

MINUTES - DRAFT

Palmetto College Faculty Senate
Microsoft Teams
Friday, November 12, 2021

Morning Session 9:30 - 10:30 AM

- I. Welcome, Dr. Ernest Jenkins
- II. Report from the Chancellor, Dr. Susan Elkins
- III. Report from the Associate Provost, Dr. John Catalano
- IV. Reports from Palmetto College Campus Deans
 - Dean Ron Cox, USC Palmetto College Columbia
 - Dean Walt Collins, USC Lancaster
 - Dean Chris Nesmith, USC Salkehatchie
 - Dean Michael Sonntag, USC Sumter
 - Dean Randy Lowell, USC Union
 - Recognition of New Senators
- V. Adjourn Morning Session

I. Call to Order and Welcome by Dr. Ernest Jenkins. Chair-Elect Bianca Rowlett called the meeting to order at 9:39 a.m. [It should be noted that shortly before the meeting began, there were widespread internet outages across the USC system; many attendees had to call-in to the meeting via their cell phones.]

II. Report from the Palmetto College Chancellor, Dr. Susan Elkins. Chancellor Susan Elkins thanked the senate for their work and thanked USC Salkehatchie for hosting the meeting. Chancellor Elkins noted that from Nov. 4-10, there were only two new COVID-19 cases reported.

Noting enrollment figures, Chancellor Elkins highlighted some numbers from her submitted report, including: Fall 2021 student head count, as of the Oct. 2021 census compared to last year, the overall PC headcount went from 6,522 to 6,623 this year. Campus headcounts have also increased.

Chancellor Elkins reiterated administration has prioritized the salary study, forming a staff senate, and observing the 10 Year Anniversary of Palmetto College.

Chancellor Elkins shared the results of the 2020 Faculty Welfare Survey and seven recommendations resulting from those survey responses. [See attached Chancellor’s Report]

Chancellor Elkins also reported on the Presidential and Provost searches are ongoing, noted that Palmetto College is continuing its implementation of a staff senate, and finally noted that Palmetto College is planning observation/celebration of its 10 Year Anniversary.

III. Report from the Associate Provost, Dr. John Catalano. Dr. Catalano noted that six candidates are under review for Tenure and Promotion. Three candidates are under post-tenure review. All Palmetto College syllabi from courses that must satisfy REACH Act compliance have been submitted for compliance purposes, a sampling of syllabi would not satisfy the Commission on Higher Education.

Dr. Catalano thanked Bob Dyer and Christine Sixta Rinehart for their work on assessment this year.

IV. Reports from Palmetto College Campus Deans

A. Report from Dean Ron Cox, USC Palmetto College Columbia. Dean Cox reported a wide variety of new course offerings and faculty for the Palmetto Pathways program. He noted that there has been an intentional effort to diversify the faculty offering courses for that program so that the same faculty are not offering the same courses each term.

He reported that the approval for 100% online associate degrees should improve recruiting military students through Fort Jackson.

Dean Cox noted that all REACH Act syllabi have been submitted. He also noted the series of “Brown Bag” lunches are being offered by the University to help the implementation of REACH Act requirements.

Faculty accomplishments include Dr. Mary Hjelm’s review of Emma Smith’s *This is Shakespeare*, commissioned and published by the Early Modern Literary Studies. Dr. Julia Elliott was recently interviewed for a podcast and interviewed by some Spanish-language periodicals. She was also interviewed for the “Blog of Awesome Women.”

B. Report from Dean Walt Collins, USC Lancaster. Dean Collins reported that COVID-19 numbers are improving on the Lancaster campus. He reported the fall semester was completed with three competing athletic teams, all three teams had players named to the All-Region Team. Dr. Shemsi Alhaddad presented research at MATHFEST. Dr. Li Cai has been nominated for the Star Program which is aimed at senior faculty researchers and he also presented at the USC October-Best teaching Symposium. Dr. Elizabeth Easley and Sarah Sellhorst used a local grant to spend the summer writing a lab manual for BIO LAB 243. Claudia Heinemann-Priest presented a Lunch-And-Learn program on southeastern Native American Languages. Dr. Kate Holland published an article in the International Journal of Neuropsychology and Behavioral Sciences. Dr. Pat Lawrence published an essay in *Asian American Literature in Transition, 1965-1996*. Dr. Todd Lekan has had a book manuscript accepted for publication with Rutledge Press and will present research in Italy next month. Dr. Lee Pate and Ann Scott presented a poster at the National League of Nursing Summit and a separate presentation at the Sigma Theta Tau International Honor Society of Nursing’s Biennial Convention. Dr. Adam Biggs has been named a 2021 Gilder Lehrman Society Fellow. Further faculty accomplishments are included in Dean Collins’ Attached Campus

Report.

C. Report from Dean Chris Nesmith, USC Salkehatchie. Reporting for Dean Nesmith was Interim Dean, John Catalano. Dr. Catalano reported that while filling in as temporary campus dean, his top priorities are reorganizing administration, filling empty faculty/staff positions, and building enrollment. Salkehatchie has a goal of 1000 students for the Fall of 2022.

Academic Dean Bryan Love reported on some faculty accomplishments. Highlights included: David W. Dangerfield co-wrote an Op-Ed piece that was published by the *Washington Post* and presented research at the 2021 Association for the Study of African-American Life and History's Annual Conference. Dr. Yasmina Vallejos had an article accepted for publication in a Spanish-language journal. Dr. Sarah Miller wrote proposals for and received two grants for the Colleton County Historical and Preservation Society, totaling \$15,000. Dr. Justin Mogilski had a chapter accepted for publication in the *Oxford Handbook of Evolutionary Psychology and Romantic Relationships* and presented research in three conferences. The Salkehatchie Scholarly Research forum has been active under Dr. Mogilski's leadership, with presentations by faculty and students.

D. Report from Dean Michael Sonntag, USC Sumter. Dean Sonntag reported that 14 faculty have produced publications or presentations since the last senate meeting [see attached report]. Dean Sonntag also reported Sumter welcomed the Call Me MiSTER program to campus. The Call Me MiSTER program, developed and supported by Clemson University, aims to bring more men of color into the education profession. McLeod Health - Manning has pledged a three-year commitment of \$75,000 (\$25,000 each year) in support of USC Sumter's nursing program. NHC – Sumter has pledged \$10,000 in support of USC Sumter's nursing program. The Tuomey Foundation pledged \$70,000 to purchase Noelle pregnancy mannequin. The nursing program held a Dedication of Hands ceremony, which emphasizes the art and science of nursing through a symbolic ceremony. And, Sumter's Alumni Weekend was held for the first time in several years. A Friday night mixer and a Saturday afternoon family picnic was well-attended and the committee has already set the date for next year's event, October 7 & 8, 2022.

E. Report from Randy Lowell, USC Union. Dean Lowell began his report with faculty accomplishments: Professor Jennifer Emswiler has a painting on exhibition that will travel throughout South Carolina through November and Early December and also has a painting accepted into a juried, virtual art show through the Fusion Art Gallery in California; Randy Ivey published a short story. Andrew Pisano will present a paper for the Hawaii University International Conference in Honolulu, HI in January. Dr. Emily Schafer will present research in Hawaii and in Hilton Head in the early spring.

VII. Morning Session to Adjourn. There was a discussion about our ability to continue the meeting with the internet problems across the system. It was decided to take a roll call to determine if we had a quorum and, if a quorum existed, we determined to move forward. The morning session adjourned at 10:50 a.m. with plans to reconvene at 1 p.m. The following is the attendance as taken at the end of the morning.

PC-Columbia – Elliot Vittes, Matt Rashotte, Mary Hjelm, Mac Jones

Lancaster – Bettie Obi-Johnson, Li Cai, Jarrod Yarosh, Stephen Criswell, Andy Yingst,
Brittany Taylor-Driggers, Rebecca Freeman

Salkehatchie – David W. Dangerfield, Justin Mogilski, Francis Burns, Carmela Gottesman,
Yasmina Vallejos, Bryan Lai

Sumter – Kristina Grob, Matthew Holley, Katie Klik, Blane DaSilva, Sher Chhetri, Bianca
Rowlett, Dan Kiernan (for Mark Roberts)

Union – Emily Schafer, Jennifer Emswiler, Steven Lownes, Christine Rinehart

AFTERNOON SESSION

I. Call to Order

II. Attendance

III. Correction/Approval of Minutes: [September 10, 2021](#)

IV. Reports from Standing Committees

- A. Rights and Responsibilities – Professor Andy Yingst
- B. Welfare–Professor Bettie Obi-Johnson
- C. System Affairs– Professor Blane DaSilva

V. Executive Committee - Chair - Professor Ernest Jenkins

Palmetto College Faculty Manual Liaison Officer – Professor Andy Yingst

VI. Reports from Special Committees

- A. Committee on Libraries – Professor Rebecca Freeman
- B. Committee on Curricula and Courses–Professor Lee Morris
- C. Committee on Faculty Welfare –TBD
- D. Faculty-Board of Trustees Liaison Committee – Professor Ernest Jenkins
- E. Palmetto College Research and Productive Scholarship Committee – Professor Lee Morris
- F. Palmetto College Academic Advisory Council – Professor Steve Lowe
- G. Other Committees
 - Conflict of Interest Committee – Professor Yasmina Vallejos-Morena

VII. Unfinished Business

- A. Representation for the System Faculty Leadership Council

VIII. New Business

- A Columbia Senate Ad Hoc Committee on Freedom of Expression – Professor Pat Lawrence
- B. Employment Statement of Diversity, Equity, and Inclusion – Dean Ron Cox
- C. Post Tenure Review Policy – Professor Andy Yingst

IX. Announcements

X. Adjournment

I. Call to Order. Chairperson Ernest Jenkins called the meeting to order at 1:00 p.m.

II. Attendance. Secretary David W. Dangerfield called the roll.
Senators Present:

PC-Columbia – Elliot Vittes, Matt Rashotte, Mary Hjelm

Lancaster – Bettie Obi-Johnson, Li Cai, Jarrod Yarosh, Stephen Criswell, Andy Yingst, Brittany Taylor-Driggers, Rebecca Freeman, Ernest Jenkins

Salkehatchie – David W. Dangerfield, Justin Mogilski, Carmela Gottesman, Lokendra Paudel (Alternate for Melissa Rack), Bryan Lai (Alternate for Francis Burns)

Sumter – Kristina Grob, Matthew Holley, Katie Klik, Blane DaSilva, Sher Chhetri, Bianca Rowlett, Dan Kiernan (for Mark Roberts)

Union – Emily Schafer, Jennifer Emswiler, Steven Lownes, Christine Rinehart

III. Correction/Approval of Minutes: Minutes from meeting held [September 10, 2021 Hearing no objections to the minutes, Prof. Ernest Jenkins ruled the minutes approved.](#)

IV. Reports from Standing Committees

- A. Rights and Responsibilities – Professor Andy Yingst. Professor Yingst reported that the Rights and Responsibilities Committee discussed potential for rules about who qualifies to serve as an outside / external reviewer. The committee also discussed potential outcomes for those receiving an unsatisfactory review in post-tenure review; the committee will continue discussing this in the spring.

- B. Welfare – Professor Bettie Obi-Johnson. Professor Johnson reported that the Welfare Committee discussed:
1) Arrangements for T&P Workshop (Jan. 28, 2022) and determined this workshop will be held virtually.
2) The committee has updated the Duffy, Plyler, and Shaw Award forms to reflect forms that are not “year-specific.” Nominees for these awards are due by Dec. 7th and this year the committee will use a rubric for evaluating candidates. At the end of the academic year, the committee will assess the effectiveness of that rubric.
3) Committee discussed financial concerns of the faculty and they will begin revisiting/reviewing the 2018-2019 salary study. The committee will also continue administering a Faculty Welfare Study each year, but the reports will be compiled every-other year.
4) The committee is continuing to provide oversight and coordination for the Palmetto College Faculty Welfare Resources webpage.

- C. System Affairs – Professor Blane DaSilva. The System Affairs committee discussed continued improvement to the Palmetto College advising system and its website, including updates to the advising website. They want to improve the accessibility / visibility of the advising website; Professor Carmella Gottesman is taking the lead on this.

V. Executive Committee Reports

- A. Executive Committee, Chair - Professor Ernest Jenkins. Chairperson Jenkins had a technical difficulty that delayed his report.

- B. *Palmetto College Faculty Manual* Liaison Officer – Professor Andy Yingst. No report.

VI. Reports from Special Committees

- A. Committee on Libraries – Professor Rebecca Freeman. No report.

- B. Committee on Curricula and Courses – Professor Lee Morris. No report.

- C. Committee on Faculty Welfare – Professor Katie Klik. Professor Klik reported this committee discussed the Columbia Faculty Welfare Survey that was administered last year. Professor Klik reported she discussed

strategies to collaborate strategies between Columbia Faculty Senate Welfare survey and the Palmetto College Welfare committee's survey.

D. Faculty-Board of Trustees Liaison Committee – Professor Ernest Jenkins.

E. Palmetto College – DEI Committee. Dean Ron Cox reported this committee had a long discussion about a recent Chronicle of Higher Education article regarding the issue of building name changes on the Columbia campus. They are discussing having potential fall meeting to discuss the Welfare Committee's charge #4 to explore potential differences in service commitments by demographic. He noted they spoke to PCCFS Exec to discuss DEI initiatives. He noted a Student DEI Conference "Generation You," that will be held on the Columbia Campus in the spring. Finally, he announced the DEI Committee will have a motion regarding faculty hiring procedures in the new business portion of our meeting.

F. Palmetto College Research and Productive Scholarship Committee – Professor Lee Morris. No report.

G. Palmetto College Academic Advisory Council – Professor Steve Lowe. Professor Lowe reports the committee has met twice since the September PCFS meeting. The committee will review curriculum for the Organizational Leadership degree to make sure it is aligned with the current offerings on campuses. The committee is also reviewing the required courses for Liberal Studies; they have appointed a special committee of people who teach those PALM courses – they will discuss all of these courses and how they align / function together.

H. Other Committees

1. Conflict of Interest Committee – Professor Yasmina Vallejos-Moreno. No report.

2. At this point Professor Elliot Vites reported that he is on the Columbia Curricula and Courses Committee and volunteered to report. He noted that there are ongoing meetings in Columbia regarding the process for how courses are approved for online delivery. He also noted the committee is working on when programs decide to change their courses or course of study, that Palmetto College is considered within those discussions.

VII. Unfinished Business - At this point, Professor Christine Rinehart asked for a 5 minute break, with the senate to reconvene at 1:34. This was due to Chairperson Jenkins having technical difficulties and the need for Professor Rinehart to prepare a items to report in his stead on the Representation for the System Faculty Leadership Council matter.

A. Representation for the System Faculty Leadership Council – Professor Rinehart and Chairperson Jenkins shared the motion for the proposed revision to the Palmetto College Faculty Manual to change the composition of the System Faculty Leadership Council. The revision "provides for the Palmetto College Campuses Faculty Senate to select representatives to the new System Faculty Leadership Council. A description of the Council is available in the Columbia Faculty Senate Manual (2021 edition), pages 13-14."

Chairperson Jenkins reminded the senate that, as a manual change, the next opportunity to vote on this will be at our next senate meeting.

VIII. New Business

- A. Columbia Senate Ad Hoc Committee on Freedom of Expression –Professor Pat Lawrence. Professor Lawrence wanted to share information about this Columbia Faculty Committee, which was formed in response to some events both on the Columbia campus and nationally. The committee was formed to discuss adopting some version of the “Chicago Principles” and are weighing the protection of faculty and student academic freedom. Professor Lawrence welcomed concerns.

Professor David W. Dangerfield expressed concerns about the need to protect academic freedom amid political fighting from the legislature. Professor Lawrence responded that this is indeed a concern shared by the committee.

- B. Employment Statement of Diversity, Equity, and Inclusion – Dean Ron Cox. Dean Cox brought a motion from the DEI Committee to ask the Palmetto College Faculty Senate to approve the following: “All full-time faculty searches (tenured, tenure-track, and instructor) shall require applicants to submit, as a part of their letter of application, a statement describing the applicant’s commitment to diversity, equity, and inclusion. This requirement will be state in all full-time faculty job advertisements.”

Stephen Criswell asked if this was “enforceable,” for example what would happen if a faculty was hired to teach Native American history but it turned out they really taught Civil War. Dean Cox responded that such a scenario was beyond the scope of this proposal.

Professor Rinehart noted that this measure was to be ruled substantive and referred to the Rights and Responsibilities Committee.

Professor Grob noted in the chat, “Is there evidence that such statements are effective? I’ve been reading more about how they aren’t. Perhaps asking for applicants to include these values within cover letters and teaching statements might be more effective.” Professor Soumyadip Acharyya asked if Professor Grob could share that literature, Professor Grob responded that she would. Professor Andy Yingst stated that these statements might be useful in simply having the effect of discouraging those who are not committed to DEI from applying.

Dean Cox asked why this measure was being referred to the Rights and Responsibilities Committee rather than System Affairs. Chairperson Jenkins responded that he would weigh that and potentially refer it to Systems Affairs.

- C. Post Tenure Review Policy – Prof. Andy Yingst. Professor Yingst reported that they do not have anything yet to report.

Professor Rinehart asked if there was any further new business or unfinished business. None was heard.

Business then returned to the **Executive Committee Report** that was postponed from earlier in the agenda due to the technical difficulties. Chairperson Jenkins reported the discussion from the executive committee’s breakout session; several faculty reported an increasing frequency and severity of reports from students who need interventions for safety and our/counseling. We want all of our students across Palmetto College to have access to help and resources. We plan to talk more with our system administrators to streamline knowledge-of and access-to such resources.

IX. Announcements.

Professor Stephen Creswell announced that the 16th Annual Native American Studies week will be observed through USC-Lancaster next week.

X. Adjournment. Senate adjourned at 1:59 p.m.

Respectfully Submitted,
David W. Dangerfield, PCCFS Secretary

Attachments:

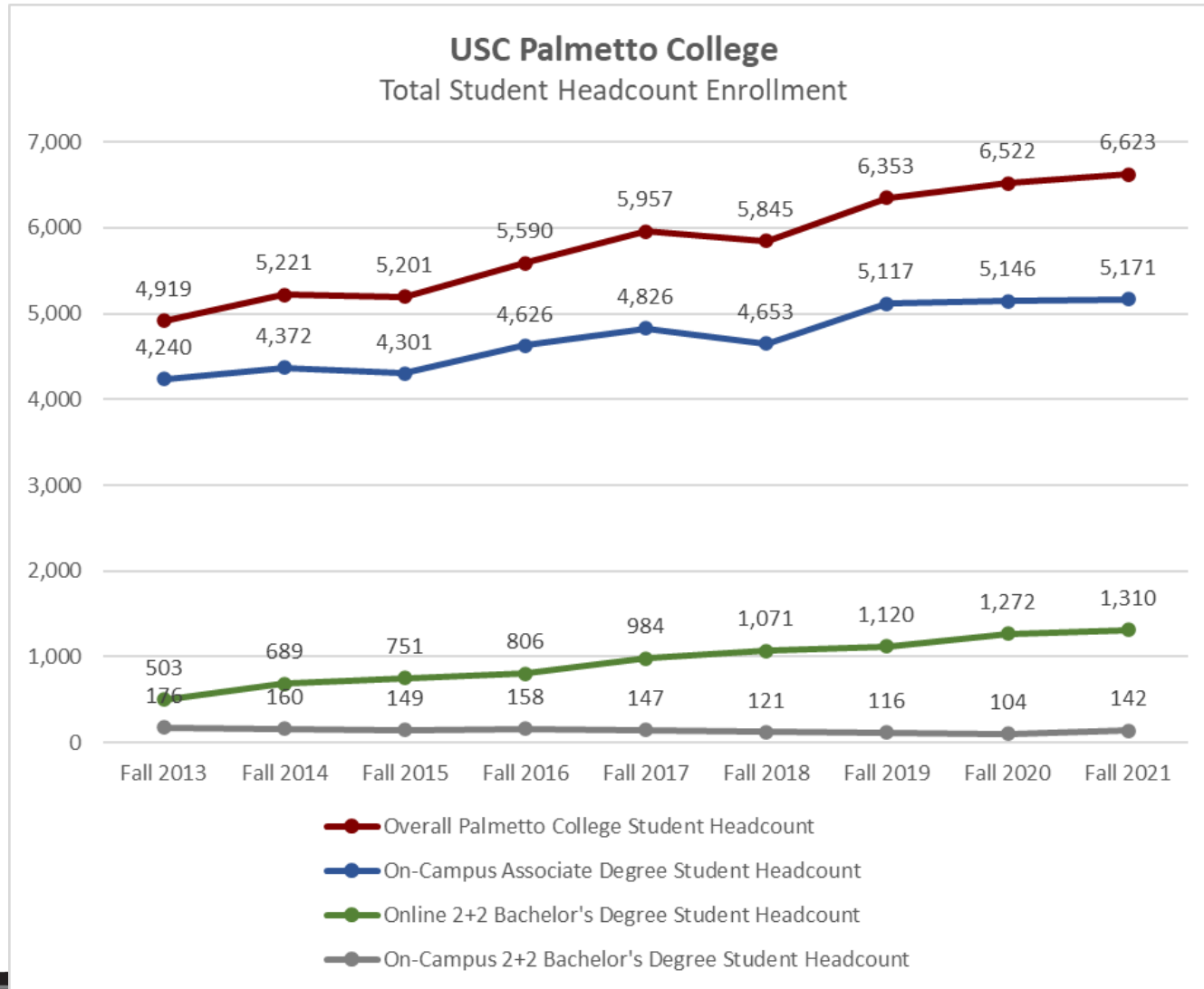
Chancellor's Report – Palmetto College – Chancellor Susan Elkins
Campus Dean's Report – USC Palmetto College Columbia – Dean Ron Cox
Campus Dean's Report – USC Palmetto College Columbia – Dean Ron Cox (Powerpoint)
Campus Dean's Report – USC-Lancaster – Dean Walt Collins
Campus Dean's Report – USC Salkehatchie – Dean John Catalano
Campus Dean's Report – USC Sumter – Dean Michael Sonntag
Campus Dean's Report – USC Union – Dean Randy Lowell
Report - Palmetto College Academic Advisory Committee – Prof. Steve Lowe
Report - PCC Welfare Committee Report to Senate – November 12, 2021

PALMETTO COLLEGE CAMPUSES FACULTY SENATE CHANCELLOR'S REPORT – NOVEMBER 12, 2021 SUSAN ELKINS

- Thank YOU for your service to the PCC Faculty Senate, as always! Also, many thanks to USC Salkehatchie for hosting our meeting today....virtually!
- COVID-19 Mitigation Activity Fall Semester Planning and Monitoring
 - **Number One Priority: *Safety, health, and well-being of faculty, staff, and students.***
 - **Planning and Preparation:** Protocol aligned with Columbia, with masks required, frequent testing, and vaccines available on all PC campuses; PC Faculty, Staff, & Students surveyed in summer in preparation for Fall 2021, with majority recommending that CDC guidelines be followed; Weekly meetings of PC Emergency Management Team followed by Friday update from the Chancellor.
 - **Course Delivery Fall Semester:** 30.5% Online, 67.6% F2F, 1.9% Hybrid
 - **Decision Matrix/Dashboard/Campus Conditions:** Continual monitoring of key conditions for decision making; adjustments as needed; weekly reporting through PC Dashboard in Chancellor's Friday Updates; For the period between November 4-10, 2021, there were two (2) new COVID-19 cases reported, including one (1) student and one (1) employee.
- **Fall 2021 Student Headcount (as of the October 21st Census) Compared To Last Year**
 - **Palmetto College Overall:** Headcount increased from 6,522 to 6,623 (+101; +1.5%)
 - **Palmetto College Campuses Associate Degrees:** Headcount increased from 5,146 to 5,171 (+25; +0.5%)
 - **Palmetto College Campuses Baccalaureate Degree Completion Programs:** Headcount increased from 104 to 142 (+38; +36.54%)
 - **Palmetto College Columbia:** Palmetto Pathway – 93 (46-F20); Ft. Jackson 185 (285-F20); BLS – 131 (146-F20); BOL – 143 (151-F20)
 - **Palmetto College Online Baccalaureate Degree Completion Programs:** Headcount increased from 1,272 to 1,310 (+38; +3.0%)
- **2021-2022 Priorities/Fall Semester Actions/Spring Semester Planning**
 - 1. Campus Reopening/Risk Mitigation, 2. Recruitment/Enrollment/Retention/Budget, 3. President/Provost Search, 4. Faculty Welfare Study/Staff Senate, 5. 10th Anniversary of Palmetto College Launch - Spring Semester 2022



Palmetto College Enrollment Trends



Palmetto College

Enrollment Trends | Fall 2008 - Fall 2021

HEADCOUNT

Associate Degree Programs through Palmetto College Campuses (100-300 Level Courses)	PC Launch											SC Online Launch		
	2008	2009	2010	2011	2012	2013*	2014	2015	2016	2017	2018	2019	2020	2021
USC Lancaster	1,666	1,593	1,588	1,744	1,832	1,811	1,738	1,722	1,845	1,910	1,523	1,640	1,810	1,729
USC Salkehatchie	965	957	1,150	1,155	1,173	1,021	1,076	1,109	1,137	1,011	927	964	878	817
USC Sumter	1,235	1,206	1,192	1,018	898	924	879	901	805	1,002	1,110	1,360	1,387	1,407
USC Union	367	507	530	492	473	484	679	569	839	903	1,093	1,153	1,071	1,218
SUBTOTAL	4,233	4,263	4,460	4,409	4,376	4,240	4,372	4,301	4,626	4,826	4,653	5,117	5,146	5,171
2+2 Onsite Bachelor's Degree Completion Programs Offered by Palmetto College Campuses, Conferred by USC Flagship and Comprehensive Campuses (300-400 Level Courses)	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Liberal Studies - Columbia (Palmetto College Campuses)	45	93	145	202	192	*	*	*	*	*	*	*	*	*
Organizational Leadership - Columbia (Palmetto College Campuses)	-	4	45	78	113	*	*	*	*	*	*	*	*	*
Business - Aiken (Sumter)	66	62	64	48	42	38	32	21	36	26	19	14	6	2
Education - Aiken (Salkehatchie)	10	10	10	4	7	12	10	10	9	12	5	16	4	23
Education - Aiken (Sumter)	-	-	-	-	-	-	-	-	-	-	-	2	23	21
Education - Upstate (Sumter)	79	72	69	59	42	44	21	21	29	26	13	4	-	-
Industrial Process Engineering - Aiken (Salkehatchie)	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Nursing - Aiken (Sumter)	-	-	-	-	-	-	-	-	-	-	-	-	-	8
Nursing - Aiken (Union)	-	-	-	-	-	-	-	-	-	-	-	-	-	16
Nursing - Beaufort (Salkehatchie)	-	-	-	-	-	-	-	-	-	-	-	-	16	27
Nursing - Columbia (Lancaster, Salkehatchie)	16	32	57	60	67	73	78	78	69	67	74	73	55	45
Fort Jackson	39	27	44	31	23	9	19	19	10	16	10	7	**	**
SUBTOTAL	255	300	438	482	486	176	160	149	158	147	121	116	104	142
2+2 Online Bachelor's Degree Completion Programs Offered by Palmetto College Campuses, Conferred by USC Flagship and Comprehensive Campuses (300-400 Level Courses)	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Applied Computer Science, Cybersecurity - Aiken	-	-	-	-	-	-	-	-	-	-	-	-	5	30
Business Administration - Aiken	-	-	-	-	-	28	78	118	146	177	200	216	287	285
Communication - Aiken	-	-	-	-	-	-	-	-	-	-	-	-	9	21
Criminal Justice - Upstate	-	-	-	-	-	17	57	79	78	92	111	105	123	106
Elementary Education - Columbia	-	-	-	-	-	12	33	46	56	43	34	45	40	52
Engineering Technology Management - Upstate	-	-	-	-	-	-	-	-	-	-	-	37	49	35
Health Informatics - Upstate	-	-	-	-	-	-	-	-	-	13	25	30	60	49
Hospitality Management - Beaufort	-	-	-	-	-	-	-	-	1	12	20	28	32	29
Human Services - Beaufort	-	-	-	-	-	6	42	54	70	86	90	64	64	64
Information Management and Systems - Upstate	-	-	-	-	-	-	-	-	5	33	52	59	72	54
Liberal Studies - Columbia	-	-	-	-	-	184	216	219	210	193	186	166	146	131
RN-BSN Program - Upstate	-	-	-	-	-	137	139	112	108	168	173	171	161	164
Organizational Leadership - Columbia	-	-	-	-	-	119	124	123	127	144	144	148	151	143
Psychology - Aiken	-	-	-	-	-	-	-	-	-	-	-	-	6	31
Psychology - Beaufort	-	-	-	-	-	-	-	-	-	-	-	-	8	38
Public Health (Formerly Health Promotion) - Beaufort	-	-	-	-	-	-	-	-	5	19	27	36	37	43
Sociology - Beaufort	-	-	-	-	-	-	-	-	-	-	-	-	3	6
Special Education - Aiken	-	-	-	-	-	-	-	-	-	4	9	15	19	29
SUBTOTAL						503	689	751	806	984	1071	1120	1,272	1,310
GRAND TOTALS	4,488	4,563	4,894	4,891	4,862	4,919	5,221	5,201	5,590	5,957	5,845	6,353	6,522	6,623

* Effective Fall 2013, with the launch of Palmetto College, the Liberal Studies and Organizational Leadership programs became a part of the online 2+2 degree completion offerings.

** Effective Fall 2020, oversight of enrollment in the Fort Jackson military program transitioned to the newly formed Military and Government Programs Office within the Division of External Affairs.

USC System Enrollment – Preliminary Census

Comparison of Fall 2021 to Fall 2020 (dates as specified below)

			Headcount					FTE				
			Fall 2020		Fall 2021			Fall 2020		Fall 2021		
Campus Type	Campus	Level	Prelim	Freeze	Prelim	WY-WY	WY-WY	Prelim	Freeze	Prelim	WY-WY	WY-WY
			Oct 22, 2020	Oct 22, 2020	Oct 21, 2021	Change +/-	Change %	Oct 22, 2020	Oct 22, 2020	Oct 21, 2021	Change +/-	Change %
Flagship Campus	USC Columbia	Undergraduate	27,270	27,270	26,781	-489	-1.79%	27,162	27,162	26,502	-660	-2.43%
		Law	636	636	635	-1	-0.16%	659	659	654	-5	-0.76%
		Medicine (Columbia)	402	402	391	-11	-2.74%	402	402	391	-11	-2.74%
		Medicine (Greenville)	426	426	418	-8	-1.88%	426	426	418	-8	-1.88%
		PharmD	441	441	437	-4	-0.91%	484	484	483	-1	-0.21%
		Masters	4,069	4,069	4,363	294	7.23%	2,993	2,993	3,188	195	6.52%
		Doctoral	2,224	2,224	2,363	139	6.25%	1,268	1,268	1,383	115	9.07%
	USC Columbia - Total	35,468	35,468	35,388	-80	-0.23%	33,394	33,394	33,019	-375	-1.12%	
Flagship Campus - Total			35,468	35,468	35,388	-80	-0.23%	33,394	33,394	33,019	-375	-1.12%
Comprehensive Campuses	USC Aiken	Undergraduate	3,285	3,285	3,090	-195	-5.94%	2,800	2,800	2,647	-153	-5.46%
		Masters	662	662	762	100	15.11%	309	309	371	62	20.06%
	USC Aiken - Total	3,947	3,947	3,852	-95	-2.41%	3,109	3,109	3,018	-91	-2.93%	
	USC Beaufort	Undergraduate	1,999	1,999	2,022	23	1.15%	1,805	1,805	1,772	-33	-1.83%
		Masters	7	7	15	8	114.29%	4	4	8	4	100.00%
	USC Beaufort - Total	2,006	2,006	2,037	31	1.55%	1,809	1,809	1,780	-29	-1.60%	
	USC Upstate	Undergraduate	5,519	5,519	4,949	-570	-10.33%	4,761	4,761	4,307	-454	-9.54%
		Masters	519	519	456	-63	-12.14%	227	227	206	-21	-9.25%
USC Upstate - Total	6,038	6,038	5,405	-633	-10.48%	4,988	4,988	4,513	-475	-9.52%		
Comprehensive Campuses - Total			11,991	11,991	11,294	-697	-5.81%	9,906	9,906	9,311	-595	-6.01%
Palmetto College Campuses	USC Lancaster	Undergraduate	1,810	1,810	1,729	-81	-4.48%	1,161	1,161	1,143	-18	-1.55%
		USC Lancaster - Total	1,810	1,810	1,729	-81	-4.48%	1,161	1,161	1,143	-18	-1.55%
	USC Salkehatchie	Undergraduate	878	878	817	-61	-6.95%	641	641	533	-108	-16.85%
		USC Salkehatchie - Total	878	878	817	-61	-6.95%	641	641	533	-108	-16.85%
	USC Sumter	Undergraduate	1,387	1,387	1,407	20	1.44%	833	833	849	16	1.92%
		USC Sumter - Total	1,387	1,387	1,407	20	1.44%	833	833	849	16	1.92%
	USC Union	Undergraduate	1,071	1,071	1,218	147	13.73%	633	633	732	99	15.64%
		USC Union - Total	1,071	1,071	1,218	147	13.73%	633	633	732	99	15.64%
Palmetto College Campuses - Total			5,146	5,146	5,171	25	0.49%	3,268	3,268	3,257	-11	-0.34%
Overall - Total			52,605	52,605	51,853	-752	-1.43%	46,568	46,568	45,587	-981	-2.11%

WY-WY indicates current Week and Year values compared to equivalent week for the same academic term a year ago. For Spring 2019 and forward, students studying abroad the entire semester will be included in the headcount and FTE. Prior comparison terms will also include these students.

2020 Faculty Senate Welfare Survey Report Recommendations

1. The Palmetto College Campuses Faculty Senate should request that the **Palmetto College Chancellor and campus deans** commit to a specific target date for raising average Palmetto College faculty salary, by rank, to the average salary, by rank, at our peer institutions. There are models available about average salaries and compensation structures (see USC Palmetto College Campuses 2018-2019 Salary Study Steering Committee; [https://copalm-webprd.ds.sc.edu/ 1](https://copalm-webprd.ds.sc.edu/1)).
 - The Chancellor and Campus Deans are committed to improving salaries across Palmetto College as was indicated by conducting the 2018-2019 Salary Study.
 - \$100,000 was provided by the Chancellor and Campus Deans and applied to the recommendations of the Salary Study Committee in FY19-20.
 - Covid-19 interrupted the contributions to the Salary Study in FY20-21.
 - An additional \$100,000 has now been committed by the Chancellor and Campus Deans to be applied to the recommendations of the Salary Study Committee for FY21-22.
 - In addition to the \$200,000 committed in response to the 2018-2019 Salary Study, numerous additional funds have been expended on raises for faculty and staff across Palmetto College since the launch in 2013. A current study is underway to determine the total increase in faculty/staff salaries from 2013-present, and results will be presented at the next meeting of the Faculty Senate.
 - The Salary Study Committee will work with the PCCFS Welfare Committee on the specific recommendation above during FY21-22.
2. In addition, the **Welfare Committee** should further examine the report of the USC Palmetto College Campuses 2018-2019 Salary Study Steering Committee to determine how data was collected and whether a similar Salary Study can be conducted for 2021-2022.
 - The Welfare Committee will address.



2020 Faculty Senate Welfare Survey Report Recommendations

3. Palmetto College should offer Active Shooter Training for all Palmetto College faculty. Further, **each Palmetto College Campus** should recommend and consider requiring this training.

- Palmetto College has scheduled Active Shooter Training for each of the campuses for Fall Semester 2021 and Spring Semester 2022.

4. We recommend that the **Palmetto College DEI Council** explore potential differences in service commitments by demographics across campuses including, but not limited to, gender, race, and rank. The Council may consider whether it would be advantageous for faculty to have a specified number of service hours, like teaching hours, to provide further clarity for service obligations. **The Council** should also consider ways to address concerns about bullying and provide leadership opportunities for interested faculty. In addition, the Welfare Committee asks that **campus deans** review access to resources including, but not limited to, IT and classroom amenities, across the five campuses, with recommendations for how to make access equitable.

- The DEI Council has been charged with completing the items in the recommendation above during the 2021-2022 Academic Year.
- The Campus Deans have been charged with reviewing access to resources as requested above during the 2021-2022 Academic Year.



2020 Faculty Senate Welfare Survey Report Recommendations

5. The Welfare Committee also recommends that the **Palmetto College Chancellor** consider whether the COVID-19 Provost Relief Measures should be tailored to Palmetto College in regard to scholarship. Although Columbia faculty's research expectations are higher, Palmetto College faculty's scholarship may have been further impacted due to navigating an increased teaching load during the pandemic. The Welfare Committee also recommends that a section be added to the Palmetto College website that clearly outlines all COVID-19 relief measures for faculty.
- The Palmetto College Chancellor, Associate Provost, Campus Deans, and Academic Deans have worked together with the Palmetto College Faculty Senate Leadership to address the issue identified above. The PCC Faculty Manual, authored by the faculty, provides the guidelines required for scholarship.
 - A section has been added to the Palmetto College website on the Faculty Welfare page that clearly outlines all COVID-19 measures for faculty.
6. Given the vital nature of tracking faculty welfare, the **Welfare Committee** recommends incorporating psychometrically validated scales and theoretically supported models of school climate and faculty experiences at work. Such constructs could include student-faculty relations, faculty relations, burnout, meaning at work, discrimination experiences, victimization, and identification/belonging.
- The Welfare Committee will address.
7. The **Welfare Committee** should continue to work on the visibility and organization of the Faculty Welfare website.
- The Welfare Committee will address.



Additional Important Updates 2021-2022 Priorities

- **Budget Updates**

- Governor's Executive Budget Request FY 2022-23 Submitted for Campuses/Palmetto College
- Fall Budget Reviews Being Completed in Conjunction with Enrollment Census and October Month End

- **President and Provost Search Update**

- President Search Committee in Progress – Dr. Ernest Jenkins, PCCFS Chair Representing Palmetto College
- Provost Search Committee Began Early November – Dr. Bianca Rowlett, Chair-Elect of PCCFS Representing Palmetto College

- **Staff Senate**

- Palmetto College Staff Senate (to be Developed in Conjunction with new Columbia Staff Senate) – Planning will begin in Spring 2022

- **Palmetto College 10th Anniversary Planning**

- 10th Anniversary Planning Committee in Process of Being Appointed
- 10th Anniversary Activities will Launch Spring 2022 in Conjunction with the Completion and Ribbon Cuttings of the Apple Community Labs on Each Campus

- **Thank YOU!!!**

PCCFS Chair Jenkins and members of the Senate, THANK YOU for your outstanding leadership and collaboration!





M. Ron Cox, Jr., Ph.D., Dean
USC Palmetto College Columbia
Associate Dean for Diversity, Equity, and Inclusion - Palmetto College

**REPORT TO THE PALMETTO COLLEGE FACULTY SENATE
12 November 2021 C.E.**

I. Palmetto Pathway

- The cohort of 93 students continues to progress through their first semester of work at the University.
- The Pathway students participated in a Halloween festival on Thursday, 28 October in the commons area of the 3rd floor of Byrnes. Food and beverages were served and students participated in a costume contest. This marked the first social event sponsored for Pathway for the 2021-2022 academic year.
- Academic advisement for SPRING 2022 began the week of 18 October.
- The SPRING 2022 Pathway Academic schedule currently has 27 different class sections available, taught by 22 different faculty representing all of the Palmetto College campuses.
- In some instances, Pathway students may be in need of academic courses not currently being offered within the program. In these cases, we will review the online offerings from the PC campuses and – with appropriate campus approval – will recommend students enroll in those sections.
- We continue to look for opportunities to expand this program, and to establish an admissions process to equitably divide the students among the participating Palmetto College campuses for purposes of headcount and FTE.

II. Liberal Studies & Organizational Leadership (BLS & BOL)

- We have been working with PC Admissions to revise the web page for the BLS degree, to include a better explanation of the interdisciplinary nature of the degree and its usefulness. The new page will also include “drop down” menus that include potential career paths for some of the more common concentration combinations.
- The Academic Advisory Committee met on 15 October and is re-examining the required course sequence within the two degree programs (the PALM courses – 401, 493, 494, 495).
- The AAC will also be looking at an updating of the curriculum for the BOL, with the idea of eliminating from the major options courses which are not offered by any PC campus and including ones that are commonly used/requested as substitutes, as well as adding any additional courses which include instructions related to development of leadership skills.

III. Fort Jackson

- We continue to address the challenges related to academic coursework at Fort Jackson. The approval, availability, and marketing of 100% online associate degrees (AA & AS) should assist in our ability to recruit additional military students into the program.
- We currently have twenty-one courses scheduled at Fort Jackson for SPRING 2022 and will continue to serve ALL University students who have academic need for them.
- Brigadier General Pat Michaelis, Fort Jackson Commanding General, was the featured speaker at the University's Veterans' Day Breakfast on November 11.

IV. REACH Act

- All sections of courses designated as "REACH-compliant" (e.g., HIST 111, POLI 201, etc.) have been asked to submit course syllabi to the Provost's office for submission to the Commission on Higher Education. This is apparently being done to ensure compliance with the specifications of the legislation.
- The University is sponsoring a series of "brown bag" Lunch events for faculty teaching REACH-compliant courses (and anyone who is interested).
- The brown bag scheduled for this Friday, November 12, 2021 from 12 noon to 1 pm will be led by Dr. Todd Shaw, Interim Associate Dean for Diversity, Equity, and Inclusion and Social Sciences and Dr. Myisha Eatmon, Assistant Professor of History. The topic is teaching the African-American Struggle for Freedom and will be held virtually through Blackboard Ultra Collaborate: <https://us.bbcollab.com/guest/612b1f22fd8b4603ae8f01d4309f5699>
- This will be the final public brown bag session for the Fall semester. The Spring brown bag schedule is in the works with the planned first session covering the use of role playing games as a pedagogical tool.
- Additional information about "Founding Documents" courses at UofSC may be found online at https://sc.edu/study/colleges_schools/artsandsciences/internal/undergrad_students/founding_documents.php.

V. Diversity, Equity, & Inclusion – AFTERNOON SESSION

- The University Council of Academic Diversity Officers (CADO) met virtually on 04 November. The chief issues examined were:
 - The controversy over the article about UofSC in *Chronicle of Higher Education* (29 October) entitled "The Name Change Charade" – https://www.chronicle.com/article/the-name-change-charade?utm_source=Iterable&utm_medium=email&utm_campaign=campaign_3127281_nl_Academe-Today_date_20211102&cid=at&source=&sourceid=
 - Guests at the meeting included Dr. Stephen Cutler (Interim Provost) and Dr. Karen Kassebaum (ODEI Director of Diversity Education and Inclusive Excellence).
 - Upcoming topics of discussion at future meetings includes establishing a DEI Theme Week for Spring 2022 (CTE Workshop).
 - CADO will next meet on 02 December.

- The PC DEI Council is working on scheduling a FALL meeting to discuss, among other things, the item presented for it in the **2020 Faculty Senate Welfare Report**, requesting that the Council “explore potential differences in service commitments by demographics across campuses including, but not limited to, gender, race, and rank. The Council may consider whether it would be advantageous for faculty to have a specified number of service hours, like teaching hours, to provide further clarity for service obligations. The Council should also consider ways to address concerns about bullying and provide leadership opportunities for interested faculty.”
- The PC DEI Council has requested that the Executive Committee charge the Rights & Responsibilities Committee with examining the criteria for faculty review, tenure, and promotion in the *Manual* and to suggest amendments to the criteria to include activities and accomplishments related to DEI. This was discussed with the Executive Committee at its meeting on 29 October
- UofSC will sponsor a Student Leadership and Diversity Conference on February 19, 2022, that trains and educates student leaders on topics spanning leadership and diversity. "Generation: YOU" focuses on the power of individuals to create positive social change in communities and learn how to be inclusive within your leadership style to bring together diverse, multi-generational, thoughts and perspectives. Students participate in sessions on topics including developing a leadership identity, exploring social justice and inclusion, creating initiatives and methods to foster sustainable positive change, and maximizing your student leadership experience. Staff, faculty, students, graduate assistants, and community members are encouraged to apply to present for the conference which will occur in February.

The deadline for applications is November 15. All topics related to leadership and diversity are welcomed and encouraged, but some ideas related to the theme are:

- Leadership styles throughout generations
- Understanding generational diversity in the workplace and community
- Alleviating barriers the barriers of assumptions, stereotyping, and communication
- The changing definition of identity and diversity amongst generations
- Using your platform to provide equal opportunities to access and fairness
- Addressing conscious and unconscious biases and barriers to inclusion

If you have questions or concerns about the conference, please reach out to either Kayla Young (kaylay@email.sc.edu) or Kimberly Seibles (seiblesk@email.sc.edu).

- The PC DEI Council bring a motion before the Senate under today’s new business: **The PCC Faculty Senate, on the recommendation of the PC DEI Council, moves the following: All full-time faculty searches (tenured, tenure-track, and instructor) shall require applicants to submit, as a part of their letter of application, a statement describing the applicant’s commitment to diversity, equity, and inclusion. This requirement will be stated in all full-time faculty job advertisements.**

VI. From Palmetto College Columbia

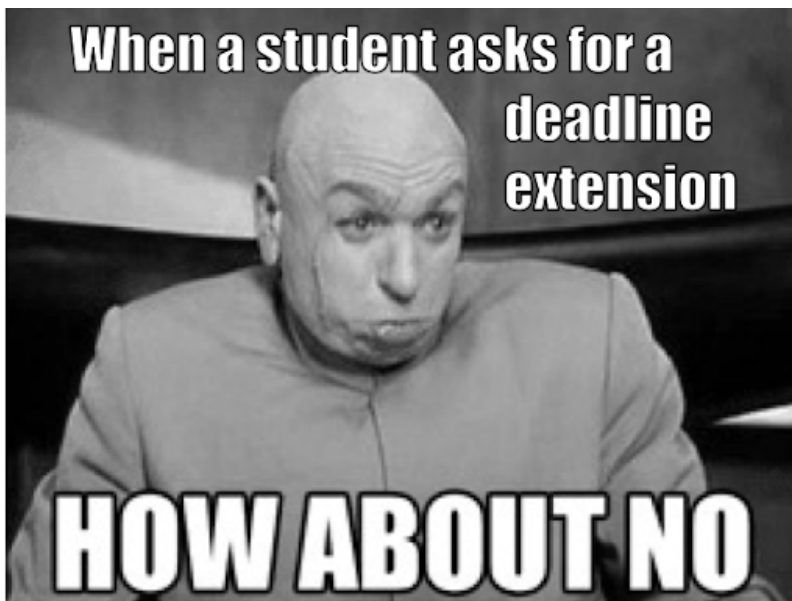
- Congratulations to Dr. Mary Hjelm, professor of English, whose review of Emma Smith's *This is Shakespeare: How to Read the World's Greatest Playwright* will be published in the upcoming edition of *Early Modern Literary Studies*, an international journal covering the study of English literature and literary culture in the sixteenth and seventeenth centuries.
- Congratulations to Dr. Julia Elliott, professor of English and Women's & Gender Studies. Julia was recently interviewed for a podcast on "Writing Rural America": <https://lithub.com/julia-elliott-and-damaris-b-hill-on-writing-rural-america/> She was also featured in "The Blog of Awesome Women," October 9, 2021: <https://theblogofawesomewomen.wordpress.com/2021/10/09/julia-elliott-the-surreal-south-3/> And she was reviewed/interviewed by some Spanish periodicals about the Spanish translation of her story collection, *The Wilds*, most notably by *Nuvol: El digital de cultura*: <https://www.nuvol.com/libres/julia-elliott-em-vaig-criar-entre-gent-blanca-racista-que-venerava-jesucrist-el-football-i-reagan-184196>

As always, my sincere appreciation to the Senate for permitting me this time to report on some of the happenings at UofSC Palmetto College Columbia.

Respectfully submitted,

M. Ron Cox, Jr.

M. Ron Cox, Jr., Dean
Palmetto College Columbia





UNIVERSITY OF
South Carolina
LANCASTER

Dr. Walter P. Collins, III
Regional Palmetto College Dean

Report to the Palmetto College Campuses Faculty Senate
hosted virtually by USC Salkehatchie
November 12, 2021

COVID-19

SC DHEC continues to coordinate drive through COVID testing for the community on the USC Lancaster campus in the parking lot on the east side of Carole Ray Dowling. Testing is available Monday-Friday, 9:00 to 4:00.

USC Lancaster continues to host on-campus **saliva testing sessions** and **vaccine clinics**. DHEC will administer the vaccines. Our [Campus Health](#) page has all of the up-to-date details. Our iPad giveaway for vaccinated students will finish for the Fall semester on December 3. There will also be a drawing for one \$2500 student scholarship in December.

People

Enrollment

October 21, 2021 was the census freeze date for Fall 2021. As of that date, USCL headcount enrollment stood at 1,729. Our focus now turns to advisement and registration for Spring 2022.

Athletics

From our Athletics Director: All fall sports have concluded their championship seasons. Women's soccer finished the season at 7-5-1 with a loss to Spartanburg Methodist College in the Region X Championship game on Saturday, October 30. Volleyball finished at 14-18, making the post season but losing to Cape Fear Community College. Finally, men's soccer finished at 12-2-1 with a loss to Richard Bland College in the Region X Championship game on Sunday, October 31. Women's soccer player **Rayna Simmons** was named the Region X Women's Soccer Player of the Year! Also, 7 men's soccer team players and 7 women's soccer team players were named to All-Region teams. For volleyball, 2 team members were named to All-Region teams.

Faculty Accomplishments

Dr. Shemsi Alhaddad (mathematics) presented on contemporary data visualization in a talk titled “Using Embroidery to Visualize the Weather and More!” at MathFest, the Math Association of America’s annual meeting on August 6, 2021.

Dr. Li Cai (chemistry) has been nominated for the STAR program. The STAR program (https://www.sc.edu/about/offices_and_divisions/research/news_and_pubs/news/2021/20210825_STAR_Program_Call_for_Nominations.php) is "geared towards senior faculty researchers who are interested in learning about applying for and running an interdisciplinary, federally funded research center. Additionally, Dr. Cai presented at the USC Oktoberbest—a teaching symposium. His presentation was “apply student research to a wider audience—teaching.”

Dr. Walter Collins was recently accepted into cohort #4 of the Branch Campus Leadership Institute (BCLI) of the National Association of Branch Campus Administrators. From the organization: “The Leadership program provided through the BCLI is a seven-month program conducted via Zoom that culminates with a capstone presentation given at the National Association of Branch Campus Administrators (NABCA) annual conference in May 2022. The capstone project brings to bear the analytic abilities, professional understanding, and contextual knowledge accrued and sharpened throughout the program and closely mirrors the challenges found in modern-day higher education.”

Dr. Elizabeth Easley and **Dr. Sarah Sellhorst** (exercise science) used an RPS grant to spend the summer writing a lab manual for the BIOL 243 lab that incorporates undergraduate research concepts and experiences into the lab. They have debuted the lab manual in classes this fall, and it has been a great success. They are currently in the process of writing the BIOL 244 Lab manual and hope to implement it in the Spring.

Prof. Claudia Heinemann Priest (English) presented a Lunch and Learn presentation on June 17th about what happened to the SE Native Languages since first contact.

Dr. Kate Holland (psychology) published an article: Holland, A.K., Rosa, A., & Reynolds, J.E. (2021). “Neurophysiological evidence for stress-related reductions in right frontal regulatory control in trait aggressive, violent prone men.” *International Journal of Neuropsychology and Behavioral Sciences*, 2(2), 33-36.

Dr. Patrick Lawrence (English) published an essay, “Transnational Sexualities,” in *Asian American Literature in Transition 1965-1996* (Cambridge UP).

Dr. Todd Lekan (Associate Dean and philosophy) His book manuscript, *William James and the Moral Life: Responsible Self-Fashioning*, has been accepted for publication with Routledge Press. The book will be released in 2022. Additionally, Dr. Lekan has been invited to speak at an international seminar entitled: *Beyond the Inclusive School: The New Educational Paradigm of the 21st Century* at the University della Basilicata Aula Magna in Potenza, Italy December 10-11. The title of his paper is “A Pragmatist Philosophy of Disability and Its Relevance for Transformative Education.”

Dr. Leigh Pate (nursing) presented a poster in Washington D.C. at the National League for Nursing's Summit entitled *Innovation in Education: Virtual Simulation to the Rescue!* Additionally, Dr. Pate presented "Teen Pregnancy in South Carolina: Changing the Future

Now" at Sigma Theta Tau International Honor Society of Nursing's Biennial Convention, November 6-10. **Dr. Ann Scott** and Dr. Joan Creed (from USC College of Nursing) are also contributors to this presentation.

Dr. Adam Biggs (history) was selected to be a 2021 Gilder Lehrman Society Fellow. It provides funding for historical research in New York City archival collections.

Prof. Rebecca Freeman (librarian) has had a paper accepted for the Dublin Gastronomy Symposium 2022 (<https://arrow.tudublin.ie/dgs/>).

Prof. McKenzie Lemhouse (librarian) has joined the editorial board of *South Carolina Libraries* as the Book Reviews Editor. *South Carolina Libraries* is the official journal of the South Carolina Library Association. This is a refereed open access journal, published biannually (Fall and Spring).

Prof. Brittany Taylor-Driggers (art) Her piece *Looking Glass* was selected for an online exhibit and publication in "Book of Art: Children." This is an international juried exhibit with over 400 artists and 1500 works submitted. The exhibit can be viewed at: <https://www.gallerium.art/p/children-2021.html>

Facilities

Campus Renovations and Work:

A couple of the next large renovation projects will include both auditoriums on campus—Stevens, in order to better accommodate theatrical performances, and Bundy, because it has been over 20 years with few to no updates to finishings in the space. We are just at the beginning of design and work in Stevens. More updates as they are available. There will also be some landscaping improvements around Hubbard Hall over the next several weeks.

USC Lancaster in our Communities

The Town-Gown Advisory Group The group welcomed 4 new members this year, and topics under discussion at the first meeting in September ranged from updates and highlights from Bridgett Plexico and Albert Blackmon to the eventual use of the campus and community Apple Lab. The group meets again on Tuesday, November 16. The group conversation will be around the recently awarded Promise Neighborhood Grant and the roles that the campus and community will play in the programmatic roll out.

The **Promise Neighborhood Grant**, announced in late September will provide funding for extensive programmatic activities across early-childhood, elementary, middle, and high school levels. As a participant stakeholder for post-secondary education, USC Lancaster will partner to offer space for an annual career and career exploration fair for students in the pipeline. Additionally, we will assist in providing sessions for students and their families focusing on general college-going awareness as well as an expanded Summer STEM Camp and an expanded and enhanced Summer Bridge Program for students between high school and college. Finally, USC Lancaster will help with test-prep for the ACT/SAT and workshops focused on navigating the costs of college with topics such as financial aid, the FAFSA application, and awareness of state scholarships (Life, Hope, and Palmetto Fellows).

AHEC Grant Awarded: South Carolina AHEC has been awarded a grant titled "Simulation Education Training Initiative" to provide statewide simulation education. The

USC Lancaster Simulation Lab is one of 5 in the state that is a simulation partner on this project. Dr. Ann Scott and Dr. Courtney Catledge will be collaborating and facilitating the student experience in our sim lab from Fall 2021 through Fall 2022.

Goals of the AHEC project:

1. Increase the number of health care profession students training to work in team-based primary care, improve health care quality, and enhance health care delivery to rural and underserved areas and populations.
2. Facilitate and enhance collaboration among academic institutions, simulation centers and labs, and the SC AHEC system in planning, designing, developing, implementing, and evaluating community-based simulation activities focused on interprofessional team-based primary care and AHEC Core Topics.

Other items...

- The 16th annual **Native American Studies Week** will take place November 15-19, 2021. [Events and activities](#) are in person and virtual with some requiring advance registration. The theme of this year's week is *Indigenous Contributions in STEAM*.
- The next virtual **Lunch & Learn at the NASC** is November 19 at noon with a talk entitled "Indigenous Science and the Three Sisters Diet" by Dave Smoke-McCluskey (Mohawk), chef and culinary educator.
- The new continuous live-streaming **Campus Webcam** has been installed and is now operational and linked to our website at [this link](#).
- The **USC Lancaster Players** presented performances of *The 25th Annual Putnam County Spelling Bee* last month. Upcoming performances include *A Christmas Carol: A Live Radio Play*, December 3-5. For more information and to purchase tickets, visit [this link](#).
- **Starr Hall Student Center and Lobby Reopening Celebration** took place between **10-4 on November 10**. Food was provided by Flavor Factory and Tacos Olé. A free event to all students, faculty, and staff, there were drawings for vouchers to use with businesses associated with Lancaster's Chamber of Commerce. This event is being sponsored through the generosity of one of our corporate partners, the INSP Television Network headquartered in Indian Land, SC.
- Updates from the **USC Lancaster Office of Advancement**:
 - We recently received a considerable gift of \$70,000 to an existing scholarship fund from a very generous donor.
 - We have had **5 new endowed funds established** in our Foundation since January 2021.
 - We have had **donors contribute funding for the naming of an Art professor's office** in Founders Hall.
 - We have **awarded over \$250,000 in scholarships** so far for this academic year.
 - The **Big Thursday Scholarship** fundraiser will be held on Thursday night, November 18.

PCCFS

Dean's Report, USC Salkehatchie

John Catalano, 11/11/2021

I have now been filling in at USC Salkehatchie for six weeks and I am getting to know both sites of the campus as well as the faculty and staff. Each of our campuses is different, but I think you might be surprised how similar the talented people, the challenges, and the commitment to our students are across Palmetto College. I will be able to give you a full report on that as soon as I'm asked to fill in for Mike Sonntag. Enrollment, administrative reorganization, and filling empty faculty and staff positions are my top three priorities at Salk until Dean Nesmith's return.

As for enrollment, we are hosting a guidance counselors' luncheon today on campus, and that is why I'll be in and out of today's PCCFS meeting. We have set a goal of 1000 students for fall 2022 and plan to soon after overtake Sumter.

We have recently hired a new Speech instructor, two new Financial Aid officers, two new recruiters, and a new administrative assistant to the registrar. However, we are still searching for another financial aid specialist, two more recruiters, and a Director of HR. I would like to thank Mrs. Victoria Hollins for serving as the Salk HR specialist even as she continues to perform all her other duties throughout PC. I don't know what we would do without her.

COVID numbers have been very low on campus, and as of this writing, there are 2 active cases at Salk. That is after two consecutive weeks of no cases. There is a link to the PC COVID Dashboard on Chancellor Elkins' weekly update, and you can access it directly on the PC Website. We are encouraging all students and employees to take advantage of weekly free campus testing, and we continue to encourage all faculty, staff, and students to be vaccinated.

I have asked Associate Dean Brian Love to update the senate on faculty accomplishments. Take it away Dr. Love...



OFFICE OF THE
DEAN

Faculty Senate Report
November 12, 2021
Michael E. Sonntag, Ph.D.

USC Sumter Faculty Senate Members, 2021-2022

**denotes new senators*

Kristina Grob	Sumter	2022	Div. of Humanities, Social Sciences and Education	
Mark Roberts	Sumter	2022	Div. of Science, Mathematics, and Engineering	
Matthew Holley	Sumter	2023	Div. of Science, Mathematics, and Engineering	
Katie Klik	Sumter	2023	Div. of Humanities, Social Sciences and Education	
Blane DaSilva*	Sumter	2024	Div. of Humanities, Social Sciences and Education	
Sher Chhetri*	Sumter	2024	Div. of Science, Mathematics, and Engineering	
Soumyadip Acharyya	Sumter	2022	Div. of Science, Mathematics, and Engineering	Alternate
Dan Kiernan	Sumter	2022	Div. of Science, Mathematics, and Engineering	Alternate
Bianca Rowlett	Sumter		Div. of Humanities, Social Sciences and Education	Chair-Elect



OFFICE OF THE
DEAN

Faculty

Since last Senate (September 10, 2021), 14 faculty produced 30 publications, presentations, or other scholarly works, or won awards and other recognition for scholarly work or service:

Soumyadip Acharyya

- Acharyya, S., Acharyya, S. K., Bharati, R., & Deb Ray, A. (In press). Some Algebraic and Topological Properties of Rings of Measurable Functions. *Houston Journal of Mathematics*.

Mary Ellen Bellanca

- Invited reviewer: Revised article submitted to journal *Medical Humanities*: "A 'prodigious latitude' of Words: Vocabularies of Illness in 18th-Century Medical Treatises and Women's Writing." Review submitted 20 July 2021.
- Invited reviewer: "Dorothy Wordsworth's Lakeland Writings," a book-length digital edition to be published by *Romantic Circles*, a peer-reviewed online scholarly resource for studies in the Romantic Era
- Presented a paper: "Dorothy Wordsworth, Victorian Children's Author" at the Victorians Institute conference, October 22, 2021 (presented virtually).

Sher Chhetri

- Lastimoso, D. and Chhetri, S. (2021, April). Mathematical Characterizations of the Generalized Lomax Distribution. Oral Presentation. Abstract published in the bulletin of the South Carolina Academy of Science, Vol XCII, Page 21.
- Chhetri, S., Lastimoso, D., and Ball, C. (2021, August). "A Generalization of the Lomax Distribution and Applications to the Cancer Patient Data." Paper presented at the Joint Statistical Meetings, August 11, 2021.
- Chhetri, S., Kingston, O., Mulholland, K., and Yadavalli, A. (2021, August). Organized a session at Mathematical Association of America MathFest – 2021. "Professional activities for teaching-focused professors including the scholarship of teaching and learning."
- Completed the Mathematical Association of America-Project NExT program (graduated in Summer 2021).
- Chhetri, S., Mdziniso, N., & Ball, C. (in press). Cubic Rank Transmuted Lindley Distribution with Applications. *Revista Colombiana de Estadística* (Colombian Journal of Statistics).

- Chhetri, S., Lastimoso, D. J., & Ball, C. (2022). Extended Lomax distribution with an application to cancer patient data. Future of Information and Communications Conference, 3-4, March 2022, San Francisco. Manuscript accepted for presentation and publication.

Wanda Little Fenimore

- "Breaking the Code: Racism in News Media's Coverage of 1964 National Democratic Party Convention" has been accepted for presentation at the International Society for the History of Rhetoric's convention to be held at Radboud University in Nijmegen, The Netherlands, July 26-30, 2022.

Pearl Fernandes

- SMART Project Grant with Kara Samuels on Sickle Cell Disease-Summer 2021
- Reviewed for the journal Bioscene- "Why Did I Do This to Myself? Lessons Learned from a Major Biology Course Redesign with Both Flipping and Learning Assistants."

Vincent Fronterro

- Spaziani, Maria Luisa. "Five Poems by Maria Luisa Spaziani." Translated by Vincent Fronterro. The Los Angeles Review, forthcoming.

Kajal Ghoshroy

- Kajal Ghoshroy received the SMART Project grant for working with minority student Ngaru Ngom, on plant research work for summer 2021.
- Dr. Ghoshroy and undergraduate students Ngaru Ngom and Celine Anstey received the PURE grant to work on the project Studying the Uptake of Lead by Mustard Seedlings for summer 2021. The work was done in collaboration with the EM center, USC Columbia.
- Undergraduate student Ngaru Ngom received a Magellan grant for working on the project Lead Uptake by Germinating Seeds of Mustard for May-Aug. 2021 with Dr. Ghoshroy. This work was done in collaboration with the EM center, USC Columbia.

Kristina Grob

- "Small-Scale Implementation of High Impact Practices For Transformative Education." Workshop delivered to the American Association of Philosophy Teachers 2021 Summer Series: How We Teach. July 14, 2021
- "Teaching for Progressive Independence." Workshop delivered to the American Association of Philosophy Teachers 2021 Summer Series: How We Teach. July 28, 2021
- "Using Daily Preparatory Writing Exercises to Teach Students How to Become Independent Learners." Invited Workshop. AAPT-APA Teaching Hub, American Philosophical Association – Pacific Division. April 2021
- "Small Scale Implementation of High-Impact Practices for Transformative Education." Invited workshop conducted in person in the Thomas Cooper Library in conjunction with the Center for Teaching Excellence (CTE) and Center for Integrated and Experiential Learning (CIEL). October 21, 2021.

Dan Kiernan

- "Led by Dr. Dan Kiernan, USC Sumter's Mad About Science Summer Camp celebrated its 11th year this summer by being back to an in-person format with COVID-19 precautionary measures (masks, social distancing, sanitation etc.). With teaching help from individuals like Dr. Pearl Fernandes, the camp was a big success!

Andrew J. Kunka

- The Life and Comics of Howard Cruse: Taking Risks in the Service of Truth. Rutgers University Press, Coming December 10, 2021.
<https://www.rutgersuniversitypress.org/the-life-and-comics-of-howard-cruse/9781978818859>
https://www.amazon.com/Life-Comics-Howard-Cruse-Critical/dp/1978818858/ref=tmm_pap_swatch_0?_encoding=UTF8&qid=&sr=

Salvador Macias, III (Distinguished Professor Emeritus)

- Two relatively recent publications are cited in a newly published book by APA.

Macias, S., III (2019). It's not just the textbooks: Psychology students score higher, too. "The Psychology Teacher Network, 29, (2)". Education Directorate, American Psychological Association. <https://www.apa.org/ed/precollege/ptn/2019/05/index>

Macias, S., III & Macias, D.R. (2018). A comparison of introductory science textbooks: A sampling and content analysis for non-discipline specific scientific concepts. In "SAGE Research Methods Cases." Online
ISBN: 9781526445940. DOI: <http://dx.doi.org/10.4135/9781526445940>

Cited by:

Gurung, R.J.A. & Neufeld, G. (Eds.) (2021). "Transforming Introductory Psychology: Expert Advice on Teacher Training, Course Design and Student Success." American Psychological Association.

Ray McManus

- Binder Podcast is a project Ray McManus has been working on this past summer as Writer in Residence at the Columbia Museum of Art. This particular season, the pilot season, focuses on the Hindsight 20/20 Exhibit. McManus hosts six episodes featuring curators, photographers, and poets, with additional bonus content of interviews in their entirety. Episode 3 features USC Sumter faculty member **Michele Reese** and Episode 6 highlights USC Sumter faculty member **Sunshine Dempsey**.
- "Diehards" was published in POETRY Magazine in June 2021.
- "F**k It" has been accepted for publication in the anthology *What Things Cost: an anthology for the people* which will be published by University Press of Kentucky Fall 2022.

- "When You Can't Tell the Vine from the Branches" has been accepted for publication in Fall Lines, forthcoming Fall 2021.

Michele Reese

- "Cucumbers" and "Identification" (poems), Pennsylvania English, vol. 41, Spring 2021, pp. 69-70.
- "Harvests of Chernobyl" (poem), Penumbria, vol. 31, 2021, p. 70.

Lukasz Szatkowski

- Presentation at the USC Sumter Faculty Seminar (07/16/2021): "How Computers Help Us Understand Chemistry"

Campus

- We welcomed the Call Me MiSTER program to campus. The Call Me MiSTER program, developed and supported by Clemson University, aims to bring more men of color into the education profession.
- McLeod Health - Manning has pledged a three-year commitment of \$75,000 (\$25,000 each year) in support of USC Sumter's nursing program.
- NHC – Sumter has pledged \$10,000 in support of USC Sumter's nursing program
- Tuomey Foundation pledged \$70,000 to purchase Noelle pregnancy mannequin
- The nursing program held a Dedication of Hands ceremony, which emphasizes the art and science of nursing through a symbolic ceremony.
- Alumni Weekend was held for the first time in several years. A Friday night mixer and a Saturday afternoon family picnic was well-attended and the committee has already set the date for next year's event, October 7 & 8, 2022.
- Esports computer lab has been redecorated. New flooring, paint, and wall decals have been installed. New door wraps should be installed before the semester break.
- Laptop carts have been purchased and are ready for use in the Science and Schwartz buildings.
- Two vaccination days have been scheduled for November and December.
- Two members of the Esports team were named to the NJCAA Academic All-American list.
- Recent USC Sumter graduate, Kara Samuels, was selected for the Palmetto P3 program with the School of Medicine Greenville

Athletics

- Women's Soccer – Recently completed their 2021 season. This is their first season since the team returned to campus after a nine-year hiatus.
- Men's and Women's Soccer both qualified for the NJCAA Region X Playoffs.

Enrollment

Fall 2021 (YTD) as of census date:

- Fall 21 HDCT = 1,407 vs. Fall 20 HDCT = 1,379 (1% increase)

- 26 year record enrollment, and first time since 1994 to top 1400.

Randy Lowell, USC Union
Dean's Report
November 12, 2021

Faculty/Staff News

- Jennifer Emswiler, Assistant Professor of Fine Arts
 - o Completed painting for the Bullets and Band-aids traveling exhibition, which began its tour on Wednesday, November 10 in Columbia, SC and will travel throughout the Carolinas through December 2. (<https://bulletsandbandaids.org>)
 - o Painting recently accepted into the juried, virtual art show "Colorful Abstractions" through Fusion Art Gallery in California. The show is up now and will remain available online for up to three years.
- Randy Ivey, Senior Instructor of English
 - o Short story, "The Brief, Miserable Existence of Tonya Dobbin" published this month in *The Adelaide Literary Magazine*. It is a print and digital publication.
- Dr. Steven Lownes, Assistant Professor of World Languages
 - o Presented "Education, Contact, and Competing Priorities: Literary Reaction to Public Administrative Reforms in 19th Century Spain" at the Mountain Interstate Foreign Language Conference (MIFLC) hosted by Furman University in October.
 - o Presentation proposal "Where Theory Meets Practice: Paulo Freire's *Pedagogy of the Oppressed* as Primer for Language Learning and Service-Learning" was accepted for the 7th Annual International Academic Forum's (IAFOR) International Conference on Education for January 2022 in Honolulu, Hawaii.
- Dr. Andrew Pisano, Associate Professor of English
 - o Presentation proposal "Cuisine de Composition: Experiential Food Writing in the First Year College Composition Classroom" was accepted for the Hawaii University International Conferences in Honolulu, HI, in January 2022.
- Dr. Emily Schafer, Assistant Professor of Psychology
 - o Presentation proposal "Examining the Impact of Trauma-Informed Care Training on Educators' Knowledge, Attitudes, and Behavior: A Qualitative Study" was accepted for the Hawaii University International Conferences on Arts, Humanities, Social Sciences and Education in Honolulu, HI, in January 2022.
 - o Presentation proposal "The Traumatic and Ongoing Legacy of Slavery and Racism" was accepted for the annual meeting of the Southeastern Psychological Association in Hilton Head, SC, in March 2022.
- Search in progress for tenure-track Assistant Professor of African-American Studies, and searches in preparation for tenure-track Assistant Professor of Psychology and full-time Instructor of Mathematics.
- Wrapping up searches for staff slots in Operations and in IT, and preparing for searches for additional full-time positions in Admissions, Financial Aid, and Academic Affairs.

Students

- Headcount: 1,218 (up 147, or 13.7% from Fall 2020)
- FTE: 732 (up 99, or 15.6% from Fall 2020)
 - o Note: Previous record enrollment was 1,162 in Spring 2020, and best previous Fall semester enrollment was 1,153 in Fall 2019.
- Students, Blaine Newton and Caden Jackson, presented on their respective research projects during a recent USC Union Research Club Virtual Lunch & Learn in mid-October.
- Upon wrapping up their Fall seasons, multiple Bantams were recognized for their athletic accomplishments by the National Junior College Athletic Association (NJCAA), including:

- Aneesa Williams: Women's Volleyball, All Conference Second Team
- Steven Lopez: Men's Soccer, Honorable Mention
- Jameon Williams: Men's Soccer, 2nd Team Defense
- Daniel Cooper: Men's Soccer, 2nd Team Mid Field
- Thomas Dartez: Men's Soccer, 3rd Team Mid Field
- USC Union campus to be one of multiple locations for city bike share program, organized by the Union County Public Health Task Force.
- USC Union to partner with VCOM on a DHEC grant that they were recently awarded in their efforts to increase COVID vaccination rates in the Upstate, particularly among young adults. Includes outdoor events on Union campus on December 2 and January 10 that will feature food trucks, music, activities, giveaways, and opportunities to speak directly with healthcare providers and medical students about the vaccines, as well as the opportunity to receive the vaccine from DHEC at the event, open to campus and community. In addition to two main events, will match up Union students with VCOM medical students to engage in peer-to-peer messaging and education efforts about the vaccines on campus leading up to the events.

COVID Updates

- We continue to provide free COVID testing on campus, spearheaded by Anita Whitney. This will continue to take place every other Tuesday afternoon in Truluck Gym.
- We have implemented a number of means of incentivizing vaccination, including the following:
 - For students
 - Every student who submits proof of vaccination for COVID-19 will have a \$45 credit loaded onto their Carolina Card account.
 - Every student who submits proof of vaccination for COVID-19 will be entered into a drawing for a \$500 scholarship to be drawn mid-semester and end-of-semester.
 - Every student who submits proof of vaccination for COVID-19 will be entered into a drawing every two weeks for \$50 in gift cards.
 - Every student who gets a COVID-19 test during the first half of the semester will be entered into a drawing for a \$500 scholarship to be drawn mid-semester; and then again for the second half of the semester to be drawn at the end of the semester.
 - Every student who gets a COVID-19 test during testing on campus for each 2-week period, regardless of vaccination status, will be entered into a drawing for \$50 in gift cards (5 winners each time).
 - Drawings for 2 pairs of tickets to Vanderbilt/USC, Auburn/USC, and Clemson/USC football games from pool of vaccinated students.
 - For faculty/staff
 - Every employee who submits proof of vaccination for COVID-19 by mid-October will be entered into a drawing for one 3 iPad Minis; and then again in December.
 - Every employee who gets a COVID-19 test during testing on campus during the first half of the semester (regardless of vaccination status) will be entered into a drawing for one of 2 iPad Minis; and then again for second half of semester in December.
 - Drawing for 1 pair of tickets to Vanderbilt/USC, Auburn/USC, and Clemson/USC football games from pool of vaccinated employees.

Facilities

- Founders House continues to hold Art Studio classes this semester as it transitions into new Fine Arts space for the campus. Awaiting installation of Fine Arts letters on outside of building, as well as updated signage outside of building, and will soon get a printing press

ordered for the space to accommodate printmaking courses in addition to the painting and drawing currently underway there.

- New Nursing Simulation Laboratories Building is occupied and in use for skills work by our BSN juniors (via Aiken Nursing partnership), with a few final punch list items before Phase I completed. Phase II planning being initiated to create two new beaming classrooms and new wet lab in the other side of that space.
- ADA restroom upgrade/renovation project working toward completion of first floor Whitener Central Building bathrooms by mid-December, with goal of shifting to second floor restrooms after the holidays before eventually shifting over to the Main Building restrooms.
- ADA/security hardware project to update knobs/locks on door around campus has mapped out all of those doors that would need to have those replaced, in most cases to go from knob to lever and/or to allow for locking of door from inside via bolt or button on handle. Awaiting quotes for job.
- Work continues on the gym in Jonesville, bolstered by recent \$45,000 Timken Foundation grant obtained by our Director of Marketing, Annie Smith. This will serve as an indoor training facility for student-athletes, particularly soccer and baseball whose fields are there.
- Apple Lab for Union campus will be located in Carnegie Library, which also houses library services for the campus. Awaiting delivery of furniture in the next few weeks to be able to schedule install of Apple equipment, and aiming for ribbon cutting opening of the space soon after the holidays.
- As of the end of the 1st quarter (9/30/21), 25% of the year completed and only 22.9% of the “A” funded operating budget spent. \$145,000 away from Fall tuition revenue budget, with Fall PC tuition likely to more than cover that.

Budget

- Budget in good shape, particularly following much-improved state appropriations for upcoming fiscal year thanks to the efforts of Doug Gilliam in advocating for our campus in the legislature, as well as through the excellent efforts of Michele Lee to maximize our campus utilization of CARES Act and HEERF funding from the federal and state levels to offset expenses incurred during the pandemic.

Palmetto College Academic Advisory Committee

Report to the PC Senate

November 12, 2021

The committee has met twice since the September Senate meeting and has established the following as issues to consider for the rest of the year:

- I. Review of the Organizational Leadership curriculum
 - a. The AAC committee will review courses that are part of the curriculum alongside courses that are offered through the campuses and through PC online to bring them into more efficient alignment as much as possible.
 - b. Changes, if any, will be presented to the Senate at the first Spring 2022 Senate meeting (hopefully).
- II. Review of the Liberal Studies required courses (PALM 401, 493, 494, and 495)
 - a. The AAC has appointed a special committee of instructors who teach those courses. Their first meeting will be December 10, with likely subsequent meetings in the spring.
 - b. While originally arising from a call to review 401 as a possible “bottleneck” preventing timely graduation, the decision was made to review all courses to improve alignment and cohesion.

Respectfully submitted,

/s/ Steve Lowe



PCC FACULTY SENATE WELFARE COMMITTEE UPDATE

November 12, 2021

Welfare Committee Members

- Bettie Obi Johnson, Lancaster, Professor of Chemistry, Chair
- Brittany Taylor-Driggers, Lancaster, Assistant Professor of Art
- Kristina Grob, Sumter, Assistant Professor of Philosophy
- Katie Klik, Sumter, Assistant Professor of Psychology
- Yasmina Vallejos, Salkehatchie, Assistant Professor of Spanish substituting for Francis Burns, Salkehatchie, Assistant Professor of Chemistry
- Emily Schafer, Union, Assistant Professor of Psychology
- Elliot Vittes, Columbia, Associate Professor of Political Science

Welfare Committee Action Items

1. Arrange the Tenure and Promotion Workshop.
 - Friday January 28, 2022. Committee decided to do a virtual meeting similar to last year.
 - Speakers and presenters will be contacted by the end of December.
 - Andrew Kunka (Sumter) has agreed to talk about scholarship and Andrew Pisano (Union) has agreed to talk about teaching
2. Conduct the process for giving our system awards for Teaching (Duffy Award), Research (Shaw Award), and Service (Plyler Award).
 - Forms have been updated to not be year-specific and uploaded to site.
 - Each campus nominee for each award is due to welfare chair by Dec 7.
 - Welfare committee will be using a rubric for evaluating candidates in order to improve the clarity and fairness of the review process. Feedback will be provided to all candidates after awards are given. Committee will assess the effectiveness of the rubrics after the awards have been decided, possibly revising them for next year.
 - The rubric will be posted by December 7 on the PCCFS website.

Welfare Action Items (cont'd)

3. Consider financial concerns of the faculty, including salaries, fringe benefits, support for teaching and research.
 - Welfare committee thanks the Chancellor and administrators for implementing the \$100k salary increase this year.
 - Addressing PCC faculty salaries will be a top priority for our committee this year.
 - We will review the 2018-2019 salary study and determine whether an update or a new survey is needed at this time.
 - Faculty welfare surveys will continue yearly with biannual reports. Next survey will be started in March 2022.
 - The format will be changed to a psychometrically validated survey, the type that are currently used for research at many educational institutions.
 - Today we reviewed the survey questions and discussed changes and additions needed for adaptation to our institution.

Welfare Action Items (cont'd)

4. Continue oversight and coordination of our Palmetto College Faculty Welfare Resources webpage.
 - We have reviewed the Google Analytics data from IT and found a low number of unique pageviews in 2020 and even lower in 2021.
 - We are working with IT to improve the visibility (location) of the page.
 - Also working with IT to improve the formatting of the page for easier information access.