni Bohonak (Lancaster)

Vice Chair: Professor Kate Fritz (Academic Credit Programs)

Secretary: Roberto Refinetti (Salkehatchie)

Member at Large: Professor Sal Macias (Sumter).

Special Committees

Committee on Faculty Welfare: Professor Fran Perry (Lancaster)

Faculty Board of Trustees Liaison: Professor Noni Bohonak (Lancaster)

Research and Productive Scholarship Committee: Professor Todd Scarlet (Lancaster).

And yes, Lancaster has taken over just about everything.

**Rashley:** Thank you, Professor Bohonak. We’re adjourned to standing committees.

## Afternoon Session

### I. Call to Order

### II. Correction/Approval of the Minutes

**Rashley:** Good afternoon. Let us begin with the correction and approval of minutes. We have two sets of minutes. We had some difficulty with the recording on the November 19, 2004 minutes, but they have finally been completed to everyone's satisfaction, I think. The February 11 meeting minutes are also available online. Any corrections or amendments to the minutes? Hearing none, the minutes stand approved. We'll move now to reports from University officers, beginning with Dr. Plyler.

### III. Reports from University Officers

#### A. **Dr. Chris P. Plyer, Vice Provost and Executive Dean for Regional Campuses and Continuing Education**

See Attachment I

Thank you, Lisa; I would like to begin by expressing gratitude to Dean Ann Carmichael and her staff here at Salkehatchie. Thanks also to the caterer; that was an outstanding lunch and a very creative theme.

It was an honor to have Senator Brad Hutto with us this morning—whether it is Salkehatchie or any other regional campus or institution in general, Senator Hutto is a champion for us and what we are and what we stand for. His remarks are always interesting albeit he eliminated about half of my report so I'll try to skip through the topics he covered—including the four percent raise which, I understand, is looking very good. The campuses also had significant funding in the House (of Representatives) budget earmarked for deferred maintenance. That money was eliminated in the Senate version but was eventually restored. The confusion arose over a transfer of the funds into another category for indebtedness within the Life Sciences legislation, which passed last session. As I understand it, this means that our campuses will actually realize more money for deferred maintenance via this strategy. In the end, I applaud the Senate's vision of allowing us to fully realize what is due our campuses for the purposes of addressing institutional improvements.

As a member of President Sorensen's Administrative Council, I had the opportunity to attend a luncheon this Wednesday past for members of the State Senate and key staff members. Discussion was very positive from most of the Senators that I had the opportunity to interact with, and the question of survival for the Union and Salkehatchie campuses was a topic they went out of their way to address. Most of the individuals with whom

I spoke with did not have a feel for whether the Governor would again include this issue in his 2006 budget. The fact that the Governor was unsuccessful in phasing out the two campuses is a result of the good work of the Union and Salkehatchie communities in concert with their legislative delegations.

On the Columbia campus, candidate interviews are being held for Deans in Social Work, Nursing and the South Carolina Honors College. I noticed that one of the candidates for the deanship of the Honors College is Kwame Dawes, formerly at USC Sumter and a strong candidate for that position.

Budget presentations began this week for the division at large. The Regional Campuses and Continuing Education financial picture is sound. I am happy to report that I had very good feedback from the President, the Provost, the Associate Provost, and the Vice President for Business and Finance. We expect a tuition increase for the campuses to be somewhere in the 5% to 7 % range this year. That will likely differ from Columbia as I know that the President is hoping to hold tuition to a single digit percentage.

Some of you have been involved in the formal discussions that have begun on One Carolina—the new name of ERP—Enterprise Resource Planning project—which is a critically important and expensive initiative. I appreciate your participation in this University-wide initiative. One Carolina is going to be a five-year long process impacting virtually every unit of USC with initial transformation in students services, financial services, and human resources. The systems support all of these information systems and data systems is going to be overhauled completely. Much more information will be forthcoming.

The University has hired a new Academic Program Director, Dr. Rafael Alvarado. He comes to us in a full time capacity in July. He will report directly to CIO, Dr. Bill Hogue. I understand that at least one half of his time will be devoted to launching the new teaching and learning center, which will be very important to Palmetto College. He will also be responsible for leading a team of academic IT and instructional support staff. These teams have previously operated within computer services and DEIS respectively. It is also expected that Dr. Alvarado will bring a fresh perspective on a variety of teaching and learning support issues and will be a catalyst for new digital initiatives. I am also told that he will be engaged, on a regular basis, with the Regional Campuses. Dr. Alvarado is currently the manager of the College of Humanities computing and research support at Princeton University where he has been since 1997. Previous to that responsibility, he was director of Instruction and Database Development for Princeton's Educational Technology Center and

Coordinator of Humanities and Social Sciences Computing at their Center for Teaching and Learning. Prior to his employment at Princeton, he held several faculty information technology support positions at the University of Virginia. He is an anthropologist, and his PhD is from the University of Virginia. He has been a lecturer and an adjunct at UVA, Mary Washington University and Princeton. Dr. Alvarado will also hold an adjunct appointment in the Department of Anthropology at the University of South Carolina Columbia.

Lastly, with regards to Palmetto College, to which I am very pleased with the progress being made in the Implementation Committee—I can tell you that the Provost and the President are encouraging me to put the BLS (Bachelor of Liberal Studies) on the fast track. A draft proposal is being developed and faculty review must take place this summer in order for the summary proposal to be submitted to the Provost, the USC Columbia Courses and Curricula Committee and the CHE. We are confident that the degree will be approved at all levels by March 2006. Once we are successful in getting this initial degree program in the Palmetto College structure, it may afford us leverage to go forward with future degree opportunities. We have an opportunity here to improve degree delivery, which will be a boon to enrollments on our campuses. As such, we will need the sustained attention and participation of all faculty.

As I conclude my report I would ask all of those Senators to stand if this is your last meeting with the Senate. Those now standing represent at least a fifth of this body. I would like to express my sincere thanks for all that you have done during the time you have so ably served this Senate. I don't like to do for one what I don't do for the rest, but in this case I am going to do just that and beg your forgiveness. I want to recognize a veteran—a long time member of the Regional Campuses Senate, John Logue, who I understand is participating in his last meeting with this body. John has been extremely dedicated as one who takes the work of the Senate very seriously. John really got my attention when he took on the arduous responsibility of reviewing and revising the *Regional Campuses Faculty Manual*. Whether it be the editing of it, negotiating the terms of it, the development of it, the maintenance of it, proofing it, you name it—John knows that document backwards and forwards. He has been a major part of major initiatives on the Sumter campus and within this body. His has been the voice of reason and fairness—especially as he presided over this Senate as Chair. He has been an intermediary between the Senate and the Columbia faculty as well as between the Senate and the Board of Trustees. In all settings, he has been the voice of reason. I offer this salute to John and all of our departing senators and would ask you to join me in a virtual toast by offering a “health to Carolina,” to John Logue, and to our colleagues who are concluding their service to the Senate. Congratulations and God-speed.

Questions?

**Professor Robert Castleberry (USC Sumter):** Instead of a student receiving a letter of rejection from Columbia, the student now receives a letter saying, “You may wish to attend one of the University’s regional campuses. My concern is that I object to the Columbia insinuation that the student is automatically admitted to one of our campuses. We need to remain in control of our admissions.

**Plyler:**

That sentiment is shared by all of the campus deans and chancellors. You are probably referring to the student who is denied admission to the Columbia campus wherein along with the denial letter, a brochure and letter, which we print in our office, is included. This is actually more of a referral to the campuses which allows the student other options for attending the University. This literature introduces them to the campuses via address and web site. We encourage that interest and are grateful to the USC Columbia Office of Enrollment Management for such referrals. I doubt that we are going to get a whole lot of interest from out of state students in that way, but who knows? You need to know that all new student admissions will continue to be the responsibility of the regional campus admissions offices and that our colleagues in Columbia are simply trying to give the potential Columbia students an alternative rather than a cold response of NO.

**B. Dr. Carolyn A. West, Associate Vice Provost**  
See Attachment II

I would like to add my thanks to Dr. Carmichael and staff and faculty that hosted the meeting today. It’s been really nice, thank you. I hope that your representatives to the Palmetto College Implementation Committee have been keeping you and you faculty informed about the activities that have been occurring in the Implementation Committee. If they have not, then I urge you to seek them out and find out what we have been doing. I’m sure your esteemed chair would be glad to share that with you, so you can keep abreast of what is happening. The committee met on April 8, last Friday, and we talked about the work of subcommittees in the areas of English, history, and psychology. In addition, we talked about the BAIS degree and what might be changes in that degrees to better make it fit the desires of the students on our campuses who are pursuing the BAIS degree. I think the thing that was heard loud and clear at that meeting was that the degree remain flexible, that it would have areas of concentration that are of interest of our students. So there is work being done now on modifying that degree somewhat to bring it under Palmetto College and you will be hearing more about it that. The committee plans to meet again

on May 8 at 10:00 a.m. And so those of you who missed the last meeting, make sure you're aware we are meeting the 8<sup>th</sup>. I reported at the last meeting that I had met with the business faculty in Sumter to discuss the business degree that is currently offered through USC-Aiken at Sumter becoming part of the offerings for Palmetto College. USC-Aiken has decided to transfer the Regional Campuses portion of the degree to Palmetto College so our office has begun the conversation with AACSB concerning the initiation process of accreditation of the degree so it can be offered through Palmetto College. The instructional workshop for faculty associated with distance education will be held May 11-13 and then will be continuing working through out the summer. Participating will be one faculty member from Adult Credit Programs, three from Lancaster, one from Union, one from Salkehatchie, and four from Sumter; along with the assistance of Jean Carano and Betty Harvey plus a number of faculty and staff from Columbia. Students have started signing up for courses in Palmetto College; currently there are twelve students enrolled. One of those is from Sumter, one from Columbia, two are from Union, and eight are from Lancaster, so those of you who have contact with students I encourage you to make them aware of the offerings of Palmetto College in the fall and encourage them to sign up.

### **C. Reports from Regional Campuses Deans**

#### **1. Dean John Catalano, USC Lancaster**

See Attachment III

John Logue, I have been coming to these meetings for twenty years, and I bet I haven't missed five. And that is the first time I have seen you drink anything virtually since I've known you. We have had quite a few toasts, one in that room back there.

Spring 2005 registration numbers end up being up about 10%, our accepted fall applications numbers are up right now at about 25% for new freshmen. So we are experiencing a bit of growth on our campus. Congratulations to Darris Hassell, who is here with us today; he is this year's USCL Distinguished Teaching Award winner and a great example of the fine teaching that goes on everyday in all our classrooms. Decisions are going to be made very soon on searches for a religion and philosophy professor and a business professor. I am also pleased to announce that Dr. Betty Obi Johnson, a PhD in Chemistry from Georgia Tech, has agreed to join our faculty as an instructor of chemistry starting in the fall. Dr. Cox is making progress appointing a visiting professor of Catawba Indian studies who will also start in August. We are looking forward to having somewhere between 3 and 5 new tenure track faculty members that will join us in the following year. We are working with the Faculty hiring

priority committee right now trying to figure out exactly what areas to hire in.

Susan Snipes on our campus has spearheaded a very active group of campus volunteers who are working on a Julie Roberts Concert scheduled for 4:00 p.m., Sunday June 5. Any of you who like country music, who watch CMT, know who I'm talking about. She is one of our graduates, and she is doing a concert that is going to benefit the educational foundation of USCL. Tickets are available at our bookstore and of course if you're in Lancaster, there are several other places that will have them.

The renovation of the Health Services Building, formally the University Baptist Church of Lancaster is well on the way. This project is completely funded by local foundation and commission money. Dr. Riner's exercise physiology science lab, our cardiac rehabilitation program, our physical therapy program, our diabetes education program, all are going to be housed in this facility. The church building itself, which by the way was built directly over a septic tank, is going to be a meeting place that will seat approximately 100 people. Our new ball field, softball, soccer, and volleyball should be ready in the fall. We are also in the process of planning for parking expansion. We hope to have a new lot that will park between 150 to 200 cars. The Medford Library landscaping project has been awarded, and irrigation instillation planning will begin next week so we hope you come to our campus next year because you're going to see a big change. Thanks.

**2. Dean Ann Carmichael, USC Salkehatchie**  
See Attachment IV

I submitted a report electronically, and there are a few hard copies on the front chair if you would like to have one. I'll just hit a few highlights and share a few additional items that has occurred since this report was typed. I want to share with you in the area of scholarship that Dr. A. Mitchell has had two books accepted for publication, one on Hitler, and the other on the Irish influence of the Mexican and American civil war. So we want to commend Dr. Mitchell for this effort. Also I understand that Dr. Refinetti has indeed completed his book; he looks much more relaxed and relieved, so we're glad for that, Roberto. The South Carolina Department of Education is again funding the Character Education Academy for regional teachers this year for us. This is a joint venture between the Salkehatchie Department of Education and Boston University. And this is our sixth annual academy, and I understand that we have a waiting list already for this year, which is kind of a record high. We are really excited about this one.

You may want to know about as a side note from academics, baseball is back at Salkehatchie. We closed the program last year due to financial constraints and thanks to the vision and support of a lot of local leaders who wanted to bring this dimension of college life back, we now have a baseball program again. We have hired Coach Charles Orman. I must say this; he goes by the name of Bubba. Every organization should have a Bubba, and we now have one. And Coach Orman is going to start May 2. He has hit the ground running because he has already got stationary and letterheads and started writing players. He is currently the assistant coach at Newberry College, and prior to that he was the head coach at USC Spartanburg, USC Upstate, so comes highly recommended by Coach Ray Tanner. He is very well connected in the state in terms of baseball so we are excited about this and we will build a team in the spring.

Sloan Sauls, one of our students from Barnwell, was recently chosen to receive a University 101 scholarship for the coming year. I think he is the first recipient we've had of this particular scholarship and I want to commend Cynthia McMillan for nominating her and making a compelling case on her behalf.

I understand that the preliminary performance funding scores are out. While none of us still thinks performance funding actually does the job that it intended, we all have to play this particular game. We're pleased to report that Salkehatchie has received an 88 on its performance. The reason I share this with you, there are two indicators that to me are noteworthy. One, our students' SAT scores increased and we received additional points for that, and we are all trying to recruit good students. Secondly, and this is probably something that is more of interest to you, at least for my faculty colleagues, we received a recognition for faculty salary increases. Which given this budget and the closer all these issues we've been faced with we are really pleased to report that we were recognized for this particular indicator. I think that concludes my report if there are no questions.

**3. Dean Les Carpenter, USC Sumter**  
See Attachment V

Dr. Coyne for Dean Carpenter: He submitted his report electronically, however, there is one very important campus event I know you will join Sumter in celebrating. We have at long last succeeded in draining our campus lake or swamp or what ever you want to call it right in front of the library. It filled up with water every time it rained and made it impossible for some hours to move from building to building to building. This has been a long-standing campus need and we are so glad that the thing we call Lake Blumburg is now gone. Dean Carpenter sends his regrets. He tells me he is not playing golf, but he is at the Rotary district conference in



Myrtle Beach and assured me that there were vitally important Rotary meetings that were going to take up all of his time from noon today through noon Sunday, and he is sorry that he could not be here. And that concludes his report.

**4. Dean James Edwards, USC Union**

See Attachment VI

Les is always noted for his short reports, so I'm going to try and keep in his spirit even though he is not here. We too submitted it electronically, but we too fortunately have performance indicators. We have received word that we indeed passed, and we were concerned because on campus we have some difficulty in those areas. We have been quite busy and will be quite busy between now and commencement on such events as Awards Night coming up this coming week, and we will have a luncheon for our graduates, something we call Free Friday where we invite high school students in. We were fortunate also to have the president and a great number of alumni visit our campus in Laurens for the President's Bowtie Tour Monday the 11<sup>th</sup>. Members of the delegation were there along with a lot of the alums. Our student organizations have been quite busy. The Minority Student Union held a talent and fashion show which I understand that was standing room only. I had to be out of town. The Opportunity Scholar's Program took a group to Biltmore, and the SGA held something called Silly Putty Awards, which is always a fun event because they always choose the student who have unique characteristics and award them prizes. Also, and I think all of our campuses, but nobody mentioned it, had their OSP programs rewarded this year and that to us means a great deal. Because that is the strongest student group we have. This coming week on the 17<sup>th</sup> we will have the Junior Scholars' Program in which we will have 144 students, juniors from twenty high schools in our area, recognized for their scholarship. Well over half of them came to campus with their families, and we had an extremely successful event. Our commencement program will be on the third. The honorable Herbert Adams, the Chairman of the Board of Trustees will be our speaker and I would like to extend an invitation to any and all of you to come and join us.

**D. Dean Sally Boyd, Assistant Vice Provost for Continuing Education Academic Credit Programs**

During the upcoming week, we will be enjoying two annual events. We will have the introduction ceremony for Alpha Sigma Lambda, the adult student honors society. And then later this coming week we will be having the reception to honor the Steven L. Dalton Outstanding Teaching Award recipient; this is for someone who teaches in the Fort Jackson

program, and we will be happy to recognize for the second time Dr. Lewis as the recipient of that award.

Joining us next fall will be two faculty members. One who is new to us, Dr. Barbara Simon will be an Assistant Professor in Psychology. Dr. Becky Lewis who has been with us for two years as an instructor will begin August 16 as an Assistant Professor. And our hope had been that she would be a Senator, a member of this body next year, but that is not going to happen because Becky learned this week that she is the recipient of a Fullbright so she will be spending the next academic year teaching in Jordan.

**Professor Joe Pappin (Academic Credit Programs):** I would like to say that Dr. Boyd's report is incomplete because Dr. Boyd has been named this year's outstanding teacher in the Women's Studies Program.

**Rashley:** We have always known that Dr. Boyd was outstanding.

#### IV. Reports from the Standing Committees

##### A. Rights and Responsibilities – Professor Danny Faulkner (Lancaster) See Attachment VII

At our February meeting we moved that the Senate establish a permanent special committee for scholarship and research. We also asked that an ad hoc committee be formed to recommend admission statement and rules of membership and so forth, and the Senate agreed to this. So this happened, they met recently, and we received a report this morning from that special committee.

And, by the way, we want to point out that we were very pleased with the work that this committee did. The members of the ad hoc committee were Steve Bishoff and Pearl Fernandes from Sumter, as well as Roberto Refinetti of Salkehatchie, and Todd Scarlett and Lisa Rashley of Lancaster, so again we want to thank them for their work. It was really a very good foundation you gave us. We received that report, we revised it a bit, and moved that on toward the Faculty Senate as a motion. I've handed out copies to most of you, and I have a few extras if you need them. I'll go over this very briefly; this is basically their report from the ad hoc committee. And we made a few changes in passing this on.

The proposed mission statement the ad hoc committee suggested goes under page B2, and we decided that it would go better under B5 in the *Manual*. On B2 it was standing committees of the faculty and this was among special committees of the faculty senate, two different things believe it or not. Now the main reason why we wanted to put it there was

that the special committees do report back to the Senate and this is a Senate committee. If it was a committee of the faculty, it's not a creation of this body necessarily nor does it report back, so we thought it logically went there instead. We also made a little bit of a change under the description there, and this is supposed to be inserted into the *Manual* according to our motion. We did make a few changes in there, mostly editorial, and this would be an addition to the manual. Therefore, it will be ruled substantive, and we will not vote on this today. We will vote on this in September. So it's being given to you today for this purpose.

The last section on this page has to deal with the charges of the committee. Of course this can be changed almost at any time. But this will not be part of the *Manual*. But these are the charges and we made slight changes to that this morning as well. This is essentially what the ad hoc committee had put together and again I want to point out that this section here, this Regional Campuses Research and Productive Scholarship Committee will be the verbiage that we wish to insert into the *Manual*. The charges down here are not.

OK, technically, we can not vote on this until September, and it won't be official until the board approves it, however, we feel as a committee that this special committee can begin functioning right away as an ad hoc committee. And we would like for that to happen. We ask then that the chairs, the local faculty organizations ensure that the election for representation for this committee will be held before the September meeting of the Regional Campuses Faculty Senate meeting. What this calls for is one or up to two members of the faculty at each one of our campuses. I guess it's obvious that if a campus does not want to send a representative, that's fine; if they want to send one, that's fine, but they may send up to two members so your faculty organizations between now and September meetings to have the representation on this. We ask the incoming chair Noni Bohonak to call the first meeting for this in the fall.

And we will also have our tenure and promotion forms on the internet soon; we need to get this done by the end of the school year, and it is our intention that faculty going up for tenure or promotion next year will use this online format. Columbia faculty did last year, and we did not because it did not match our form. And lastly I was reelected the chair for next year. Are there any questions? Yes?

**Unknown Questioner:** When will the online forms be ready?

**Faulkner:** Hopefully in the next few weeks but certainly by the end of the year, end of the summer.

**Unknown Questioner:** Before the tenure and promotion workshop in May?

**Faulkner:** Not likely. Any other questions?

**Professor Kate Fritz (Academic Credit Programs):** You said that each campus must send up to two members?

**Faulkner:** That's the way it is right now. I don't know if you got a copy of this but it says the committee will be comprised from two members from each Regional Campus and Continuing Education Academic Credit Programs. That "up to" could include none so that's the beauty of the ambiguity there. Any other questions for me? Thank you very much.

**B. Report of the Welfare Committee – Professor Teresa Smith (Sumter)**  
See Attachments VIII, IX, and X

Thank you, Lisa. This year the committee diligently worked to execute its charges considering faculty salary, report on the faculty workload, and the Tenure and Promotion Workshop.

The Tenure and Promotion Workshop once again will be held on May 10 from 10:00 a.m. to 3:00 p.m. in the Harper College building on the USC campus. Each of you will be getting an e-mail with a flyer attached as an invitation and we would encourage you to get the new and non-tenured tenure track faculty to attend the workshop this year. We would also like to invite anyone else involved in the process to attend the workshop. We will begin with a morning question and answer session. We have invited panelists and given them a set of questions asking for their input and will be getting their response at the workshop. This year's panelists are Associate Provost Karl Heider, Vice Provost Chris Plyler and Associate Vice Provost Carolyn West. And then, after lunch, we will have an interactive session on narrative, writing the rationale for your file and that will be led by Dr. Ron Cox, Professor Fran Perry, and Dr. Lisa Rashley. All, as you notice, are from USC Lancaster, and assuredly a part in their ongoing plot to take over the Senate. But we are hoping to give participants a chance to give detailed answers to questions, and input on the process of completing the tenure and promotion file. We want to thank the participant and panelists in advance for agreeing to work with us on this. The RSVP date will be April 29 so we would like to encourage you all to get people to come out for this. You will be getting that flyer in an e-mail next week.

For the faculty salary report, according to the information we received, faculty salaries on a whole are fairly consistent across the regional campuses. The results for Continuing Education were somewhat skewed

by the inclusions of two former administrators who are now faculty and this increased the over all averages for the regional campuses. However, the average by rank for our regional campuses was significantly lower than the average at USC Columbia. And also lower than the average for the Penn State University two-year institutions to which we are being compared in Palmetto College. So, the averages for our regional campuses fall between the 20%-25% of the averages of national two-year institutions. We therefore encourage our regional campus administrators to continue advocating for salary increases.

On the faculty work load survey, this year we revised and expanded the questionnaire which was given to the faculty in the spring semester of 2003 to include more in-depth information on faculty distribution of work load and satisfaction with various job attributes. The faculty received the survey this spring and we compiled the results. On average, the results indicate that the faculty spends 54 hour a week in teaching, research, and service activities. This is higher than national average for faculty at two-year institutions, which was 49 hours. Also on the division of time between the three major job actives of teaching, research, and service our faculty spend the greatest amount of their time teaching but considerably more time on research than comparable faculty at two-year public institutions nation wide. Our faculty spends an average of 66% of their time teaching and 21% on research compared to only 4% spent on research nationally. Despite their general satisfaction with many aspects of the job, nearly 30% said that it would be somewhat or very likely that they would be leaving in the next three years to accept a full time position at another institution. And the most frequently cited reason was salary. Additionally, another 26% said it would be likely they would be retiring in the next three years.

Our final business: we elected Fran Perry in absentia chair next year pending her acceptance. Any questions on that? OK, I will be attaching those actual reports so if you want to look at the numbers and graphs and things you will have the opportunity to. Thanks.

**C. Systems Affairs – Professor Allan Charles (Union)**  
See Attachment XI

In System Affairs the main topic of conversation today was the response to the resolution that has been posted in several previous meetings and the letter of response from Chris Plyler that is before you at the present time. The only changes that have been made to that letter is that we have taken the liberty of numbering the resolutions to make it easier to differentiate. And this is the five-page letter, which was passed out. I think everybody should have one, I hope so. Anyhow, the response of the committee to the letter is as follows and I quote:

The System Affairs Committee would like to thank Vice Provost Plyler for his response to our resolutions. We would like further dialogue regarding some of the resolutions. However, we would like further discussion on resolution 4. We are concerned about the quality of the program. We want faculty that are both trained to teach distance education courses and to teach them. If a faculty member does not feel qualified or comfortable to teach distant education courses even after receiving training then he or she will be allowed to decline.

In regards to resolution 6, we want to ensure there are people who are typically identified to support the course on each campus, and I guess I could amplify that by saying we are not thinking about technical IT personnel but simply people like secretaries or monitors who could collect papers and do some of the necessary work on all of the campuses. Further regards to resolution 8 concerns work from the faculty beyond their normal course load.

A final thought again we appreciate the Vice Provost's response. Our concerns refer to ensuring the integrity of the program, which we support; we look forward to continuing dialogue on these matters.

#### **V. Executive Committee – Professor Kate Fritz (Academic Credit Programs)**

Good afternoon, everybody. Much of what I am going to say has already been said by Dr. Plyler and Dr. West, and that is that the Executive Committee has also discussed and continues to discuss the curricular issues of the Palmetto College, and indeed other issues of the Palmetto College. We are also discussing the renaming and the reconfiguration of the BAIS degree. So these are our two issues, a third one is the meeting of the Provost Advisory Council, and that was the main business of the Executive Committee, in fact all of the business of the Executive Committee. Are there any questions? Thank you.

#### **VI. Reports from Special Committees**

##### **A. Committee on Libraries – Professor Bruce Nims** See Attachment XII

**Rashley:** Professor Nims asked me to deliver his report today. The Faculty Committee on Libraries met April 8 in the Thomas Cooper Library Annex. I'm not going to read his full report, but I am going to highlight that the committee had a report from Thomas McNally, director of the Thomas Cooper Library, stating that the new Integrated Library Services and PASCAL Databases should be fully implemented by July and August, and I believe that will make a lot of our lives easier. The Thomas Cooper Library will also offer twenty-four hour access to students

this year during the exam period. The library committee had a tour of the Annex and Bruce will tell you all about it. It was apparently; let me see what he said, a “unique combination of vertigo and claustrophobia.” His report will be attached to the minutes. Next we have

**B. Committee on Curricula and Courses – Professor Robert Castleberry Sumter)**

See Attachment XIII

For this report I'm no longer impersonating Sal Macias, I will be impersonating myself. The committee has met several times since my last report to you. But I really don't want to talk about any of that. What I do want to talk about is to remind you of something that I've told you before on several occasions. What I've told you is that I really don't need to be making these reports to you. Anything I could tell you is typically old news and actually some incomplete old news at that. So I don't want to tell you about the specific recommendation that Courses and Curricula has made to the Faculty Senate. What I would rather do is spend a little bit of time talking about my role there, and how I think this is all supposed to work. When we meet, we meet on a Friday. What will happen is that I will typically get a e-mail a week before, that gives the agenda for the meeting.

I then take this and forward it to a select group of administrators and faculty on the regional campuses. I then get through snail mail the actual forms we have to deal with—all the specifics of the recommendation. What should happen is, quite actually does happen, and that is if a faculty member or administrator has a problem with anything on the agenda, they e-mail me. For this last meeting I did receive two e-mails about items on the agenda. Mary from here had a question about the art education curricula; there is going to be a change in there, and she wanted to know what that change was going to be. I dug up the form and noticed it was just a few very simple changes, I typed up an email response, she got it fairly quickly, she responded back, it all made sense and there was no problem. I also got an email from Charles Denny, who is the division chair in Science, Math, and Engineering at Sumter about a biology course. He wanted to have some more information about this, and it was much more complex. Basically, what Columbia wanted to do was take Biology 302, the lab course 302L, and turn it into Biology 304x which is just an experimental course that would work for one semester and then they would send it, if it worked out OK, send paper work that would change it into a real live course. Because it was involved so much, change of course, change of description, it was a change of hours, it was a change of several prerequisites I scanned that information and sent it to him. He involved several other faculty members in the biology area, and they, especially Steve Bishoff, corresponded with Columbia faculty. In fact, he

is now involved in the process and looking at the remapping of that course. But eventually I got involved in the process, I finally got some email back, and it seemed to clear everything up to everyone's satisfaction.

Basically, what I wanted to do right now is to let you know that's what works and what is going on and I do think it works. So why am I making these reports to you, because you don't need them, the system is working sort of behind the scenes? Now even though this is a non-report about stuff that has been going on and I have already taken up far too much time I do want to go ahead and take this opportunity to talk about one additional item. Courses and Curriculum uses forms so any time you are going to make any kind of change, you have to fill out a bunch of paper work, kill a bunch of trees. We are in the process of revamping those forms right now, I think something that will be very useful to us if it finally gets instituted, and that is if Columbia is going to change a course that we teach on the regional campuses there will be verbiage on the form itself that goes something like, and I hope it will be more elegant than this, "If the course you are changing is offered on the regional campuses you need to contact them now before this goes any further." And what this should do is keep us from being blind-sided, as has occurred in the past. Now I think that if we are going to have this as part of the form we need to make it as simple as possible for the Columbia people to deal with. This is what I'm apologizing for: I've been a slack dog I should have written this up already, but I haven't done it. I will force myself to do it as soon as I can. But just as a oral reminder to do that what I'm going to recommend is that on the Regional Campuses web page there be a link to a listing of all the courses we have taught over the last several years, say 3-5 years, this will be divided up by a department designator and increasing course number. So that if they say I want to change this course, I have to look up what are those crazy people doing anyway. They can go to the webpage; find out if in fact we do offer it and that should facilitate the communication. So again that's going to be my recommendation to our administration, but I will try to get it in real writing to you soon. Thank you. Are there any questions?

**C. Committee on Faculty Welfare – Professor Linda Allman (Academic Credit Programs)**

See Attachment XIV

**Rashley:** I understand this will be Linda's last report with this committee; I can't imagine hearing a report from this committee from anyone else but Linda.

**Allman:** We have been busy. We have met twice, but what we've done is establish a Faculty Benefits page on the Faculty Senate page, and I pass



it to you so you can see the kinds of things we've been busy trying to find out about, what you as faculty have as benefits here at the University. We are hoping to uncover a few more things, but you can go to this web page, the Columbia Faculty Senate web page, and click on these things, and it's a beginning. Now here is my question to you, I thought after I looked at that why not have us link from our Regional Campuses web page to this so it is very easy for our faculty to see this instead of having to go to the Columbia page? So if you would like to do that I guess, who do I go through? Kathy? Harry? OK. So if that's OK, we will do that.

Given the University's efforts to recruit a significant number of key faculty over the next several years, the Faculty Welfare Committee believes the availability of benefits such as tuition waivers for qualified dependents of faculty members, preventative health care, and paid parental leave would be major factors in attracting and retaining faculty. In addition, the committee feels that a commitment to preventive health care will ultimately represent significant saving to health providers and reduce the over all cost of health insurance. We spent the last few months looking at other institutions and the benefits they offer. On April 11<sup>th</sup> we met with Jane Jameson and Jeff Cargile from our HR who were very helpful and cooperative but, of course, explained that many of the changes that we would like to make would only be accomplished through legislative mandate. So we don't even have the power. So the force is not with us.

And then I'm going to mention several of these areas of preventive health care, three of the health care plans I did pass out, and another sheet that gives you the percentages of employees who are taking these different health care plans. They passed this out to us. Those plans pay a portion of a physical exam, but the State Health Plan Standard which the majority is 86.673% of faculty subscribes to does not. So there you go. State regulation don't allow us to segregate faculty members from the pool of subscribers, we thought if we could pull faculty out and just do that, that would be great, but we can't so there is something like 418,000 active and covered dependents. To provide a \$200 benefit for a comprehensive physical adds approximately 83.6 million to the cost of this insurance for the state of South Carolina, so you can see that is just high in the sky. But we tried.

And then parental leave policy: Jane confirmed what the Faculty Welfare Committee had already established, that there is no parental leave policy at the University beyond the provisions of Family Medical Leave Act. However, she did point out that tenure track faculty do have the option to stop the tenure clock; we didn't know that, we didn't know that there was a policy that had been in place since 2001. That you can stop the tenure clock during any period of FMLA although you must request to do this in

writing, and the policy number is HR.131 but again that is, we put that on the page as an extension of the faculty tenure track probationary period. That's what it's called, so who knew?

And then we have, we will invite HR to speak annually at the Fall General Faculty meeting about health insurance, open enrollment and other issues, so that faculty that don't have the time to attend the one-day benefit meeting have an opportunity to hear about the most significant changes and to ask questions. So we did that and the online faculty organization. We read a report that Clemson did and we got this idea from them so Jane is very supportive of developing an online faculty orientation program that is accessible to all the faculty. And she has asked for funding. Questions? One last thing, a member of our Welfare Committee asks today that there is no mechanism to appeal the drugs that are on the preferred drug list, and I will take that to the Columbia Welfare Committee, since we were already talking about that sort of thing. Thank you.

**D. Faculty Board of Trustees Liaison Committee – Professor Lisa Rashley (Lancaster)**

The Academic Affairs and Faculty Liaison Committee of the University of South Carolina Board of Trustees met on 17 March 2005 at 1:30 p.m. In closed executive session, the committee considered several personnel matters, including honorary faculty titles, appointments with tenure, and honorary degree nomination. In open session, the committee heard reports from university officers regarding an update to USC goals in academic areas and residency status and international aid. Discussion of how to assess progress towards academic goals ensued, touching on SAT scores, scholarship and grant awards for students and faculty members, research expenditures, and endowment. The committee will meet again on June 9<sup>th</sup> at 11:30 am. Questions?

**E. Research and Productive Scholarship Committee – Professor Todd Scarlett (Lancaster)**

**Rashley:** Professor Scarlett asked me to make an informal report on his behalf. The Research and Productive Scholarship Committee has met, and I believe funding has been announced already, but it has certainly been decided already. Apparently, there were two proposals from regional campuses faculty; one of those was funded. Dr. Scarlett was encouraged by the committee's awareness of regional campuses issues, and I hope that our discussions last fall had something to do with that. Dr. Scarlett seemed to feel that regional campuses grants were not exactly getting preferential treatment, but there was careful consideration and discussion of those grants. He found it odd that there is no representative on the committee from the senior campuses, Beaufort, Upstate, and Aiken, and at

several times he was looked to as their representative to address their grants. So the Committee may want to consider in the future having a representative from the four-year campuses; I believe Dr. Scarlett will address that with that group next year. Dr. Scarlett asked me to encourage faculty to submit proposals to RPS; if, in fact, regional campuses grants are being given careful and close consideration, it is our advantage to have more of them than two. Are there any questions?

**F. Regional Campuses Academic Advisory Council – Professor Lisa Rashley (Lancaster)**

The Academic Advisory Council, or what we typically call the Provost Advisory Council, met on April 8 for two hours with Provost Becker, and I believe it was a very fruitful meeting. We had a long discussion on a number of matters, including where is the best place in South Carolina to get barbeque. John Logue and I offered the Provost a history of the Committee's purposes and methods so he would understand the importance of this committee to our faculty. Since there was a period of time when we were not sure if this committee would be convened, we felt it important to spend some time at the outset explaining to him the kinds of things that the Provost had worked with this committee on in the past, including matters such as the tenure and promotion criteria which were negotiated with Provost Odom and Don Greiner. Obviously, these types of discussions make the committee one of significant importance to us. And I believe Provost Becker's felt his time was well spent in the meeting.

We discussed briefly the progress of the *Regional Campuses Faculty Manual* and the approval process. Provost Becker informed us he expects to report in a week to the President about the *Manual*. He was completing his review at the time we met and asked the committee to highlight the revisions we had made for him, so we did that. We had some very brief discussion of the tenure files for this year; the Provost said he had not yet read them, so he could not comment on how he felt the criteria were being addressed.

And we had lengthy discussion regarding Palmetto College. One of the things that we have been made aware of, a number of us before the meeting, was that the Provost supported delivery of a BAIS-type degree through Palmetto College, but was a little hesitant about the possibility of degrees in other areas. So one of the things we tried to do on the committee was talk to him about the ways that the degrees we are discussing in Psychology, History, and English might meet the specific needs of our students on the Regional Campuses. Our students are looking for a different kind of degree than those degree programs existing in Columbia. We talked with him at some length about the ways these degrees might vary, and it seems that there is some consensus that a

practical application for these degrees was important, not to suggest that these degrees would be in any way vocational, however. So we had a lengthy discussion about Palmetto College. I felt it was interesting how our faculty demonstrated to him our own range of understanding of Palmetto College; we had people who were very well informed and others who thought it would be a really good idea if we could get people to teach classes together on different campuses so that we could get our students four-year degrees.

Fortunately, we all behaved very well as a group, I thought, and I do believe the Provost found the meeting valuable. John, is there anything I should add? Thank you. Are there any questions?

## **G. Other Committees**

### **1. Conflict of Interest Committee – Professor Dave Bowden (Academic Credit Programs)**

No report.

### **2. Research and Productive Scholarship Ad Hoc Committee – Professor Lisa Rashley (Lancaster)**

See Attachment XV

Dr. Faulkner has covered our report in his discussion of Rights and Responsibilities; that report will also be attached to the minutes, so I won't address that further unless there are any questions. OK, we move now to Special Orders and Elections, and I'm going to ask Vice Chair and Rising Chair Professor Noni Bohonak to conduct the elections.

## **VII. Special Orders and Elections**

**Bohonak:** I would like to present the nominees again.

Executive Committee:

Past Chair: Professor Lisa Rashley (Lancaster)

Chair: Professor Noni Bohonak (Lancaster)

Vice Chair: Professor Kate Fritz (Academic Credit Programs)

Secretary: Roberto Refinetti (Salkehatchie)

Member at Large: Professor Sal Macias (Sumter).

Special Committees:

Committee on Faculty Welfare: Fran Perry (Lancaster)

Faculty Board of Trustees Liaison: Noni Bohonak (Lancaster)

Research and Productive Scholarship Committee: Professor Todd Scarlett (Lancaster).

I'm opening up for nominations from the floor.

**Voice from the Floor:** I move to close the nomination and vote for the slate as stated.

**Second Voice from the Floor:** Second.

**Professor Bohonak:** All in favor of closing nominations please signify by saying Aye. All in favor of the slate as stated, aye? Any opposed? That's it.

**Professor Rashley:** Congratulations to the newly elected officers, and I should apologize to Professor Bohonak because I didn't quite prepare her fully in advance for this.

### VIII. Unfinished Business

**Rashley:** We have a motion from Rights and Responsibilities presented in February.

**Faulkner:** We had a *Manual* change motion in the February meeting. The concern here was that the system Tenure and Promotion Committee must have ten members: two from each campus plus Continuing Education. At least one member must be a full time professor. Neither can those members be on the local Tenure and Promotion Committee, nor can they be on the Grievance Committee. Which starts to really cut into your total number of faculty particularly if you're a small unit such as Union, and Continuing Education, and this is getting to be a real critical situation for those two units particularly. So our proposed change was in section C of the *Manual* which deals with the procedure above the local level that gives the make up of the committee as I just described plus a couple of other things and those are bulleted points we would like to add one last bulleted point to say, "If a campus is unable to meet the membership rule, exceptions may be made subject to the approval by the local faculty organization, Regional Campus Faculty Senate Executive Committee and the Vice Provost." I do want to point out that on the printed form of the minutes, exception here is singular it was plural in the original, but that is not a really substantive thing. Again, the motion is to allow exceptions, passed by those three bodies if you make the rules.

**Rashley:** In February, I ruled this motion substantive; we are ready to discuss it and vote on it today. Is there any discussion? Any questions? Coming from committee, this motion requires no second. All of those in favor of this motion please indicate by saying aye. All opposed, nay? The motion passes unanimously.

Was there any other unfinished business? We have a motion from Rights and Responsibilities regarding an amendment to the *Manual* to include a Research and

Productive Scholarship Committee for regional campus faculty; I rule that motion substantive, so we will vote on it in September. Is there any discussion of that motion at this time? OK, we'll talk about it in September then. Please make sure you report back to you faculty organizations and make them aware of this motion. No other unfinished business?

**IX. New Business**

There was no new business.

**X. Announcements**

**Rashley:** I would like to announce that the first meeting of the Executive Committee will be August 19 and the first Senate meeting will be September 9; that meeting date has been confirmed with the President and the Provost. Other meeting dates will be arranged at the Executive Committee retreat, the first Executive Committee meeting, rather, on August 19.

I would like to remind everyone that there were many paper copies of reports floating around today; please make sure you submit those reports electronically to our secretary so they can be included in the minutes. When we did the *Manual* review committee, we noticed there were a lot of reports people received print copies of, but that weren't included in the minutes. So please make sure electronic copies of those reports are submitted to the secretary. If you don't have an electronic copy, please give her a print copy and indicate that this is the only copy she will receive because she needs to make sure it gets in there. Any other announcements?

**West:** I believe I zoned out on the date for the Implementation Committee meeting, it is on May 9 not May 8. The 9<sup>th</sup> is a Monday.

**Rashley:** OK. The Implementation Committee is on May 9. Other announcements? Professor Plyler.

**Plyler:** As is customary at the last meeting of the year, we typically show our affection and appreciation to our chair. In this case for the 2004-2005 academic year our chair is Lisa H. Rashley. In recognition for distinguished service as chairperson for the Regional Campuses Faculty Senate of the University South Carolina. Lisa, thank you for all your hard work and good service through out the year.

**Rashley:** Thank you. I would like to take just a minute to say thank you to all the members here. This has been a very interesting year. The work at the Senate can be somewhat time consuming, but I believe it is very important. I recognize how much time it takes out of our schedule away from our teaching, away from our research and scholarship, our other service, even away from our golf games. Still this is time well spent here at the Senate. The work we do is important to our

students, our faculty, and to our campuses. I would like to thank the members of the Executive Committee for helping me this year, especially John Logue. I had a conversation the other day with a friend of mine who called and said, "I have to go to this difficult committee; I don't know what to say. What would you say if this was you?" I thought about, and I said, "Well, this is probably what I'd do," and he said "Wow, you sound like John Logue," and I thought, "My God, the best compliment I could ever get." John, thank you for your help, thank you all for your help very much. It is now my pleasure to present to you the new Chair of the Regional Campuses Faculty Senate, Professor Noni Bohonak. Please join me in wishing her well and good luck next year.

**Bohonak:** Thank you, Lisa, I think you did a great job; thank God, you're not going to be too far away. I guess you all want to get out of here right? Meeting adjourned.

Respectfully submitted,

Kathleen M. Fritz, Secretary  
August 2005

## Attachment I

### Vice Provost for Regional Campuses and Continuing Education Report to the Regional Campuses Faculty Senate April 15, 2005

**Legislative:** The 2005 – '06 House budget was, for the most part, unchanged in the Senate. The raise package for state employees appears to be holding at 4%, but it is unclear as of now whether the increases will be based on merit or if they are to be awarded across-the-board. Senator John Courson, chair of the Senate Higher Education Committee has been an ardent supporter of the University throughout.

The funding for deferred maintenance for each of our campuses disappeared in the Senate but was moved over to fund indebtedness in the Life Sciences Act which will actually net our campuses more money for deferred maintenance.

As part of the President's Administrative Council, I participated in a luncheon hosted by the University for members of the Senate last Wednesday. Senators that I had an opportunity to speak with had many positive things to say about the regional campuses and the good work our faculty and staff continue to do. Closure of Salkehatchie and Union appears to be off the table and off the radar screen.

**University:** Candidate interviews are presently being held for deans in Social work, nursing, and the SC Honors College.

Budget presentations began this week with Regional Campuses/Continuing Education leading off the parade of meetings with the Provost. On the whole, our institutional and division budgets appear to be healthy. Presentations to the President will occur in June. I fully expect any tuition increase to be in the 5-7% range with no additional fee increases.

Formal discussions have begun in earnest on the One Carolina Enterprise Resource Planning, which will signal the change of three information and management systems in Business and Finance/Student Services and Human Resources. Many of you have already participated in the information and planning workshops.

While much more information will be forthcoming, but I can also tell you that discussions have also begun on a long-awaited topic the Provost is calling "system articulation". That means common course numbering within the USC System. The Provost, the Associate and Vice Provosts and the Vice Chancellors for Academic Affairs on the senior campuses will be developing goals and objectives, with timelines where possible, relative to the following four broad areas: a common course catalog/numbering system; academic policies; graduate program governance, and credit back payments similar to what we used to do in GRS. Any articulation and/or academic policy confusion that you may have experienced throughout your tenure with USC is open for



revision, and I enthusiastically invite your submission of examples to me as they occur to you. I will keep you apprised of our progress.

**Teaching/Learning Center:** USC has hired a new Academic Program Director, Dr. Rafael Alvarado. Rafael will come on line on a full-time basis in July, although he is already at work reviewing plans and documents and will visit USC at the end of April. He will report directly to Bill Hogue.

As we move into the next academic year, at least half his time will be devoted to launching the new Teaching and Learning Center. He also will be responsible for leading an integrated team of academic IT and instructional support staff. These teams previously have operated separately in Computer Services and DEIS, respectively. We also expect him to bring some fresh perspectives on a variety of teaching and learning support issues and to be a catalyst for new digital initiatives. Rafael will be engaged on a regular basis with the Regional Campuses.

Rafael currently is Manager of Humanities Computing Research Support at Princeton University, where he has worked since 1997. Previous positions at Princeton include Director of Instruction and Database Development for their Educational Technologies Center, and Coordinator of Humanities and Social Sciences Computing at their Center for Teaching and Learning. Prior to his employment at Princeton, Rafael held several faculty IT support positions at the University of Virginia.

He earned a PhD in anthropology at the University of Virginia, and has been a lecturer and adjunct at UVA, Mary Washington College, and Princeton. He will hold an adjunct appointment in the Department of Anthropology at USC Columbia.

**Palmetto College:** I am pleased with the work that is going on in subcommittees and the Palmetto College Implementation Committee as a whole as they progress toward the development of degree programs and governance issues/processes. I know that Dr. West will elaborate a bit more, but I can tell you that the Provost and the President want the BAIS proposal on the fast track for inclusion in the Palmetto College. As part of yesterday's budget presentation, I submitted an ambitious timeline for such a proposal which calls for submission to the Provost by May 15 and final approval by the CHE by March 15, 2006.

**End of Report**

**Attachment II****Report of the Associate Vice Provost  
To  
Regional Campuses Faculty Senate  
February 11, 2005**

**Palmetto College** – The Palmetto College Implementation Committee has met a number of times since the last Senate meeting. This committee is composed of faculty elected by your faculty organizations, faculty appointed by your administration and three administrators. These representatives should be keeping you posted on what has happened in our meetings and the progress that has been made on the curriculum. Thus far we have decided to explore the issues of offering a psychology degree, an English degree and a history degree. The psychology faculty met on January 28, 2005 with two faculty connecting from Columbia with two faculty from Sumter and two faculty from Salkehatchie. At that meeting the psychology faculty agreed to a curriculum for a psychology degree to be offered from Palmetto College. The English faculty and the history faculty will be holding similar meetings on February 18, 2005.

**Business Degree** – I traveled to Sumter on December 6, 2004 to meet with the business faculty to discuss the opportunities and challenges associated with offering a business degree through Palmetto College. Currently I am attempting to accumulate information concerning accreditation requirements for a business degree offered over distance technology.

**Instructional Workshop for Distance Faculty-** We had 15 faculty apply for the workshop in May. I have been in contact with your deans concerning participation. Participants should be hearing soon about their selection for this first workshop.

**Course Offering for Fall, 2005 Palmetto College-**The courses we are planning to offer for Fall, 2005 are: ENGL P437 Rashley Lancaster; HIST P442 The Old South TTh 1-2:15 Cox Lancaster; ENGL P406 Shakespeare 1:00-2:15 MW Hjelm Salkehatchie; SOCY P340 Introduction to Social Problems MWF 11:00-11:50 Wright Sumter; PSYC P501 Human Factors 2:30-3:45 TTh Gottesman Salkehatchie.

**Attachment III****REGIONAL CAMPUSES FACULTY SENATE MEETING****USC Lancaster****DEAN'S REPORT: Friday, February 11, 2004****STUDENTS**

Spring 2005 registration numbers are up by about 10%. Accepted freshman applications are up substantially for students who will begin in Fall 2005.

**FACULTY**

We have been approved to do two faculty searches this year for full time tenure track faculty members. The searches for a religion/philosophy professor and a business professor are underway. We also hope to appoint a visiting professor in the area of Catawba Indian studies who will teach in the general education curriculum.

**TECHNOLOGY**

The campus wireless project was completed last month and all areas on campus, with the exception of the Gregory Health and Wellness Center, are now wireless accessible. The Palmetto classrooms and the additional smart classrooms are ready to use.

**FINANCES**

Parity remains a critical issue for the campus. As an example of funding inequity, USC Lancaster receives approximately \$1.5 million less than USC Sumter even though we have as many students. Thankfully, USCL is not on the Governor's list for proposed cuts.

**DEVELOPMENT**

The University Baptist Church buildings and property are among the many recent large gifts to USCL that add up to over \$3 million in the last year alone. This year is also the first year in which over 100 USCL students are receiving academic scholarships provided by the Educational Foundation of USCL.

**FACILITIES**

The renovation of the Health Services Building is well underway. Dr. Riner's Exercise Science Lab, Cardiac Rehabilitation, Physical Therapy, and Diabetes Education will all soon be housed in this facility. Our new ball field (softball, soccer, and volleyball) will be ready this summer. We are in the process of planning for parking expansion on campus.

## **Attachment IV**

### **USC Regional Campuses Faculty Senate Dean's Report – USC Salkehatchie November 19, 2004**

Congratulations to Roberto Refinetti for being named a finalist for the 2004 Governors Professor of the Year Award. This is the second consecutive year that Salkehatchie has had a finalist in this competition (Sharon Folk was a finalist in 2003).

On October 22, the USC Board of Trustees voted to name Wayne Chilcote Professor Emeritus, posthumously. Wayne was a loyal member of the University for many years and is deserving of this distinction.

SGA events for October included a Halloween Carnival in Allendale and a Luau in Walterboro. “Yours truly” along with members of the Dean’s office staff dressed up in disguises and “haunted the halls” with treats for students, faculty, and staff.

Fall enrollment is down about 5.32 % in comparison to last Fall. Possible reasons include the “closure issue” and some of the local high school graduating classes being significantly smaller than in the past.

According to SPAR reports for the first quarter, Salkehatchie has been awarded \$613,000 in grant funding to date. This amount surpasses the total grant funds raised by Salkehatchie in FY 03, which was \$550,000.

Dr. Mary Hjelm and Mr. Ed Merwin have created a new in-house publication called “Faculty Forum” to give faculty a vehicle to publish short articles not appropriate for standard professional publications. Dr. Arthur Mitchell’s work is featured in the first edition.

On October 31, the Salkehatchie Faculty Organization voted unanimously to pursue offering discipline-specific associate degrees in Early Childhood Education, Criminal Justice, and Business Administration. This initiative is a result of the market demand from students and prospective students in the region served. A proposal will come before this body for action today.

Respectfully Submitted:  
Ann C. Carmichael

**Attachment V**

REPORT OF  
THE DEAN OF THE UNIVERSITY OF SOUTH CAROLINA SUMTER TO  
THE REGIONAL CAMPUSES FACULTY SENATE  
February 11, 2005

**Human Resources:** Since my last report to this Senate in November 2004, USC Sumter has had a number of human resources actions. National searches to fill three tenure-track positions, one in sociology and two in mathematics, are still in progress. Interviews of finalists for the two mathematics positions are underway. During their meeting in December, the USC Board of Trustees approved the title of Distinguished Professor of Mathematics for Dr. Charles Cook during this final year of service, as well as the title of Distinguished Professor Emeritus upon his retirement in June 2005. In December, I accepted the resignation of Instructor of Biology Dr. Debbie Bishoff. Recently, I received official notice that a disability retirement had been approved for maintenance specialist Jimmie Lee Abraham after 23 years of dedicated service. Also, I've received resignations from maintenance specialist Ida Taylor and records and registration assistant Toni Williams. Searches are underway to fill these three staff positions. USC Sumter has had 21 employees file for TERI (Teacher Early Retirement Incentive) since its inception. Of those 21, five have already moved from TERI status to full retirement, and two others have formally declared full retirement dates in June 2005. Of the remaining 14, one has a TERI end date in 2005, five in 2006, two in 2007, three in 2008, and three in 2009.

**Enrollments:** Preliminary enrollment figures at USC Sumter for the 2005 Spring Semester indicate significant enrollment decreases compared to last year. As of February 4, 2005, headcount enrollment was down 10.92% to 865, and full-time equivalent enrollment was down 0.71% to 627. Nearly all of this decline is attributable to the fact that in late May the neighboring technical college terminated the joint associate degree nursing program that had been in place for over 25 years, decimating the enrollments in several of our science classes.

**Physical Plant:** USC Sumter is in the process of re-painting the stripes in all of our parking lots. Following the removal of the last of the five portable buildings that were placed on the Sumter campus in 1979, those building sites have been leveled and refurbished. Plans continue to repair several old clogged and/or collapsed storm water sewers on campus, and asbestos abatement in a condemned warehouse is underway, after which the building will be demolished and the site refurbished. Installation of a second compressed video distance education classroom to support Palmetto College will soon commence.

**Budget:** The unexpected enrollment decline this fall has resulted in early use of contingency funds to balance the FY 04-05 budget. USC Sumter has now completed a zero-based budgeting process for the current year and identified several potential areas in which the budget can be trimmed.

Respectfully submitted,

C. Leslie Carpenter  
Dean of the University

## Attachment VI

USC Union  
Dean's Report  
April 15, 2005  
Regional Campuses Faculty Senate

The faculty, staff and students on the USC Union campus have been busy in preparation for the end of the year. Between now and commencement, on May 3<sup>rd</sup>, we will hold our Awards Night on April 21, graduates' luncheon on April 29, and our "Free Friday" on April 22<sup>nd</sup>.

USC Union at Laurens was one of the hosts for President Sorensen's Bowtie Tour on Monday, April 11. Members of the Laurens delegation and many USC alumni attended.

Our student organizations have been busy. Events include:

- Minority Student Union held a talent and fashion show
- OSP had a trip to Biltmore in Asheville
- SGA held the "Silly Putty" awards

USC Union's annual Junior Scholars Awards evening was held on March 17. USCU recognized 144 outstanding high school juniors from 20 high schools in our service area.

USC Union's Commencement Ceremony will be at 7:00 p.m. on Tuesday, May 3. Our speaker will be the Honorable Herbert Adams, Chairman of the USC Board of Trustees. We extend an invitation to all the regional campuses' faculty and staff.

## Attachment VII

### Rights and Responsibilities Report to the Regional Campuses Faculty Senate 14 April 2005

#### **Motion**

(for inclusion in the *Regional Campuses Faculty Manual* on page B-5 in the section titled “Special Committees” before The Provost’s Advisory Council)

**Regional Campuses Research and Productive Scholarship Committee.** This committee advises the Vice President for Research and Health Sciences on strategies to encourage and support research and productive scholarship performed by faculty members of the regional campuses. The committee will be comprised of up to two members from each regional campus and from Continuing Education Academic Credit Programs. The members will be elected by the faculty organizations of the individual campuses for staggered two-year terms. The regional campuses representative to the Research and Productive Scholarship Committee will also be a member. The Vice Provost and Executive Dean for Regional Campuses and Continuing Education, as well as the Vice President for Research and Health Sciences will be ex officio members. The committee will submit reports to the Regional Campuses Faculty Senate.

#### **Proposed charges for the committee to consider**

(to be submitted to the committee when formed, but not included in the *Manual*)

- To determine needs to better facilitate research and productive scholarship opportunities for regional campuses faculty
- To support regional campuses faculty in pursuit of funding, either for course release or for grant funding
- To develop grant writing workshops for regional campuses faculty
- To work for support for research by faculty as well as faculty supervised research by students
- To build relationships between all USC campuses, fostering mentoring relations and extending research opportunity through collaborative work
- To improve the campus climate within each regional campus for promoting scholarship
- To educate faculty about research opportunities and expectations

## **Attachment VIII**

**April 15, 2005**

### **Welfare Committee Year End Report**

This year, the committee diligently worked to execute our charges concerning the Faculty Salary Report, Faculty Workload Report, and the Tenure and Promotion Workshop.

#### **Annual Report of Faculty Salaries**

According to the information on salaries provided to the Welfare committee earlier this year, faculty salaries, on the whole, are fairly consistent across the regional campuses. The results for Continuing Education were skewed by the inclusion of the salaries of two former administrators who are now full-time faculty. The resulting high average for Continuing Education increased the overall average across the Regional Campuses. The overall average by rank for the Regional Campuses was significantly lower than the averages for USC Columbia and for the Pennsylvania State two-year institutions (to which we are being modeled for Palmetto College). The averages for the Regional Campuses only fall within the 20<sup>th</sup> to 40<sup>th</sup> percentile of average salaries for two-year institutions nationwide. We continue to urge our Regional Campus administrations to support and advocate for salary increases (see attached report).

#### **Tenure and Promotion Workshop**

On May 10, 2005 beginning at 10am, the Welfare committee and the Regional Campuses office will host the annual Tenure and Promotion Workshop to be held at the Gressette Room in Harper College on the USC campus. Everyone will receive a flyer in the mail prior to the event. Please RSVP to me (Terrie Smith) by 4/29/2005 if you would like to attend.

The agenda will address the tenure and promotion process and is recommended for regional campus faculty seeking tenure and/or promotion, tenure and promotion committee members, campus academic deans and campus deans. The workshop will begin with a question & answer session, where invited panelists will respond to a series of questions that have been developed by the committee based on input from faculty across the regional campuses. The questions will be provided to the panelists prior to the workshop so that they may prepare thorough responses. The panelists this year are: Dr. Karl Heider, Associate Provost and Dean of Undergraduate Studies, USC; Dr. Chris Plyler, Vice Provost and Executive Dean; Dr. Carolyn West, Associate Vice Provost; and Professor John Logue, USC Sumter. After lunch, an interactive session titled *Narrative Writing: Crafting Rationales in your Files*, will be led by Dr. Ron Cox, Professor Fran Perry, and Dr. Lisa Rashley. This will give participants a chance to get detailed input on the process of compiling a T&P file. The committee would like to thank the panelists for their participation in this important faculty activity.

#### **Faculty Workload Survey**

This year, the committee revised and expanded the questionnaire given to faculty during the Spring semester of 2003, to include more in-depth information on faculty distribution



of workload and satisfaction with job attributes. The questionnaire was given to faculty this Spring, 2005, and results compiled. Results indicate that faculty on average spend 54 hours per week in teaching, research and service activities, which is higher than the 49 hour national average for faculty at two-year public institutions with ranks. In the division of time between the three major job components, faculty spend the greatest percentage of their time in teaching activities, but considerably more time on research activities than comparable faculty at two-year schools nationally. Our faculty spend an average of 66% of their time teaching, and 21% on research, compared with only 4% nationally. Despite general satisfaction with many aspects of their job, nearly 30% of faculty said that it was likely that they would leave to accept a position at another institution in the next three years. The most frequently cited reason for leaving was salary, (see attached report).

The committee elected Fran Perry in absentia to chair the Welfare committee next year, pending her acceptance.

Submitted by committee members in attendance at the April 15, 2005 meeting: Terrie Smith (Chair), USC Sumter; Linda Allman, Continuing Education; Nancy Hazam, USC Lancaster; Cynthia C. McMillan, USC Salkehatchie; Tarsem Purewal, USC Salkehatchie

## **Attachment IX**

### **Regional Campuses Faculty Senate Faculty Salary Report 2004-2005**

#### **Prepared by the Welfare Committee of the Regional Campuses Faculty Senate**

Terrie Smith, Chair, USC Sumter; Linda Allman, Continuing Education; Tara Fatemi, USC Union; Eric Hauser, USC Sumter; Nancy Hazam, USC Lancaster; Cynthia McMillan, USC Salkehatchie; Fran Gardner Perry, USC Lancaster; Tarsem Purewal, USC Salkehatchie

#### **Purpose**

Under charge of the Executive Committee of the Regional Campuses Faculty Senate, the Welfare Committee conducted an analysis of the salaries of full-time, tenured and tenure-track faculty of the regional campuses – USC Lancaster, USC Salkehatchie, USC Sumter, USC Union and Continuing Education. The purpose of the analysis was to obtain quantitative information concerning faculty salaries across campuses and to compare those salaries to regional and national faculty salary data.

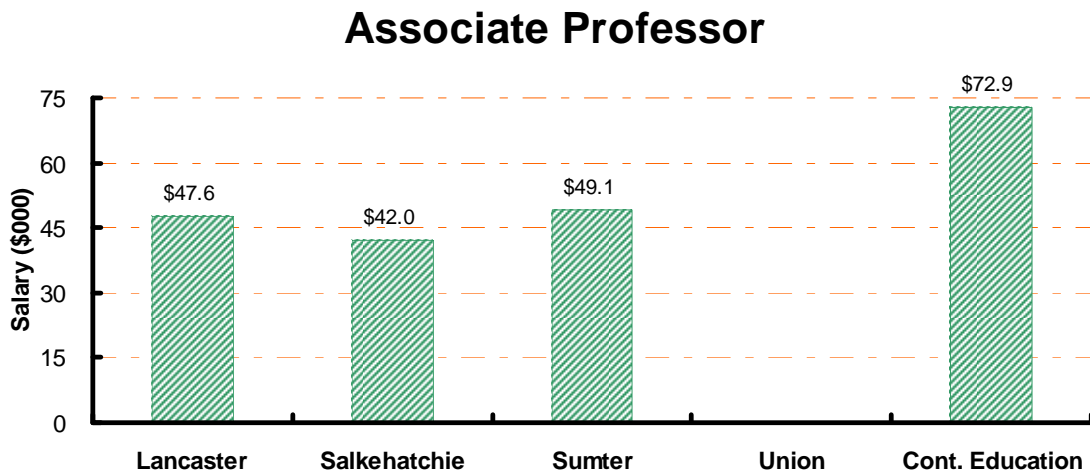
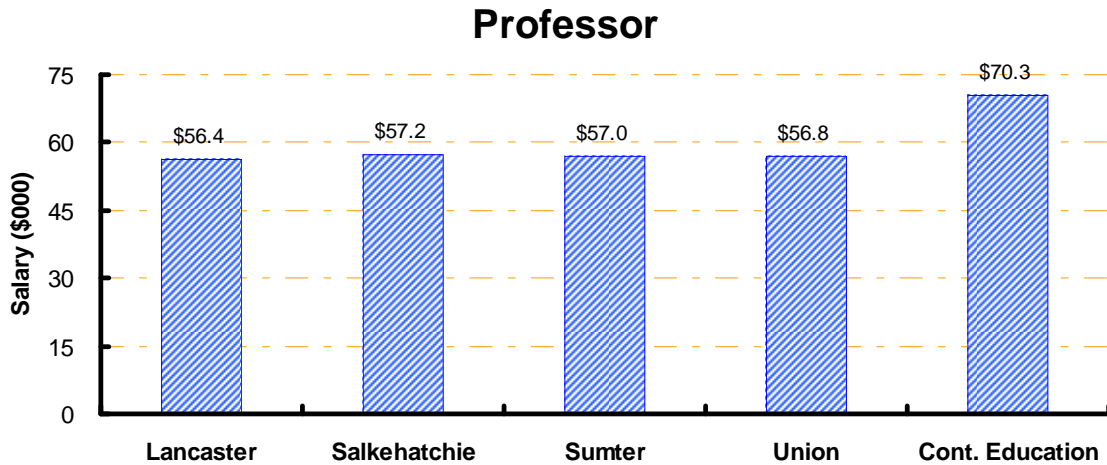
#### **Method**

Individual salary data for faculty by campus was compiled to obtain average salary information by campus, rank, and gender within rank. Salary information was also compared to all other USC campuses and to national data.

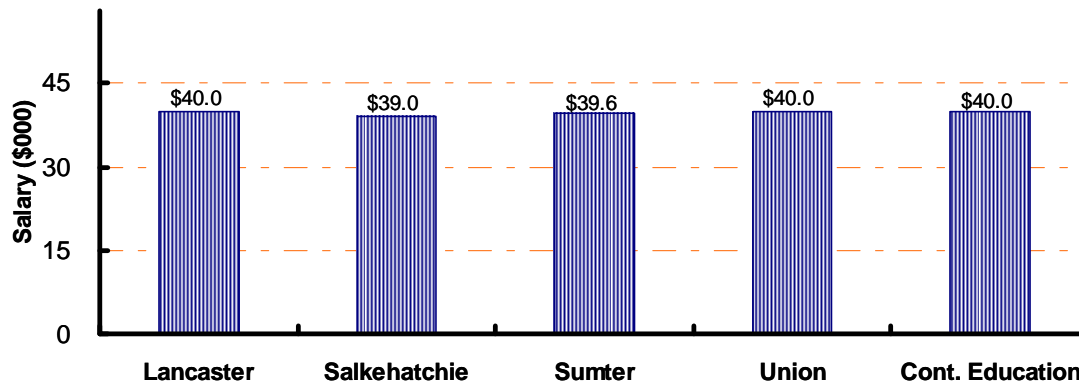
#### **Results**

According to the information obtained from the USC administration and national published data from the American Association of University Professors annual salary survey, faculty salaries, on the whole, are fairly consistent across the regional campuses. The results for Continuing Education were skewed by the inclusion of the salaries of two former administrators who are now full-time faculty. The resulting high average for Continuing Education increased the overall average across the Regional Campuses. The overall average by rank for the Regional Campuses was significantly lower than the averages for USC Columbia and for the Pennsylvania State two-year institutions (to which we are being modeled for Palmetto College). The averages for the Regional Campuses only fall within the 20<sup>th</sup> to 40<sup>th</sup> percentile of average salaries for two-year institutions nationwide (see attached graphs and charts).

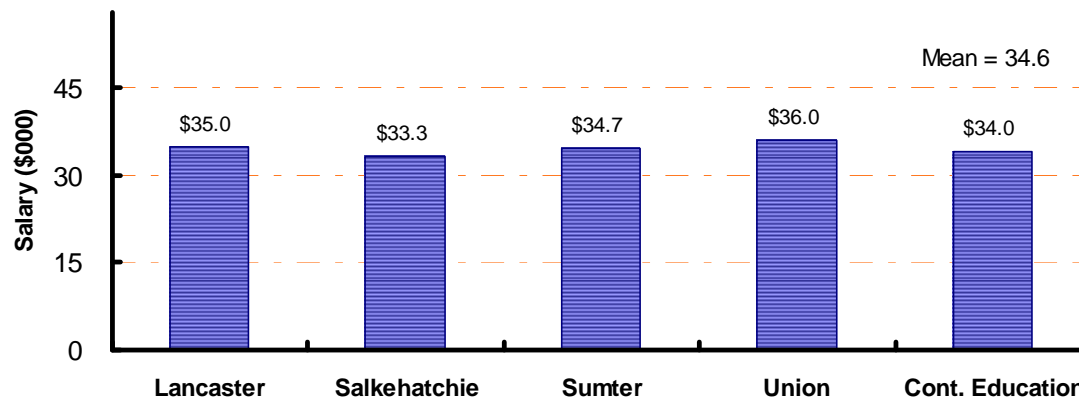
**USC Regional Campuses**  
**Nine-month Salaries for FY 2004-2005**  
(When only salary range was reported the mid-point of the range was used.)



## Assistant Professor



## Instructor



**USC Regional Campuses**  
**Nine-month Salaries for FY 2004-2005**

(When only salary range was reported the mid-point of the range was used.)

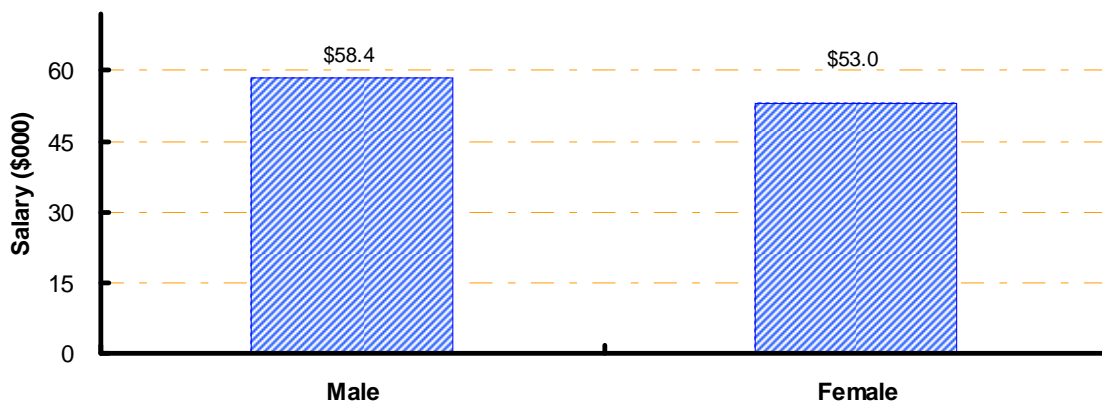
	Average (000)	Average			Mean (000)
Professor		\$59,540			
Lancaster	\$56.4		10	\$563,691	
Salkehatchie	\$57.2		6	\$343,492	
Sumter	\$57.0		16	\$911,485	
Union	\$56.8		3	\$170,349	
Cont. Education	\$70.3		2	\$140,660	
			37	\$2,129,677	\$57.6
Associate Professor		\$52,884			
Lancaster	\$47.6		7	\$332,891	
Salkehatchie	\$42.0		4	\$168,000	
Sumter	\$49.1		12	\$588,991	
Union			0	\$0	
Cont. Education	\$72.9		1	\$72,896	
			24	\$1,162,778	\$48.4
Assistant Professor		\$39,711			
Lancaster	\$40.0		3	\$120,000	
Salkehatchie	\$39.0		4	\$156,000	
Sumter	\$39.6		9	\$356,000	
Union	\$40.0		1	\$40,000	
Cont. Education	\$40.0		1	\$40,000	
			18	\$712,000	\$39.6
Instructor		\$34,600			
Lancaster	\$35.0		4	\$140,000	
Salkehatchie	\$33.3		3	\$100,000	
Sumter	\$34.7		3	\$104,000	
Union	\$36.0		3	\$108,000	
Cont. Education	\$34.0		4	\$136,000	
			17	\$588,000	\$34.6
			96	\$4,592,455	
				\$4,592,455	

## USC Regional Campuses

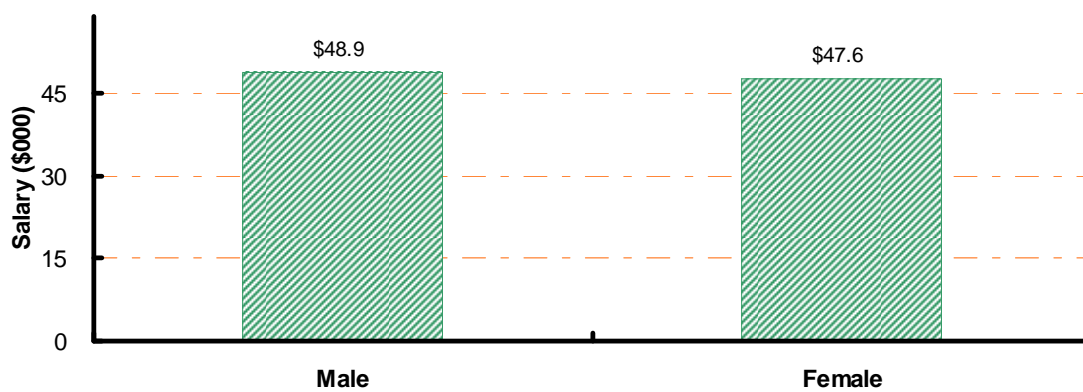
### Nine-month Salaries for FY 2004-2005

(When only salary range was reported the mid-point of the range was used.)

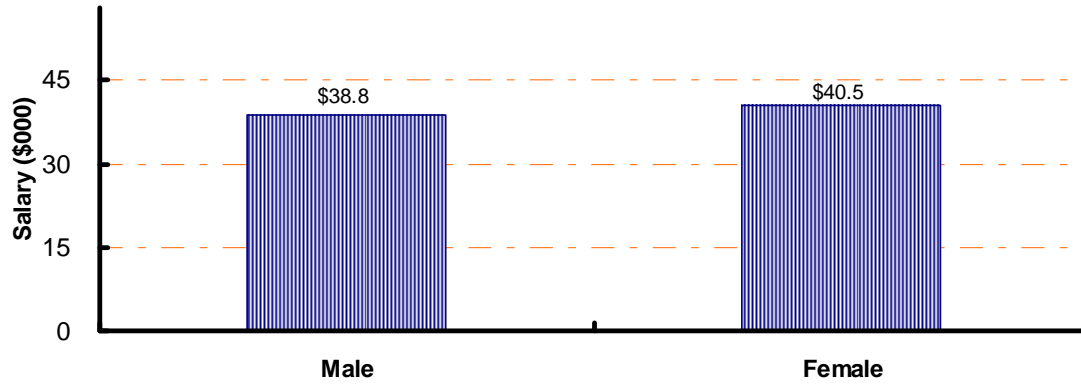
#### Professor



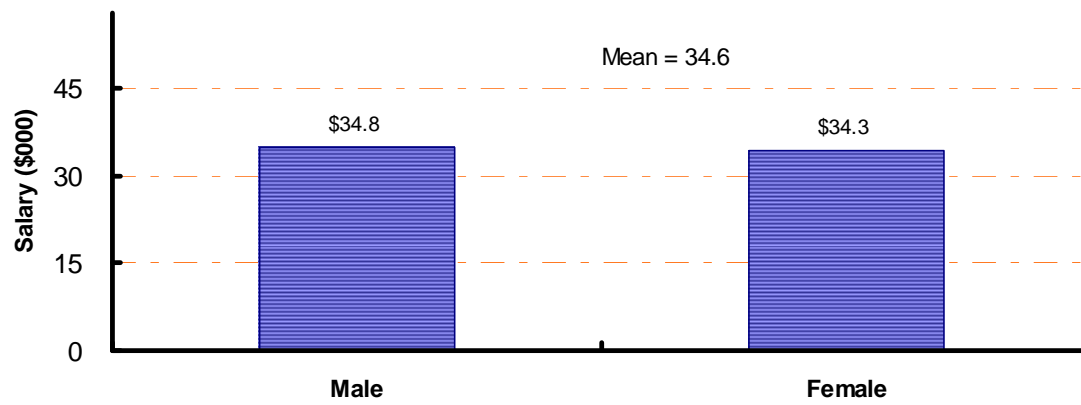
#### Associate Professor



## Assistant Professor



## Instructor



## USC Regional Campuses

### Nine-month Salaries for FY 2004-2005

(When only salary range was reported the mid-point of the range was used.)

	Average (000)	Average \$59,540			Mean (000)
Professor					
Lancaster	\$56.4		10	\$563,691	
Male	\$59.0		8	\$471,691	
Female	\$46.0		2	\$92,000	
Salkehatchie	\$57.2		6	\$343,492	
Male	\$56.0		5	\$279,988	
Female	\$63.5		1	\$63,504	
Sumter	\$57.0		16	\$911,485	
Male	\$57.6		13	\$748,983	
Female	\$54.2		3	\$162,502	
Union	\$56.8		3	\$170,349	
Male	\$56.8		3	\$170,349	
Female	\$0.0		0	\$0	
Cont. Education	\$70.3		2	\$140,660	
Male	\$70.3		2	\$140,660	
Female	\$0.0		0	\$0	
Total			37	\$2,129,677	\$57.6
Male	\$58.4		31	\$1,811,671	
Female	\$53.0		6	\$318,006	
Associate Professor		\$52,884			
Lancaster	\$47.6		7	\$332,891	
Male	\$50.2		2	\$100,349	
Female	\$46.5		5	\$232,542	
Salkehatchie	\$42.0		4	\$168,000	
Male	\$42.0		4	\$168,000	
Female	\$0.0		0	\$0	
Sumter	\$49.1		12	\$588,991	
Male	\$49.0		9	\$440,884	
Female	\$49.4		3	\$148,107	
Union			0	\$0	
Male			0	\$0	
Female			0	\$0	
Cont. Education	\$72.9		1	\$72,896	
Male	\$72.9		1	\$72,896	
Female	\$0.0		0	\$0	
Total			24	\$1,162,778	\$48.4
Male	\$48.9		16	\$782,129	
Female	\$47.6		8	\$380,649	



Assistant Professor		\$39,711			
Lancaster	\$40.0		3	\$120,000	
Male	\$40.0		2	\$80,000	
Female	\$40.0		1	\$40,000	
Salkehatchie	\$39.0		4	\$156,000	
Male	\$38.0		2	\$76,000	
Female	\$40.0		2	\$80,000	
Sumter	\$39.6		9	\$356,000	
Male	\$38.4		5	\$192,000	
Female	\$41.0		4	\$164,000	
Union	\$40.0		1	\$40,000	
Male	\$40.0		1	\$40,000	
Female	\$0.0		0	\$0	
Cont. Education	\$40.0		1	\$40,000	
Male	\$0.0		0	\$0	
Female	\$40.0		1	\$40,000	
Total			18	\$712,000	\$39.6
Male	\$38.8		10	\$388,000	
Female	\$40.5		8	\$324,000	
Instructor		\$34,600			
Lancaster	\$35.0		4	\$140,000	
Male	\$33.3		3	\$100,000	
Female	\$40.0		1	\$40,000	
Salkehatchie	\$33.3		3	\$100,000	
Male	\$36.0		1	\$36,000	
Female	\$32.0		2	\$64,000	
Sumter	\$34.7		3	\$104,000	
Male	\$36.0		2	\$72,000	
Female	\$32.0		1	\$32,000	
Union	\$36.0		3	\$108,000	
Male	\$36.0		2	\$72,000	
Female	\$36.0		1	\$36,000	
Cont. Education	\$34.0		4	\$136,000	
Male	\$34.0		2	\$68,000	
Female	\$34.0		2	\$68,000	
Total			17	\$588,000	\$34.6
Male	\$34.8		10	\$348,000	
Female	\$34.3		7	\$240,000	
			96	\$4,592,455	
				\$4,592,455	

## Average Salaries of Full-Time Teaching Faculty

	Professor	Associate Professor	Assistant Professor	Instructor
USC Lancaster	\$56,400	\$47,600	\$40,000	\$35,000
USC Salkehatchie	\$57,200	\$42,000	\$39,000	\$33,300
USC Sumter	\$57,000	\$49,100	\$39,600	\$34,700
USC Union	\$56,800	---	\$40,000	\$36,000
Cont. Education	\$70,300	\$72,900	\$40,000	\$34,000
<b>Average</b>	\$59,540	\$52,884	\$39,711	\$34,600
USC Aiken	\$63,900	\$51,800	\$43,600	\$39,600
USC Beaufort	\$57,100	\$50,500	\$42,700	\$39,800
USC Upstate	\$60,800	\$51,700	\$42,500	\$38,300
USC Columbia	\$87,000	\$62,000	\$55,800	\$37,000
Penn. ST. U., Two-Year Institutions with Academic Rank	\$78,000	\$62,300	\$55,200	\$45,800

### National Averages, Two-Year Institutions with Academic Rank

95th Percentile	\$95,500	\$71,100	\$56,500	\$49,000
80th Percentile	\$73,900	\$58,900	\$48,800	\$42,500
60th Percentile	\$65,800	\$53,700	\$45,000	\$38,600
40th Percentile	\$58,900	\$49,300	\$42,400	\$36,200
20th Percentile	\$52,800	\$44,800	\$38,900	\$32,900

## **Attachment X**

### **Regional Campuses Faculty Senate Faculty Workload Survey Report 2004-2005 Prepared by the Welfare Committee of the Regional Campuses Faculty Senate**

Terrie Smith, Chair, USC Sumter; Linda Allman, Continuing Education; Tara Fatemi, USC Union; Eric Hauser, USC Sumter; Nancy Hazam, USC Lancaster; Cynthia McMillan, USC Salkehatchie; Fran Gardner Perry, USC Lancaster; Tarsem Purewal, USC Salkehatchie

#### **Purpose**

Under charge of the Executive Committee of the Regional Campuses Faculty Senate, the Welfare Committee conducted a survey of the full-time, tenured and tenure-track faculty of the regional campuses – USC Lancaster, USC Salkehatchie, USC Sumter, USC Union and Continuing Education. The purpose of the survey was to obtain quantitative information concerning faculty workload, division of faculty responsibilities, and faculty satisfaction with job attributes related to compensation and working conditions.

#### **Method**

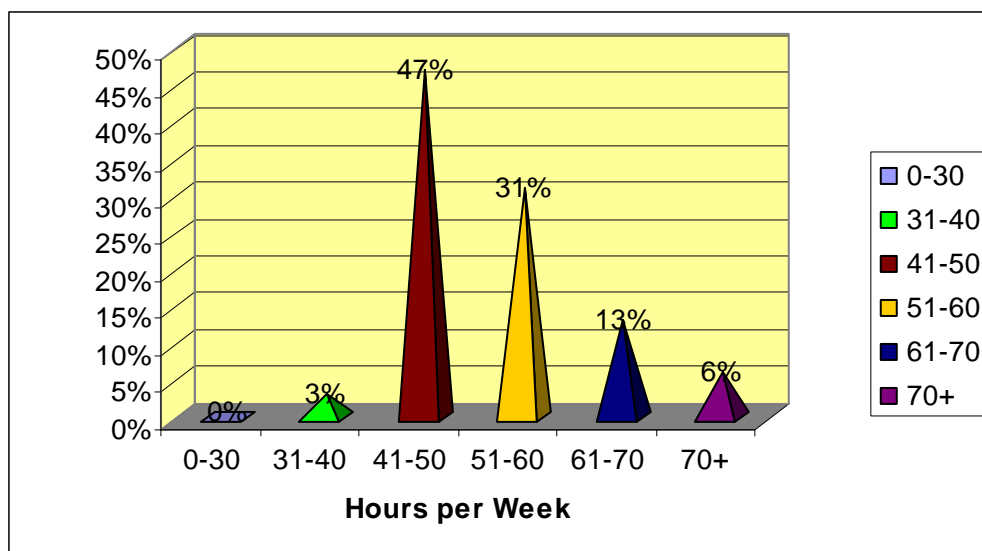
A questionnaire was prepared and distributed to all full-time tenured and tenure-track faculty on the regional campuses. The questionnaire was modeled after the 1999 National Study of Postsecondary Faculty survey conducted by the United States Department of Education, National Center for Education Statistics. Faculty were asked to complete the questionnaire based on their activities for the Fall 2004 semester. Faculty were also asked to complete the 36 questions on the questionnaire anonymously and return it to their Senate representatives.

From the 79 potential respondents, 32 surveys were completed and returned, resulting in a response rate of 40.5%. This is a relatively high response rate for surveys of this type, and represents a 23% increase over the response rate achieved the first time a faculty workload survey was conducted during the Spring 2003 term. The response rate is particularly notable given the length and complexity of the survey. Responses were received from faculty at all campuses. A copy of the questionnaire used for the survey is attached to the report.

#### **Results**

Questions regarding faculty total workload and distribution of responsibilities revealed the following results. Faculty worked an average of 54 hours per week, with a minimum of 40 and maximum of 87 hours worked reported (see Chart 1). This is higher than the most recently reported average for faculty at two-year public institutions nationally, which is 49 hours.

**Chart 1**  
**Distribution of Hours Worked Per Week**



**Total**

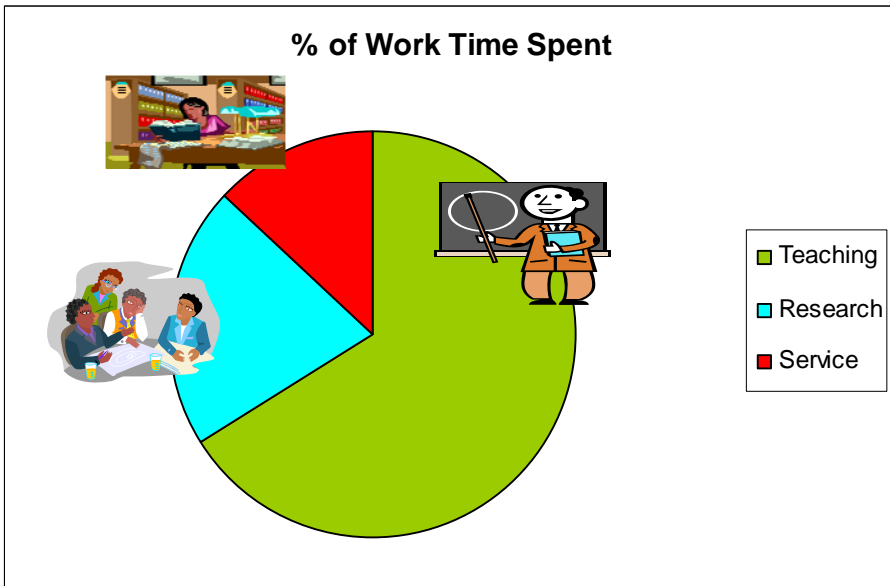
**Hours:**

<b>0-30</b>	<b>0%</b>
<b>31-40</b>	<b>3%</b>
<b>41-50</b>	<b>47%</b>
<b>51-60</b>	<b>31%</b>
<b>61-70</b>	<b>13%</b>
<b>70+</b>	<b>6%</b>

Faculty divide their workload between the primary areas of teaching, research and service, with teaching taking the most time and service the least. On average, faculty spent 66% of their time teaching, 21% of their time on research activities, and 13% on service activities (see Chart 2). Their distribution of actual time spent on these activities is similar to their preferred distribution of time, except that they would prefer to spend more time on research activities than they currently are able to do because of teaching and service responsibilities (see Chart 3).

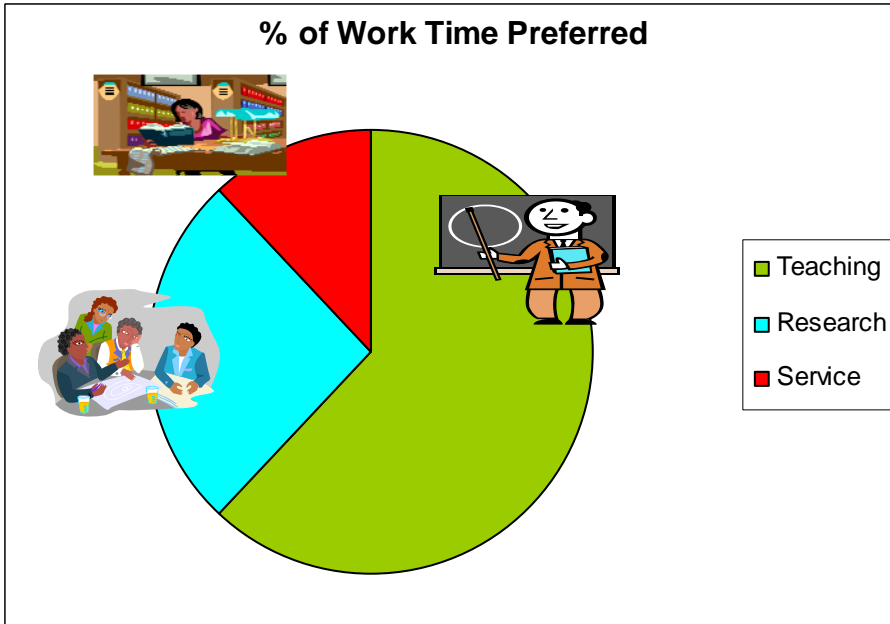
The national averages show 72% of time spent on teaching, 4% on research, and 24% on service. Compared to national averages for two-year schools, our faculty are spending comparable time in teaching activities and considerably more time on research activities. Our faculty are also serving on an average of five committees and spending an average of four hours a week on committee work. Workload results also reveal that faculty taught an average of four classes with three preparations during the Fall 2004 semester, with an average of a one course overload also taught.

**Chart 2**  
**Percentage of Time Spent on Teaching, Research and Service Activities**



**Percentage of Time Spent:**  
**Teaching: 66%**  
**Research: 21%**  
**Service: 13%**

**Chart 3**  
**Percentage of Time Preferred on Teaching, Research and Service Activities**



**Percentage of Time Spent:**  
**Teaching: 62%**  
**Research: 26%**  
**Service: 12%**

In terms of utilization of the internet for their teaching activities, 37% of the respondents said that they had a website for at least one of their classes taught; 97% used e-mail to communicate with students for course-related information and spent two hours per week on average responding to students through e-mail.

Regarding the research activities of faculty, 59% of the respondents said that they were engaged in some form of professional research, writing, or creative work during the semester in question. Seven percent of those involved in research were engaged in funded research projects. Many faculty may feel hampered in their ability to conduct research activities, since 38% said that their equipment available for basic research was poor or fair, and 31% felt that their laboratory space and supplies were only fair or poor. Twenty-one percent lamented the lack of research assistants, and 18% felt that the availability of teaching assistants was poor or fair.

Faculty were also asked several questions regarding their satisfaction with different aspects of their jobs. In terms of the courses they teach, 66% are satisfied with their ability to decide what courses they teach, but 96% are satisfied with their ability to determine course content and teaching methods for the courses they teach. 93% are satisfied with the time they have available for class preparation. Eighty percent are satisfied with the time they have available for working with students outside of class, but only 62% are very or somewhat satisfied with the quality of students they teach.

In terms of their job overall, 83% are very or somewhat satisfied with their work load. Only 55% feel that they have enough time to keep current in their field, and only 53% are satisfied with their opportunity for advancement in rank. Sixty-six percent are somewhat or very satisfied with the faculty leadership at their institution. Regarding their salaries, 61% are somewhat or very satisfied, but 79% are satisfied with their benefits. Despite their indication of moderate to general satisfaction with several aspects of their job, nearly 30% said that it was very or somewhat likely that they would leave their job in the next three years for a full-time job at another postsecondary institution. Twenty-six percent said it was somewhat or very likely that they would retire from the labor force in the next three years. The most frequently cited reason to explain why faculty would be likely to leave their job in the next three years was salary. Thirty-nine of the respondents said that salary would be the most important factor in their decision to leave. Another 33% cited concerns over job security and opportunity for advancement as factors that would prompt them to leave their jobs.

Finally, faculty were asked to indicate their opinions concerning the institutional mission and policies of the institution. Ninety-seven percent of respondents felt that teaching effectiveness should be the primary criterion for promotion of faculty. Nineteen percent felt that research was rewarded more than teaching at their institution. Forty-one percent felt that their workload has increased in recent years, and 44% believe that too many full-time faculty have been replaced by part-time faculty in recent years. Overall, 84% said that if they had it to do over again, they would still choose a career in academics.



March 2, 2005

REGIONAL CAMPUSES AND  
CONTINUING EDUCATION

Dr. Allan D. Charles  
Chair, System Affairs Committee  
Regional Campuses Faculty Senate  
USC Union  
PO Drawer 729  
Union, SC 29379-0729

Dear Dr. Charles:

I write in response to ten resolutions which were passed in three previous meetings of the USC Regional Campuses Faculty Senate concerning proposed policies and practices under consideration for administration of the Palmetto College. I regret that the Senate felt the need to ask me questions in the form of resolutions given the fact that in my reports from the podium, I always include time for questions from the floor. In any event, I am pleased to provide the following response.

From all information that could be retrieved from Senate minutes, I extracted everything in the form of a resolution going back to the November 21, 2003 meeting.

**21 November, 2003**

**Motions of the System Affairs Committee**

**Resolution:** The faculty should be made aware of the web site about Palmetto College and the various minutes of the subcommittees dealing with Palmetto College be posted on this web site in a timely manner.

**Response:** The faculty have been and will continue to be kept apprised of changes through the Palmetto College web site and through other means. USC Publications is currently proposing an improved look to the site which will enhance navigation and make the site easier to maintain. I will work with Harry Catoe and Randy Rollings to post all Faculty Senate minutes and other relevant updates on the site.

**Resolution:** A faculty member/campus should be able to teach a course on a regional campus to meet local needs if that same course is being taught by Palmetto College.

**Response:** Courses taught in the Palmetto College can be delivered by faculty on site, via the World Wide Web or via interactive video. If a situation calls for an additional section of a scheduled Palmetto College course to be offered to meet the needs of the local regional campus,

Dr. Allan Charles  
Page 2  
March 2, 2005

that decision will be reached collaboratively in discussions between the Office of the Vice Provost and the campus dean.

**Resolution:** Since faculty are tenured on a specific regional campus, tenure decisions about qualified applicants should be determined by the needs of the local campus and not Palmetto College.

**Response:** There will be no changes in the tenure and promotion process as currently outlined in the *Regional Campuses Faculty Manual*.

**Resolution:** The faculty should have a choice to teach or not to teach a course for Palmetto College.

**Response:** Those faculty members who are identified and /or approved to teach upper-division courses and who have participated in the distance education preparatory workshop will be expected to teach a Palmetto College course as part of their regular load if called upon.

**Resolution:** Palmetto College should not be limited to evening courses only.

**Response:** Palmetto College courses will be taught at various times throughout the day and evening and scheduled in accordance with student demand and other institutional considerations.

**Resolution:** Every campus must have support persons or engineers available especially during broadcast of two-way video courses for the Distance Education Program which is vital to the success of Palmetto College.

**Response:** The interactive video medium for delivery of Palmetto College courses has been designed so as to minimize the amount of technical support needed on each of the regional campuses. Much of what could go wrong can be remedied in Columbia. This is not to say that it will not be necessary to have local technical support standing by. The technology also includes a back-up of all telecasts and data in the event any or all campuses experience power outages during telecast.

**Resolution:** The BAIS is a reasonable first degree program. Applications and programs of study forms must be approved by a committee of the faculty of Palmetto College and a committee on each campus. The BAIS concentrations are dependent upon the desires of the students and the courses available through the local campus and Palmetto College and that these should not be predetermined at that time.

**Response:** Currently, the BAIS is administered through the office of Academic Credit Programs on the Columbia campus but is awarded through the College of Hospitality/Retail and Sport



Dr. Allan Charles  
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Management. Until such time that this degree or one similar to it is approved by the University and the CHE, the BAIS will continue in its present form and process.

**6 February, 2004**

**Motion of the Systems Affairs Committee**

**Resolution:** Support should be provided to any faculty teaching a distance education course. Such support should include but should not be limited to release time and special training. The release time can either be for the development of the course or the deliverer\* (this is the actual word used in the minutes) of the course at the faculty member's discretion.

**Response:** A summer workshop is presently being developed to assist faculty who will be teaching a Palmetto College course in a subsequent academic year. A percentage of the faculty member's 9 month salary will be underwritten by the home campus in lieu of teaching summer school. It is during this summer workshop that course preparation and development will occur.

Regional Campuses faculty are expected to teach a total of 24 (usually 8 three-credit courses) credit hours during the fall and spring semesters. Nowhere in the University of South Carolina does a faculty member receive extra compensation or course reduction for teaching an upper division, or graduate course within load even if it is a new preparation.

**Resolution:** The faculty of Palmetto College are those faculties of the Regional Campuses who have clearance (to teach upper-division courses) from four year institutions of USC—for example, from Aiken, Beaufort, Columbia or Upstate to teach 300 level or above courses or who are designated by the Dean of Palmetto College.

**Response:** Palmetto College courses will be taught primarily by Regional Campuses faculty who are approved to teach 300 level courses and above. Currently the sub-groups of the Palmetto College Implementation Committee are exploring faculty responses to determine who should be the faculty of Palmetto College.

**17 September, 2004**

**Motion of the System Affairs Committee**

**Resolution:** ...if a Palmetto College course is not a "distance" course and is part of a regular teaching load, there is no requirement for release time or special training or additional compensation;

However, if it is a "distance" course (broadly defined) and is part of the regular teaching load in addition to the release time and training, then there should be a \$1,000 stipend;

Dr. Allan Charles  
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March 2, 2005

If a distance course is an overload, the overload compensation schedule of the delivering campus will apply in addition to the \$1,000 stipend;

The release time and training is only applicable for the first presentation of the course. The stipend occurs for all distance course offerings.

**Response:** Regional Campuses faculties are expected to teach a total of 24 (usually 8 three-credit courses) credit hours during the fall and spring semesters. Nowhere in the University of South Carolina does a faculty member receive extra compensation or course reduction for teaching an upper division, or graduate course within load even if it is a new preparation.

In the event that a faculty member (on a Regional Campus) is called upon to teach an overload, the Palmetto College course will be counted in-load and compensation for the additional lower-division course will be paid in accordance with local campus practice. Faculty who participate in the summer distance education workshop are going to receive, through their institution, a percentage of their 9 month salary for orientation and preparation of their course(s).

Budget sacrifices on the part of the Regional Campuses are already anticipated given their underwriting of the summer training segment of Palmetto College in addition to oversight and support expenditures.

**One Final Thought:** Throughout my twenty six years of service on four campuses of the University, I can reference one issue (aside from faculty compensation) which has been prevalent among non-Columbia faculties—the issue of not being allowed to teach upper-division courses leading to bachelor degrees. We have often used the term “red-headed step children” in lamenting our plight as unequal partners in the teaching mission of the University of South Carolina. We now have a chance to become full partners in that mission through the Palmetto College.

The Palmetto College initiative began in response to something Penn State University did in 1996 by making 12 of their 24 campuses four year or bachelor degree granting through an academic structure now called Commonwealth College. While our structure differs in some respects to theirs, we both share the same opportunity in bridging the gap between the institutional haves and have nots. USC Regional Campuses have been the have nots far too long and, in my humble opinion, we have only one chance to build this bridge—through the Palmetto College.

Change always seems to heighten skepticism and doubt as it portends to move us from what we are accustomed to into something unfamiliar or different. This brand of change calls on us to engage our creative talents and to work harder to develop more opportunities to benefit the students we serve.

While the existence of the regional campuses has been called into question over the years by one or two agency directors who simply wish to impose their own agenda(s), the reality is that three of

Dr. Allan Charles

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March 2, 2005

our four campuses have experienced negligible enrollment growth or actual decline over the past decade. This factor alone makes our institutions vulnerable and, as we are all too well aware, the Governor of South Carolina has now twice called for the elimination of USC Salkehatchie and USC Union thus making it even more difficult to recruit students. I believe that this decreasing enrollment trend can and must be turned around.

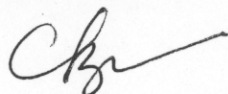
Palmetto College is a means of providing upward mobility for every place-bound student and for growing the enrollments of our institutions through the addition of bachelor degree programs. Through careful planning, marketing and course delivery, this College may indeed be the catalyst for guaranteeing that the USC Regional Campuses will grow and mature as permanent members of the higher education community in South Carolina.

In order to insure a successful implementation of the College, it is clear that USC Regional Campuses' faculty and staff are going to be called on to sacrifice. We are not able to manufacture money, and the prospect of obtaining start-up seed funding is not going to happen even though we will continue to submit grant proposals toward that end. In the long-run and as the College develops, we all will benefit from becoming full academic partners within and outside of the University. In the long-run, fresh-degreed faculty will be attracted to our campuses with the knowledge that they will be able to teach beyond the freshman /sophomore core-course levels. In the long run, teaching loads may ultimately be reduced for all faculty and compensation levels may come closer to that of colleagues on the senior campuses. On the other hand, none of those possibilities will come to pass if we give up easily and do nothing.

The sobering reality is that if we do not grow, our institutions will cease to exist.

Thank you for sharing this response with the members of the System Affairs Committee, the Senate, and the faculty at large.

Yours sincerely,



Chris P. Plyler

Vice Provost and Executive Dean

c: ✓ Lisa Rashley

## Attachment XII

### Memorandum

To: Regional Campuses Faculty Senate

From: Bruce G. Nims, USC Lancaster

Subject: Faculty Committee on Libraries Report

Date: April 15, 2005

The Faculty Committee on Libraries met April 8, 2005, in the conference room of the Thomas Cooper Library Annex on the outskirts of Columbia. The meeting came to order about 12:15 p.m.

Thomas McNally, Director of Thomas Cooper Library, briefed the committee on the progress of the Main Level/Level 5 renovation project, which will greatly increase seating space on the main level. He also reported that the new Integrated Library Services and PASCAL Databases projects were on schedule, with full implementation in July and August respectively. The library will also offer 24-hour access to students this year during the exam period from April 18 through May 5

Dean Willis then reported that this coming year the library would be funded directly through the Provost's Office instead of the past year's "taxation" method. Dean Willis also mentioned that a new portrait of George Terry would be hung in the library on April 13, and it would find a permanent home in the new Rare Book wing of the library once that project is completed. Fund raising for the Rare Book Wing and the Modern Political Collection Wing is ongoing.

The committee was then treated to a tour by the Library Annex staff, which included a ride on the special lift, which reaches to the top of the four thirty-foot storage shelves, inducing a unique combination of vertigo and claustrophobia. This warehouse area is kept at a temperature of 58 degrees year round.

The committee then toured the conservation facility, where a variety of books and documents were being repaired and restored using state of the art equipment.

The meeting adjourned and the committee returned to the Columbia campus at 2 p.m.

### **Attachment XIII**

Courses & Curriculum Report to the  
Regional Campuses Faculty Senate  
Robert B. Castleberry  
April 15, 2005

The committee has met several times since my last report, but I don't really want to talk about that. I do want, instead, to remind you of something I have told you on several occasions in the past. What I have told you is that I really don't need to be making these reports to you; anything I could tell you is really old news, and incomplete old news at that.

So, I don't want to tell you about the specific recommendations the Committee made to the Faculty Senate. The Senate's actions can be found on their web site. Instead, I want to briefly talk about my role on the committee.

We have been meeting on a Friday. I am usually emailed the working agenda about a week before we meet. I forward this agenda to specific campus administrators and faculty. (If you want to be on my mailing list, just let me know). If they have any questions or concerns about the matters before the committee, they are to contact me so that I can best represent our concerns to the Committee. I then get the actual paperwork through snail mail on the Monday of the week we meet.

For this last meeting, I received two email about the agenda. Mary Hjelm, Associate Dean for Academic Affairs here at Salkehatchie had a question about the proposed change ARTE curriculum. Basically, she wanted to know what the changes were. I looked up the appropriate paperwork and noted exactly what the changes were. Since they were relatively minor changes, I simply described those changes in an email back to Mary, she indicated that she was satisfied, and there was no problem.

The other email I got was from Charles Denny, Chair of the Division of Science, Engineering and Math at Sumter. He was curious about the changes to BIOL 302L . This situation was much more complex. Basically Biology was wanting to add a genetics component to an existing lab, and they wanted to replace 302L in the Fall with an experimental course BIOL 304X. This involved a change in title, course number, credit hours, prerequisite, and description. I scanned the paperwork and emailed it to Charles. Other Biology faculty got involved in the process, including Steve Bishoff. Steve contacted relevant faculty in Columbia, got involved in the process of revamping the course, got me involved in the correspondence with Columbia, and all seemed to get worked out. I tell you these stories because they show you how this all works and that, as far as I am concerned, it is working the way it is supposed to. (And I really don't need to be making these reports; somebody needs to make a motion to end this folly).

Even though, for a non-report, I have already taken up far too much of your time, there is one additional item I would like to present to you. For a variety of very good reasons,

the Committee is revamping the forms faculty use to submit material for our action. I think we have been successful in inserting verbiage on the forms that say, "if the course you are changing is offered on the Regional Campuses, you need to contact them now before this goes any further". (This might also come be useful when Palmetto College gets fully activated). That way, we shouldn't get blind-sided by anything (as we have been on occasion in the past). Now, even though Columbia should know what we are teaching, I think we need to make things as simple for them as we can. Since I am a slack-dog and have not writing this up to the administration, I am using this opportunity to recommend to the administration that the web-page for the Regional Campuses have a link to a listing of all the courses, separated by departmental designator and in numerical order, that we have offered over the last several (maybe five?) years. And to the administration, I do hope I can finally force myself to take the time to put this recommendation to you in writing.

Are there any questions? Thanks.

## Attachment XIV

### Regional Campus Faculty Senate Faculty Welfare Committee Report April 15, 2005

The Faculty Welfare Committee met February 28 and March 21, 2005. We established a Faculty Benefits page on the Faculty Senate page at <http://www.sc.edu/faculty>. Do you think we should have a link from our Regional Campuses webpage to the Columbia Faculty Senate benefits page?

Given the University's effort to recruit a significant number of key faculty members over the next several years, the FWC believes the availability of benefits, such as tuition waivers for qualified dependents of faculty members, preventive health care, and paid parental leave, would be major factors in attracting and retaining faculty. In addition, the committee feels that a commitment to preventive health care will ultimately represent significant savings to health providers and reduce the overall cost of health insurance.

We spent the past few months looking at other institutions and the benefits offered. On April 11, we met with Jane Jameson and Jeff Cargile, who were very helpful and cooperative but explained that many of these changes can only be accomplished through legislative mandate.

#### **Preventive health care**

3 state health care plans (the State Health Savings Plan, Companion and Cigma HMO) pay a portion of a physical exam. The **State Health Plan-Standard**, which the majority or 86.73% of faculty subscribe to, does not. State regulations do not allow us to segregate faculty members from the pool of subscribers, which means we have to include the 418,000 active, retired, and covered dependents. To provide a \$200 benefit for a comprehensive physical adds approximately \$83.6 million to the cost of this insurance for the State of South Carolina.

#### **Parental Leave Policy**

Jane confirmed what the FWC had already established, that there is no parental leave policy at the University beyond the provisions of the Family Medical Leave Act. However, she did point out that tenure-track faculty do have the option to stop the tenure clock during any period of the FMLA, although they must request to do so in writing. **USC Human Resources policies: ACAF 1.31** "Extension of Faculty Tenure-Track Probationary Period". This provision has been linked to the newly established benefits link on the Faculty Senate Web Page.

#### **HR at fall General Faculty Meeting**

FWC will invite HR to speak annually at the fall General Faculty meeting on about health insurance open enrollment and other issues so that faculty who do not have the time to attend the one day Benefits Fair have an opportunity to hear about the most significant changes and ask questions.

#### **On-line Faculty Orientation**

Jane is very supportive of developing an on-line faculty orientation program that will be accessible to all faculty members. She has asked for funding.

Respectfully submitted,  
Linda K. Allman  
Faculty Welfare Representative to the Columbia Welfare Committee

## Attachment XV

### Report of the Regional Campuses Faculty Senate Ad Hoc Research and Productive Scholarship Committee

14 April 2005

The ad hoc Research and Productive Scholarship Committee appointed by the Regional Campuses Faculty Senate received the following charge:

*The Senate will establish a permanent special committee for Scholarship and Research. We ask that the Research and Productive scholarship ad hoc committee draft the mission statement and recommend the rules of membership.*

As a result, the ad hoc RPS committee corresponded by email and met through video conferencing on 31 March 2005. The committee members present for this discussion were Steve Bishoff (Sumter), Pearl Fernandes (Sumter), Lisa Rashley (Lancaster), Roberto Refinetti (Salkehatchie), and Todd Scarlett (Lancaster). We present the following report to the Senate.

#### **Proposed mission statement**

(for inclusion in the *Regional Campuses Faculty Manual* on page B-2 in the section titled “Standing Committees of the Regional Campuses Faculty”)

**Regional Campuses Research and Productive Scholarship Committee.** This committee advises the Vice President for Research and Health Sciences on strategies to encourage and support research and productive scholarship performed by faculty members of the regional campuses. The committee will be comprised of up to two members from each regional campus and from Continuing Education Academic Credit Programs. The members will be elected by the faculty organizations of the individual campuses for staggered two-year terms. The regional campuses representative to the Research and Productive Scholarship Committee will also be a member. The committee will report to the Regional Campuses Faculty Senate, to the Vice Provost and Executive Dean for Regional Campuses and Continuing Education, and to the Vice President for Research and Health Sciences. The Vice Provost and the Vice President will be ex officio members.

#### **Proposed charges for the committee to consider**

(to be submitted to the committee when formed, but not included in the *Manual*)

- To determine needs to better facilitate research opportunities for regional campuses faculty
- To support regional campuses faculty in pursuit of funding, either for course release or for grant funding
- To develop grant writing workshops for regional campuses faculty
- To work with the Palmetto College to support research for faculty teaching in the College as well as for students enrolled in upper-level courses
- To build relationships between campuses, fostering mentoring relations and extending research opportunity through collaborative work
- To improve the campus climate within each regional campus for promoting scholarship
- To educate faculty about research opportunities and expectations