



PALMETTO COLLEGE

Palmetto College Faculty Senate

[Microsoft Teams](#)

Friday, April 14, 2023

Morning Session 9:30 - 10:30 AM

Welcome, Dr. Andy Yingst

Report from the Chancellor, Dr. Susan Elkins

(The Campus Deans and the Associate Provost will Submit Written Reports.)

Standing Committees 10:30 - 12:00 PM

I. [Rights and Responsibilities](#)

II. [Welfare](#)

III. [System Affairs](#)

[Executive Committee](#) 10:30 - 12:00 PM

[Deans Meeting](#) 10:30 - 12:00 PM

Break 12:00 - 12:30 PM

Afternoon Session..... 12:30 - 3:00 PM

AGENDA

- I. Call to Order at 12:30pm
- II. Attendance
- III. Correction/Approval of Minutes: February 10, 2023
Microsoft Teams
- IV. Reports from Standing Committees
 - A. Rights and Responsibilities – Professor Rebecca Freeman
 - B. Welfare – Professors Katie Klik & Emily Schafer
 - C. System Affairs – Professor Blane DaSilva
- V. Executive Committee
 - A. Chair - Professor Andy Yingst
 - B. *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 Andy Kunka
 - C. Committee on Faculty Welfare – Professor Katie Klik
 - D. Faculty-Board of Trustees Liaison Committee – Professor Andy Yingst
 - E. Palmetto College DEI Council – Dean Ron Cox
 - F. Palmetto College Research and Productive Scholarship Committee – Professor Matt Rashotte
 - G. Other Committees
 - Conflict of Interest Committee – Professor Yasmina Vallejos-Moreno
 - Carolina Core Approval Committee – Professor Christine Sixta Rinehart
- VII. Unfinished Business
 - A. [System Faculty Leadership Overhaul](#)
 - B. [Capitalization Motion](#)
 - C. [Clarifying Administrative Evaluation Scope](#)
- VIII. New Business
 - A. 2023-2024 Executive Committee Nomination Slate
 - B. 2023-2024 PCC Grievance Committee Members
 - C. Palmetto College Faculty Awards Presentation
- IX. Announcements
- X. Adjournment

Minutes of the Palmetto College Campuses Faculty Senate Meeting

April 14, 2023

Conducted via Microsoft Teams

Morning Session: Chairperson Andy Yingst (Lancaster) called the meeting to order at 9:30a.

- I. Chancellor Susan Elkins
 - a. Report Attached
 - b. Highlights
 - i. Columbia Emergency Management team: safety of entire campus communities top concern, whether COVID or train safety
 - ii. Spring enrollment: headcount down from last year by about 4.4%
 1. Just shy of 6000 total headcount
 2. Palmetto Pathway Program doing well
 - iii. New budget model in Columbia affecting Fort Jackson programs
 - a. Many students in Fort Jackson classes: Cola students who want evening classes
 - b. Columbia wants those students and their revenue, which has cost Palmetto College close to \$1,000,000
 - iv. Bachelor's Degrees
 1. BOL & BLS both down a bit, but still 2 of biggest online programs
 2. Degree completion: first spring we've had a loss (200 students)
 - v. Retention as key piece for enrollment and growing programs
 - vi. Milestone anniversary for Palmetto College
 - vii. New strategic plan coming
 - viii. Staff Senate to start Fall 2023
 - II. Deans' Reports attached to end of minutes
 - III. Adjourn to standing committees: 9:33

Afternoon Session: Call to Order at 12:31p

- I. Attendance & Roll Call
 - a. PC Columbia: Elliot Vittes, Matt Rashotte, and Chris Nesmith
 - b. Lancaster: Stephen Criswell, Jerrod Yarosh, Brittany Taylor-Driggers, Rebecca Freeman, Lynnette Marek, Sahar Aghasafari, Kim Richardson
 - c. Salkehatchie: Justin Mogilski, Kirsten Iden, Lokendra Paudel, Yasmina Vallejos-Moreno
 - d. Sumter: Hayes Hampton, Andrew Kunka, Soumyadip Acharyya, Luisa Melo Blane DaSilva, Sher Chhetri
 - e. Union: Katie Klik, Emily Schafer, Sandy Phillips Long
 - f. Executive Committee: Andy Yingst, Carmella Gottesman, Shelley Jones, Ernest Jenkins, Steve Lownes

- II. Correction & Approval of Minutes: approved as submitted
- III. Reports from Standing Committees
 - a. Rights & Responsibilities
 - i. 2 motions coming up in new business (attached)
 - 1. Both about post-tenure review
 - b. Welfare
 - i. T&P Workshop finished; Awards process successful
 - ii. Faculty welfare survey: over 100 participants already
 - iii. Overseeing and coordinating PCCF Welfare Resource webpage
 - iv. Training for faculty on trauma support for students – through CTE
 - 1. Hoping to work on that starting Fall 23
 - c. System Affairs
 - i. Approval of PALM 294: New Business
 - d. Executive Committee
 - i. Continuing discussion of determining delegation numbers
 - ii. Considering moving to determining based on number of full-time faculty rather than student enrollment
 - e. Manual Liaison Officer
 - i. 3 motions from Executive Committee
 - 1. System Faculty Leadership Overhaul
 - 2. Capitalization Motion
 - 3. Clarification of administration evaluation scope
- IV. Reports from Special Committees
 - a. Libraries: attached
 - b. Courses & Curricula: attached
 - c. Faculty Welfare
 - i. Meets every Monday but nothing really relevant at Palmetto College level
 - d. Faculty Board of Trustees Liaison: not met
 - e. DEI Council: included in PC Columbia Dean's report
 - f. Research & Productive Scholarship:
 - i. Going over a 2006 report on promoting scholarship on the regional campuses
 - ii. Possibilities: grant writing workshop; general PC conference; build collaborative relationships; supplementing research funding
 - g. Conflict of interest: none
 - h. Carolina Core Approval: none
- V. Unfinished Business
 - a. Faculty Leadership Council
 - i. Description in manual vague & out of place.
 - 1. Moving to new and more appropriate section
 - 2. Clarifying staggering terms & limits
 - ii. Passes unanimously
 - b. Capitalization Motion
 - i. Standardization of capitalization; gendered pronouns.
 - 1. Move to consistent "down" style

- 2. Remove gendered language
 - ii. Passes unanimously
 - c. Administrative Scope: "each"
 - i. Make clear that there is not one consistent format for all campuses; each campus must be internally clear & consistent
 - ii. **Results:**
- VI. New Business:
 - a. R&R: remove first bullet point under post-tenure review
 - i. Remove #1 and rename all the rest
 - b. R&R: clarify process for post-tenure review
 - i. Process need only establish satisfactory or unsatisfactory, not highly effective
 - ii. Change to specify that it is a review of the previous 6 years of work following criteria of tenure promotion
 - iii. File not subject to external review; not required to include compiler summary of teaching evaluations (optional)
 - c. System Affairs
 - i. PALM 294: passes unanimously
- VII. Special Elections
 - a. All pass with unanimous consent
- VIII. Palmetto College Faculty Awards
 - a. Duffy: Fernanda Burke (Lancaster)
 - b. Plyler: Steve Lowns (Union)
 - c. Shaw: Patrick Lawrence (Lancaster)
- IX. Meeting adjourned: 1:07p



USC Palmetto College Update

Presented to

**Palmetto College Campuses
Faculty Senate**

by

Dr. Susan Elkins

Chancellor, Palmetto College

April 14, 2023



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South Carolina
PALMETTO COLLEGE

CELEBRATING 10 YEARS OF SUCCESS

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Palmetto College Campuses
FACULTY SENATE

Chancellor's Report – April 14, 2023 - Susan Elkins

- Thank YOU for your service to the Palmetto College Campuses Faculty Senate!
- COVID-19 Mitigation/Other Health Related Activity Spring 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 frequent Covid testing and vaccines available on all PC campuses; following DHEC guidelines for Monkeypox; Columbia EMT Meetings 2/9/23 focused on train safety.
 - **Course Delivery Spring Semester:** 33% Online, 65% F2F, 2% Hybrid
 - **Decision Matrix/Dashboard/Campus Conditions:** Continual monitoring of key conditions for decision-making; adjustments as needed.
- **Spring 2023 Student Headcount Compared To Same Day Last Year – 3/27/23 following Spring Census**
 - **Palmetto College Overall:** Headcount is down from 6,252 to 5,974 (-278, -4.4%)
 - **Palmetto College Campuses Associate Degrees:** Headcount is down from 4,825 to 4,755 (-70, -1.45%)
 - **Palmetto College Campuses Baccalaureate Degree Completion Programs:** Headcount currently 136 down from 142 at freeze date last year. (-6, -2.8%)
 - **Palmetto College Columbia:** Palmetto Pathway – 86 (89-SPR22); Ft. Jackson 52 (438-SPR22); BLS – 94 (118-SPR22); BOL – 103 (133-SPR22)
 - **Palmetto College Online Baccalaureate Degree Completion Programs:** Headcount is down from 1,285 to 1,083 (-202, -15.7%)
- **2022-2023 Priorities/Spring Semester Planning and Actions**
 1. Campus Reopening/Risk Mitigation
 2. Recruitment/Enrollment/Retention/Budget
 3. New President and Provost Priorities/Planning
 4. Faculty and Staff Welfare/Staff Senate
 5. 10th Anniversary Year of Palmetto College: Academic Year 2022-2023

Student Headcount / FTE Report

Comparison of Spring 2023 to Spring 2022 (dates as specified below)

			Headcount					FTE				
			Spring 2022		Spring 2023			Spring 2022		Spring 2023		
Campus Type	Campus	Level	Prelim	Freeze	Prelim	WY-WY	WY-WY	Prelim	Freeze	Prelim	WY-WY	WY-WY
			Apr 6, 2022	Mar 17, 2022	Apr 5, 2023	Change +/-	Change %	Apr 6, 2022	Mar 18, 2020	Apr 5, 2023	Change +/-	Change %
Flagship Campus	USC Columbia	Undergraduate	25,195	25,199	25,631	436	1.73%	24,712	24,707	25,322	610	2.47%
		Law	625	625	616	-9	-1.44%	652	652	645	-7	-1.07%
		Medicine (Columbia)	387	387	377	-10	-2.58%	387	387	377	-10	-2.58%
		Medicine (Greenville)	415	414	414	-1	-0.24%	415	414	414	-1	-0.24%
		PharmD	432	432	416	-16	-3.70%	454	453	438	-16	-3.52%
		Masters	4,249	4,228	4,079	-170	-4.00%	3,119	3,107	3,010	-109	-3.49%
		Doctoral	2,297	2,298	2,267	-30	-1.31%	1,325	1,325	1,310	-15	-1.13%
	USC Columbia - Total	33,600	33,583	33,800	200	0.60%	31,064	31,045	31,516	452	1.46%	
Flagship Campus - Total	33,600	33,583	33,800	200	0.60%	31,064	31,045	31,516	452	1.46%		
Comprehensive Campuses	USC Aiken	Undergraduate	2,695	2,696	2,723	28	1.04%	2,353	2,352	2,344	-9	-0.38%
		Masters	831	835	731	-100	-12.03%	396	398	340	-56	-14.14%
	USC Aiken - Total	3,526	3,531	3,454	-72	-2.04%	2,749	2,750	2,684	-65	-2.36%	
	USC Beaufort	Undergraduate	1,952	1,954	1,854	-98	-5.02%	1,660	1,660	1,625	-35	-2.11%
		Masters	39	37	59	20	51.28%	14	13	21	7	50.00%
	USC Beaufort - Total	1,991	1,991	1,913	-78	-3.92%	1,674	1,673	1,646	-28	-1.67%	
	USC Upstate	Undergraduate	4,357	4,359	3,950	-407	-9.34%	3,874	3,873	3,519	-355	-9.16%
		Masters	453	453	458	5	1.10%	211	211	233	22	10.43%
USC Upstate - Total	4,810	4,812	4,408	-402	-8.36%	4,085	4,084	3,752	-333	-8.15%		
Comprehensive Campuses - Total	10,327	10,334	9,775	-552	-5.35%	8,508	8,507	8,082	-426	-5.01%		
Palmetto College Campuses	USC Lancaster	Undergraduate	1,695	1,696	1,788	93	5.49%	1,071	1,072	1,099	28	2.61%
		USC Lancaster - Total	1,695	1,696	1,788	93	5.49%	1,071	1,072	1,099	28	2.61%
	USC Salkehatchie	Undergraduate	688	689	624	-64	-9.30%	446	446	356	-90	-20.18%
		USC Salkehatchie - Total	688	689	624	-64	-9.30%	446	446	356	-90	-20.18%
	USC Sumter	Undergraduate	1,203	1,212	1,359	156	12.97%	755	759	822	67	8.87%
		USC Sumter - Total	1,203	1,212	1,359	156	12.97%	755	759	822	67	8.87%
USC Union	Undergraduate	1,224	1,228	984	-240	-19.61%	717	720	573	-144	-20.08%	
	USC Union - Total	1,224	1,228	984	-240	-19.61%	717	720	573	-144	-20.08%	
Palmetto College Campuses - Total	4,810	4,825	4,755	-55	-1.14%	2,989	2,997	2,850	-139	-4.65%		
Overall - Total	48,737	48,742	48,330	-407	-0.84%	42,561	42,549	42,448	-113	-0.27%		

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.



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Palmetto College

Enrollment Trends | Spring 2008 - Spring 2023 (As of 03/27/2023)

HEADCOUNT

		PC Launch										SC Online Launch						
		2008	2009	2010	2011	2012	2013*	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
Associate Degree Programs through Palmetto College Campuses (100-)																		
USC Lancaster		1,197	1,281	1,343	1,391	1,356	1,321	1,368	1,289	1,470	1,511	1,495	1,361	1,414	1,624	1,696	1,788	
USC Salkehatchie		783	825	915	1,077	1,022	935	858	852	888	928	878	835	872	781	689	623	
USC Sumter		1,053	1,146	1,062	1,068	902	824	734	796	777	683	815	912	1,090	1,148	1,212	1,360	
USC Union		397	400	470	602	567	496	560	631	758	834	888	1,054	1,162	1,138	1,228	984	
SUBTOTAL		3,430	3,652	3,790	4,138	3,847	3,576	3,520	3,568	3,893	3,956	4,076	4,162	4,538	4,691	4,825	4,755	
2+2 Onsite Bachelor's Degree Completion Programs Offered by Palmetto College Campuses, Conferred by USC Flagship and																		
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	22	31	28	17	10	4	1	0	
Education - Aiken (Salkehatchie)		10	10	10	4	7	12	10	10	10	10	9	9	10	7	27	8	
Education - Aiken (Sumter)		-	-	-	-	-	-	-	-	-	-	-	-	-	2	26	18	
Education - Upstate (Sumter)		79	72	69	59	42	44	21	21	22	32	19	6	0	-	-	-	
Industrial Process Engineering - Aiken (Salkehatchie)		-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	1	
Nursing - Aiken (Sumter)		-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	15	
Nursing - Aiken (Union)		-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	17	
Nursing - Beaufort (Salkehatchie)		-	-	-	-	-	-	-	-	-	-	-	-	16	30	41	30	
Nursing - Columbia (Lancaster, Salkehatchie)		16	32	57	60	67	73	78	78	71	38	60	66	70	52	39	49	
Fort Jackson		39	27	44	31	23	9	19	19	10	12	6	9	9	**	**	**	
SUBTOTAL		255	300	434	482	486	176	160	149	135	123	122	107	117	119	142	136	
2+2 Online Bachelor's Degree Completion Programs																		
Applied Computer Science, Cybersecurity - Aiken		-	-	-	-	-	-	-	-	-	-	-	-	-	11	30	39	
Business Administration, Accounting - Aiken		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	94	
Business Administration, Management - Aiken		-	-	-	-	-	-	40	88	122	158	191	189	221	269	267	146	
Communication - Aiken		-	-	-	-	-	-	-	-	-	-	-	-	-	16	23	26	
Communication, Public Relations - Upstate		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	
Criminal Justice - Upstate		-	-	-	-	-	-	23	70	78	82	105	99	101	113	102	82	
Criminal Justice Crime Analysis - Upstate		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	
Elementary Education - Columbia		-	-	-	-	-	-	11	25	40	47	37	35	41	44	52	57	
Emerging Media - Aiken		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	
Engineering Technology Management - Upstate		-	-	-	-	-	-	-	-	-	-	-	-	41	43	34	25	
English - Upstate		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	
Health Informatics - Upstate		-	-	-	-	-	-	-	-	-	-	15	24	30	49	47	20	
Hospitality Management - Beaufort		-	-	-	-	-	-	-	-	-	5	18	24	27	34	38	16	
Human Services - Beaufort		-	-	-	-	-	-	14	49	61	70	86	82	60	54	69	50	
Information Management and Systems - Upstate		-	-	-	-	-	-	-	-	-	9	39	57	54	55	42	30	
Liberal Studies - Columbia		-	-	-	-	-	-	186	205	216	191	181	184	155	146	118	94	
RN-BSN Program - Upstate		-	-	-	-	-	-	150	138	123	157	172	163	152	165	159	110	
Organizational Leadership - Columbia		-	-	-	-	-	-	118	130	118	124	122	148	145	144	133	103	
Psychology - Aiken		-	-	-	-	-	-	-	-	-	-	-	-	-	22	33	36	
Psychology - Beaufort		-	-	-	-	-	-	-	-	-	-	-	-	-	10	58	57	
Public Health (Formerly Health Promotion) - Beaufort		-	-	-	-	-	-	-	-	-	10	24	30	37	39	42	31	
Public Health - BA Beaufort		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
Sociology - Beaufort		-	-	-	-	-	-	-	-	-	-	-	-	-	1	14	11	
Special Education - Aiken		-	-	-	-	-	-	-	-	-	1	12	11	12	22	24	27	
SUBTOTAL								542	705	758	854	1,002	1,046	1,076	1,237	1,285	1,083	
GRAND TOTALS		3,685	3,952	4,224	4,620	4,333	3,752	4,222	4,422	4,786	4,933	5,200	5,315	5,731	6,047	6,252	5,974	



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Additional Important Updates 2022-2023 Priorities

• Salary Updates

- State Legislated General Salary Increase - 3% beginning FY23
- Palmetto College Salary Study Implementation - Second \$100k implemented beginning of Fall Semester 2022
- State Legislated Bonus - \$1,500 Bonus on October 31, 2022
- USC Market Titles/Market Pay Structure - Effective January 1, 2023, the USC Market Pay Structure second phase was implemented following the Market Title implementation on October 31, 2022, when each employee's position was assigned a Job Family, Function, Title, and Level specific to the work they perform. The new USC Market Titles were priced compared to the external market, USC internal hierarchy, and in compliance with the State classification system. Palmetto College had 56 employees totaling \$278,784 to align their salaries with the new market range minimum.
- New Institutional Minimal Rate - Effective January 1, 2023, the university moved to a new institutional minimum rate of \$14/hour for staff employees.
- USC Market Titles/Market Pay Structure – Continues to be evaluated across USC System.

• President and Provost Updates – Strategic Planning Updates

- USC Columbia Strategic Plan edits in process with Huron Consulting
- USC System Strategic Plan process beginning with Kennedy & Company in March 2023
- USC Palmetto College Strategic Plan process beginning with Kennedy & Company in March 2023

• Staff Senate

- Palmetto College Staff Senate (to be Developed in Conjunction with new Columbia Staff Senate)
- Mr. Jason Darby representing PC Columbia and PC Central Staff on new Columbia Staff Senate; PC Staff Senate Planning Committee appointed March 2023 - Blake Faulkenberry, Lancaster; Jean Carrano, PC Columbia; Haley Row, Salkehatchie; Brad Rogers, Sumter; Blake Wilson, Union; Jason Darby, PC Central

• Palmetto College 10th Anniversary Planning

- 10th Anniversary Planning and Implementation Continues through FY23.
- 10th Anniversary Activities Launched Spring 2022 in Conjunction with the Completion and Ribbon Cuttings of the Apple Community Labs on Each Campus; first Apple Lab Grand Opening was at USC Union on Friday, February 25, 2022; USC Lancaster on Thursday, April 7, 2022; USC Sumter on May 10, 2022; USC Salkehatchie Waltherboro and Allendale on June 21, 2022; Openings at USC Union at Laurens and Clinton Libraries January 24, 2023; final opening at Kershaw Library for USC Lancaster on March 9, 2023.
- Fall Faculty BBQ hosted in Columbia on October 21, 2022; Spring Faculty and Staff BBQ scheduled for May 12, 2023.

Thank YOU!!!

PCFS Chair Yingst and members of the Faculty Senate --

THANK YOU for your outstanding leadership and collaboration!



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THANK YOU!!!

Associate Provost John Catalano

Report to the PCCFS

04/14/2023

Regular meetings have been ongoing with the SC CHE, CAAL, F&F, ACAP, CAD, CAT, CADE, APL, AAC, the Chancellor's Cabinet, the Provost Council, and the PCC Academic Deans. The SC CHE special committee on dual enrollment education has become active again. I serve on the subcommittee dealing with funding. I also serve on the University EMT Committee, and we meet this coming Thursday for the last time this year. Jean Carrano keeps the agendas and meeting notes on file for most of these groups and you are welcome to see any of the above.

The Tenure and Promotion process is ongoing. There are six requests for tenure with promotion to the rank of Associate Professor, and these files are progressing according to PCCFM guidelines.

Thanks to the efforts of Dr. Sixta Rinehart and Bob Dyer, assessment continues to go well on our campuses. If you have been chosen to submit artifacts, please submit them soon.

Palmetto College was audited for compliance with the policy on dual enrollment instruction. The auditors reviewed faculty credentials and department approvals, financial transactions, student rolls, et al. No significant issues were noted.



UNIVERSITY OF
South Carolina
PALMETTO COLLEGE

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
14 April 2023 C.E.

I. Palmetto Pathway

- 86 of 89 students in the FALL 2022 cohort have continued in the program and are enrolled in SPRING 2023 classes (96.6% retention rate)
- 109 students have been admitted to the Pathway cohort for FALL 2023. We broke our previous record with this group, as the cohort spots filled in less than 24 hours after the invitations were sent out. We are currently working on setting up the academic course schedule.
- This summer, there will be **four two-day orientation sessions** for Pathway students entering in FALL 2023 – July 10-11; July 12-13; July 17-18; and July 19-20. It will be a two-week marathon, where students will participate in USC Columbia sessions related to housing and campus life, but will work with PC Columbia staff for academic matters.
- Twenty-three (23) Pathway students who enrolled in the first year's cohort (54 students in the cohort, 2019-2020) appear to **be eligible to graduate** with their bachelor's degrees this May. This will mark our first baccalaureate graduates in the program. We will also be determining which of these students are eligible to receive their associate's degrees simultaneously.
- Current Pathway students are awaiting notification to apply for **PATHWAY SYSTEM TRANSFER** to USC Columbia in FALL 2023 as sophomores. These are issued by USC Columbia Admissions and should go out this week.

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

- **Academic Advisement** for SUMMER and FALL 2023 semesters has begun. Advisors are utilizing Target X to send targeted messages (e-mail, phone calls, & texts) to encourage students in the BLS & BOL programs to register early.
- **SUMMER & FALL 2023 academic course schedules** are up and running, with occasional adjustments still being made. If you are interested in offering a course for either the BLS or BOL degree programs for students across Palmetto College, please contact Dr. Steve Lowe.
- Using a program called "Renderforest" (don't ask me), Laura Humphrey has developed a short **marketing style video** that can be posted, or the link mailed to students, encouraging them to register for summer courses. The link may be found here: <https://www.renderforest.com/watch-73388963?quality=720>

- The **Academic Advisory Committee** has been working on issues related to interdisciplinary certificates, the dual degree/double majors policy, and the proposed PALM 294 Internship course.
- Provost Arnett has established an **Advisory Committee on Interdisciplinary Programs**. I am serving on this committee representing Palmetto College.
- Six (6) students in the Liberal Studies degree program have received invitations to join USC's chapter of **Phi Beta Kappa**, the nation's most prestigious undergraduate honor society. The induction ceremony will be held on Sunday, April 23 at 2:00 pm in the Russell House Ballroom.

III. **Fort Jackson**

- Enrollment in Fort Jackson courses continues to be challenged due to restrictions placed on them for USC Columbia students. If a Columbia-based student inquires about enrolling in one of our Fort Jackson sections, they are directed to their academic advisor to gain permission, and then must submit the request and approval to Amanda Shores, Director of Transfer Advising, USC. Approvals for such requests are typically being given only if the student needs the course immediately for graduation in that specific term. We remain committed to serving all students who could benefit from our classes, but are bound by circumstances placed upon us which are beyond our control.
- As a part of the CHE's initiative on improving the culture of academic credit transfer across South Carolina, USC has established an internal group that is looking at issues related to military experience and the awarding of academic credit. I have participated in several of these meetings (which include representatives from Admissions, the Registrar's Office, the Office of Military Engagement & Veteran Initiatives, the Moore School, the Provost's Office, etc.). My primary goal has been to try to get the University to direct any and all military students (including spouses and veterans) with LESS THAN 60 HOURS COLLEGE CREDIT to the online PC associate's degree programs through Fort Jackson. Between these degrees and the online Organizational Leadership degree, Palmetto College remains – in my opinion – one of the best options for military students who wish to earn a USC bachelor's degree. I just wish I could convince other folks that this is the case.
- The CHE will hold its next "SC Military Credit Mobility Taskforce" meeting on Tuesday, April 18 at 2:00 pm. This meeting includes representatives from USC and from colleges and universities across the State.

IV. **REACH Act**

- All Palmetto College courses identified as REACH-compliant have submitted copies of their course syllabi to the Office of the Provost as requested.

V. **Diversity, Equity, & Inclusion**

- The University Council of Academic Diversity Officers (CADO) has continued to meet monthly. Here are a few highlights:
 - Met with representatives from EAB (a student services software company with which USC has a contract) on March 29 to develop strategies for utilizing some of their indexes "to align and prioritize institutional DEI efforts around a specific set of priorities."

- (This was the exact quote used, and while there is a lot of information available through EAB, we are now tasked with deciding what priorities we want to establish in order to make best use of the available information. More to come.)
- Met with Provost Arnett on Tuesday, April 04. She shared her vision of working toward greater DEI at USC.
 - The Provost is scheduled to meet with LGBTQ+ faculty on April 17 at the USC School of Music.
 - Met on April 07 for “Shared Equity Leadership Training.”
 - Have met (and continue to meet) with finalists for the Dean’s position at the Darla Moore School of Business. The fifth candidate for the position is scheduled to be interviewed today at 3:00 pm.
 - I have shared with CADO a listing of the various DEI-related activities at PC Columbia and from all the Palmetto College campuses, and our Columbia-based colleagues continue to be impressed with our efforts.
 - The group called **Minorities in Aquaculture** (MIA), in partnership with the SC Sea Grant Consortium, is offering a paid internship opportunity for minority women in SUMMER 2023 to work with oyster aquaculturalists and to learn the fundamentals of farming shellfish. The internship will run May-August and will involve work of up to 40 hours per week. Applicants must be women of color, enrolled in a SC two- or four- year college or university, have an interest in aquaculture, marine biology, environmental science, or business entrepreneurship. Compensation is \$17.50 per hour (with a total salary of \$11,200). Please contact me if you know of any students who might be interested in this opportunity.
 - On Friday, March 31, PC Columbia Faculty & Staff were invited to participate in a Safe Zone training session as part of the department’s Diversity, Equity, and Inclusion (DEI) efforts. The training aimed to increase awareness of the difficulties faced by students, staff, and faculty members who do not conform to traditional gender or sexuality norms. Participants learned about the importance of creating a safe, inclusive, and supportive environment for everyone in the university community, regardless of gender identity or sexual orientation, as well as the different challenges faced by members of the LGBTQIA+ community and how to be allies to this community. The Safe Zone training was an excellent opportunity for faculty and staff to come together, learn from each other, and gain a better understanding of the challenges faced by our diverse community. It is a small step towards creating a more inclusive and welcoming university community for all. Thanks to Prof. Saucier for providing this summary of the event.
 - The next “Lunch & Learn” sponsored by the PC Columbia DEI Committee will be Monday, April 17, from noon until 2:00 pm at the CTE. The event will include discussion of “Small Actions, Big Consequences,” facilitated by Kimberly Deibles, Associate Director of Diversity & Social Justice Education in USC’s OMSA. The training will provide introduction to concepts in our first “book club” choice – Jennifer Eberherdt’s *Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do*.
 - The calendar of DEI-related events on the Columbia campus may be found at https://www.sc.edu/about/offices_and_divisions/diversity_equity_and_inclusion/index.php.

VI. From Palmetto College Columbia

- **Jacob Bratcher**, academic advisor for BLS/BOL and adjunct instructor of history, will have his paper, "Inspired in the Original English: How South Carolina Gave Rise to the King-James-Version-Only Movement" published in the 2023 edition of the *Proceedings* of the South Carolina Historical Association. The paper was presented to SCHA at its recent conference.
- Professor of English and Women's & Gender Studies **Julia Elliott**'s short story, "Arcadia Lakes," will soon appear in *Conjunctions 80: The Ways of Water*, Spring 2023. She has also been awarded a RISE grant for a novel project, "The Colony" (for summer 2023).
- **Laura Humphrey**, program director for Palmetto Pathway and Dean **Ron Cox** will present, "Palmetto Pathway: A Bridge Within" to the 2023 meeting of the Regional & Branch Campuses Administrators (RBCA) Association in June.
- **Elliot Vittes**, associate professor of political science, has been invited to be a guest lecturer at the 11th Annual Student's Symposium: Research Topics & Intercultural Learning in the International Context at the University of Zagreb, Croatia in May 2023.

Thank you as always for allowing me to share some of the goings-on at PC Columbia.

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UNIVERSITY OF
South Carolina
LANCASTER

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

Report to the Palmetto College Campuses Faculty Senate
meeting virtually on April 14, 2023

People

Enrollment

As of the enrollment freeze date in mid-March, official Spring enrollment stands at 1790. This makes Spring 2023 the Spring semester with the highest enrollment in institution history.

Congratulations to the following individuals who have accepted positions:

Zoe Byrd—Academic Advising and Support
Amy Hood—Disability Services and Support
Nick Jones—Palmetto College Regional Recruiter
Dr. Connor Austell—Assistant Professor of Music (tenure-track)

Staff searches continue:

Executive Director of Enrollment Management
Maintenance Position

Faculty searches underway:

Criminal Justice
Business (with responsibilities for AS in Business Accreditation oversight)
Statistics

Athletics

Baseball finished the season as runner-up in the conference. Congratulations to our Lancers on a strong tournament performance and a great season.

Baseball All-Conference Awards:

- All Defensive Team, Outfield and Region X Defensive Player of the Year: **Kyle Markowitz**
- All Defensive Team, Third Baseman: **Tristan Hunt**
- Relief Pitcher of the Year: **Brandon Langley**
- Second Team All Region, Designated Hitter: **Joe Sperry**
- Second Team All Region, Infield: **Eddie Olmeda**

Faculty Accomplishments and Awards

The following Teacher of the Year awards, determined by the USC Lancaster student body, were presented at a ceremony in April:

Humanities Division Teacher of the Year, **Dr. Peter Seipel** (philosophy).

Math, Science, Nursing, and Public Health Division Teacher of the Year and Distinguished Teacher of the Year, **Prof. Suzette Taylor** (nursing).

Business, Behavioral Sciences, Criminal Justice, Education, and Library Science Division Teacher of the Year, **Dr. Susan Cruise** (sociology).

Sahar Aghasafari's graphic design students were showcased in an exhibit entitled "Concept, Design & Creativity." The exhibit was at the USC Lancaster Art Gallery in Founders Hall from March 2- 16, 2023. Additionally:

Aghasafari, S. (April 2023). Presenting Best Practices in incorporating STEAM Learning. NAEA National Convention Higher Education Division, San Antonio, TX.

Aghasafari, S. (Online, April 2023). Creative Visual Arts and Biology Processes: Examining Emergent Bi/Multilingual High Schoolers Meanings. District administrators, teachers, staff, and the general community, Clarke County School District, Athens, GA.

Sahar served as a Reviewer, *Journal of Interdisciplinary Studies in Education*. 2020-present.

Sahar was an Invited Guest Speaker - *Incorporating STEAM Learning*, Research Club, University of South Carolina Lancaster, April 2023 and *Graphic Design for Non-Designer*, Administrative Professionals Day, University of Georgia Continuing Education, GA, March 2023.

Sahar was given an honorary position as Artist in Residence and Director of Digital Production, STAR Scholars Network, an international forum of scholars that advances global social mobility using research and advocacy. Design digital media and publication and other aspects of STAR scholars' activities. Mentor and supervises internship scholars on digital and print productions, 2023-present.

Walter Collins was one of 40 participants in and has completed the Executive Education Program entitled "Crisis Leadership in Higher Education" sponsored by faculty at the Harvard Kennedy School and the Harvard Graduate School of Education, Feb. 23 to Mar. 3, 2023.

Liz Easley presented her research entitled, "Time spent in Sedentary and Physical Activity in College-aged Women based on Body Composition" at the annual Southeast American College of Sports Medicine meeting on February 25. **Sarah Sellhorst** and **Bill Riner** were co-authors on this presentation. Additionally, **Liz Easley** was a co-author on a paper accepted and recently published in *Frontiers in Pediatrics* titled, "Body mass index percentiles versus body composition assessments: Challenges for disease risk classifications in children." **Liz and Sarah Sellhorst** and had their abstract, "Navigating Virtual Promotion and Engagement in Undergraduate Research" accepted for presentation at the ConnectUR 2023 Annual Conference.

Amy Gerald presented her research "Finding the Grimkes in Charleston: Using Feminist Historiographic and Archival Research Methods to Build Public Memory" at the W. Brent Burgin Lunch and Learn on March 24th at the Native American Studies Center. Amy was awarded a RISE grant for a project on the Grimkes related to this talk.

Ernest Jenkins, Robert Folks, and Gavin Witherspoon, Jr. spoke at Lancaster's Cultural Arts Center on "Gone But Not Forgotten: Who's Who in the Historic Old Presbyterian Church Cemetery, Lancaster, SC" as part of the CAC Conversations Series, sponsored by the Lancaster County Society for Historical Preservation. They delivered this presentation on March 1.

Dana Lawrence's paper, "Redefining Monstrosity in Akwaeke Emezi's *Pet*," was accepted for presentation at the June 2023 Children's Literature Association Conference. Her student, Chloe Howard, also had her paper accepted: "'Fair and Balanced': Maus, Censorship, and the Holocaust in the Classroom."

Patrick Lawrence was featured in a collection called *Artful Breakdowns: The Comics of Art Spiegelman* which was just released, and it features his essay "In the Shadow of History: Post-9/11 Citational Aesthetics in Art Spiegelman's *In the Shadow of No Towers*." In January, Pat presented a paper called "Transferred Violence: Race, Labor, and Victimization in *The Bluest Eye*" at the Modern Language Association Annual Convention in San Francisco. Pat was also recently awarded an Excel grant.

Tamika Lewis is a contributing co-author to a chapter called "Christian Integration in Human Growth and Development" for the textbook, *Christian Integration in Counselor Education* by Drs. John King and Kristy Ford. The book is set to be released on Aug. 31, 2023.

Evan Nooe was awarded a 2023 Palmetto College Campus RISE Grant for his current project "Indigenous Dispossession and Settler Colonialism in the Nineteenth Century US South." The grant will help fund work on his book *Aggression and Sufferings: Settler Violence, Native Resistance, and the Coalescence of the Old South* and conference travel this summer. Evan had a paper accepted to present at the 2023 meeting for the Society for Historians of the Early American Republic in Philadelphia this July. The paper is titled "Consecrating Dispossession: Settler Death in the Native South."

Lauren Thomas recently earned the credential of becoming a Certified Health & Well-being Coach. This involved participating in a 75-hour accredited training program endorsed by and in collaboration with the American College of Sports Medicine. Prof. Thomas and Dr. Sellhorst are in the process of enhancing select HPEB (Health Promotion, Education, & Behavior) courses at USC Lancaster to align with health coaching principles and healthcare industry-specific job tasks. Having certified faculty on-campus is one major step towards this goal.

Marybeth Berry and **Tyrie Rowell** took students and alumni to perform in their original devised work *The Blurr* on racial injustice and discrimination to Asheville Fringe Festival in NC where they had been selected as a juried entry in March 23-27.

Stephen Criswell was featured on the March 14th episode of WTVI Charlotte's Trail of History program, "Forgotten Infrastructure." I was interviewed about Nation's Ford Road. <https://www.youtube.com/watch?v=uRN6kWMv9yg>

Chris Judge and **Stephen Criswell** hosted the Director of the National Endowment for the Humanities and the Director of the South Carolina Humanities Council at the NAS Center last month. A group picture was featured in the NEH's newsletter.

<https://www.neh.gov/news/south-carolina-humanities-celebrates-50-years>

Lisa Hammond's poetry is featured in a new virtual exhibit by the South Carolina Chapter of the National Association of Women Artists, "[We See: Creating from Verse](#)." The

show, juried by artist Mary Edna Fraser, features 33 pieces of art by 21 South Carolina artists responding to Lisa Hammond's poems, published from 1997 to 2021. The exhibit will be on display until May 1, 2023, in addition to being exhibited at Brookgreen Gardens during the awards ceremony and poetry reading on April 28, 2023.

Patrick Lawrence attended the American Comparative Literature Association conference in Chicago from March 16th-19th and presented a paper called “Global License, Domestic Deviance: Editorial Opportunism in a Transnational Literary Market.”

Todd Lekan presented a response to an author meets critic session on his book *William James and the Moral Life* at the Annual Society for the Advancement of American Philosophy Conference in Denver, Colorado on March 11, 2023.

USC Lancaster in our Communities

The **Indian Land Business Advisory Group** met mid-day on March 23 at the Indian Land Location. Thanks to Anthony Brockington for coordinating this re-launch of the group. We had a great discussion on Indian Land area outreach and will be working through our next steps on several great recommendations.

The USC Lancaster **Town-Gown Advisory Group** met on April 13. Topics of discussion included campus projects that intersect with the community and our upcoming 65th campus anniversary.

The **grand opening of a new iCarolina Apple Lab at the Kershaw Branch of the Lancaster County Library** took place on March 9. This is the second grant-funded Apple lab associated with USC Lancaster.

Faculty and staff at our **Native American Studies Center** are in final preparation mode to open an exhibit on Catawba Pottery at the **Columbia Museum of Art** in June entitled “Resurgence and Renaissance: Art of the Catawba Nation since 1973”—celebrating the 50th Anniversary of the first such exhibit mounted there.

Other items...

- The next **Lunch and Learn at the Native American Studies Center** is scheduled for May 26 with a talk entitled “Shades of Gray: Non-White Confederate Soldiers” by Dr. David Dangerfield, Assistant Professor of History, University of South Carolina Salkehatchie.
- The annual USC giving day—**Give for Garnet**—took place Wednesday, April 19, 2023. We enjoyed our strongest year to date with \$38,932.35 raised. USC Lancaster ranked number 7 in funds raised out of all 33 USC units!
- **Commencement 2023:** We had a wonderful outdoor commencement ceremony on Saturday, April 29 at 11:00 am. This year’s speaker was Ms. Mary Ann Medford Claud, writer and teacher.
- **Congratulations to the USC Lancaster Players** on another successful year at the SCSTA - South Carolina Speech and Theatre Association College Festival! USC Lancaster also won the overall Best School with the highest overall points. A special

thanks to Professor Marybeth Berry and Mr. Tyrie Rowell for guiding and preparing these talented students:

- Duet Acting
 - 1st- Zach Hathaway and Blaize Berry
 - 2nd- Abbey Hunter and Charlie Guiver
 - 3rd-Kane Koestner and Cailin Stevens
- Duet Musical Theatre
 - 1st- Cailin Stevens and Blaize Berry
 - 2nd- Zach Hathaway and Charlie Guiver
 - 3rd-Abbey Hunter and Zach Hathaway
- Musical Theatre Auditions
 - 1st-Zach Hathaway
 - 3rd-Charlie Guiver
- Animated Voice-Over
 - 2nd- Blaize Berry
 - 3rd-Charlie Guiver
- Audition Monologues
 - 2nd-Kane Koestner
 - 3rd-Blaize Berry
- Storytelling
 - 2nd-Charlie Guiver
 - 3rd-Yasmin Williams
- Dance
 - 1st-Cailin Stevens
 - 2nd-Yasmin Williams



UNIVERSITY OF
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SALKEHATCHIE

**Palmetto College Faculty Senate
April 14, 2023
Campus Dean's Report**

Recruiting and enrollment continue to be the primary focus at USC Salkehatchie. Spring enrollment numbers were slightly down compared to this time last year. The enrollment services department is focusing on recruitment for summer and fall by conducting retargeting campaigns and hosting multiple recruiting events.

Campus Highlights:

- In partnership with the Palmetto Innovation Center, the Propel Business Lab launched accelerator programs for local businesses and entrepreneurs of various experience levels. The project focused on small business development initiatives in Barnwell and Allendale counties, with extended programming taking place across the Salkehatchie region. Courses took place in the iCarolina Learning Lab on the Allendale campus, and a pitch competition was held in the Carolina Theatre on April 13. Two participants won a \$10,000 prize to help launch their business.
- In partnership with the Original Six Foundation and the Allendale County School District, we hosted an “All In Allendale” community event on the Allendale campus on Saturday, April 1. Approximately 15 community organizations participated in the event with approximately 200 community members participating. We hope to make this an annual event and are considering the possibility of hosting this event on the Walterboro campus.
- Men’s soccer had five players named to All-Region Teams and a women’s soccer player was named OSP Student of the Year.
- USC Salkehatchie raised \$59,000 in the Give4Garnet Campaign, finishing 3rd overall among all USC colleges/schools/programs. This is also a record high for USC Salkehatchie.

HR Updates:

- New Hires:
 - Head Softball Coach – Ashleigh Anderson (start date June 6, 2023)
 - Tracy Beach – STEM Program Manager (start date April 17, 2023)
- Currently interviewing for:
 - OSP Recruiter

Facilities update:

- The next phase of the Student Commons Building project on the Walterboro campus is set to begin over the summer.
- Renovations to update the gym on the Walterboro campus are in progress.
- Environmental studies have been completed and several dilapidated buildings on the Allendale campus will be demolished over the summer.

Faculty and student accomplishments, provided by Dr. Sarah Miller:

- **Awards:**
 - Dr. David Dangerfield has been voted the 2022-2023 Professor of the Year by USC Salkehatchie students.
 - Dr. Kirsten Iden has been awarded the 2023 Dr. Ann. C. Carmichael Faculty and Staff Excellence Award.
 - Dr. Justin Mogilski was awarded the 2023 USC Salkehatchie Faculty Organization for his scholarship.
 - Dr. Francis Burns, Dr. April Cone, and Dr. Sarah Miller were the People's Choice Best of the Best: College Professor presented by the Press and Standard on March 25.
 - Four Salkehatchie instructors, Shannon Belangia, Dr. David Dangerfield, Lisa Rosof, and Sherri Sullivan were recognized in Thank A Teacher Program.
- **Presentations:**
 - Dr. Eran Kilpatrick presented, "Eastern Newt (*Notophthalmus viridescens*) Localities and Notes From 10 Years of Sampling Across the Southeastern United States," at the Association of Southeastern Biologists Annual Meeting (March 24 -25) in Winston-Salem, NC.
 - Dr. Lokendra Paudel presented, "On Maximal non-Manis Extensions and Prüfer Extensions." Presented in the Carolina Math Seminar (CMS) at USC Salkehatchie, March 31, 2023.
 - Dr. Lokendra Paudel presented, "Valuation Overrings of Polynomial Ring and Group of Divisibility," presented in the Southern Regional Algebra Conference (SRAC 2023) in New Orleans, LA on March 24 -26, 2023.
 - Dr. Justin Mogilski presented a talk titled "Multi-partner maintenance among heterosexuals and bisexuals" at the the Society for Personality and Social Psychology Conference in Atlanta, GA.
 - Dr. Justin Mogilski gave an invited talk at the third annual online symposium hosted by Eduardo Vicentini de Medeiros in the Departamento de Filosofia at Universidade Federal de Santa Maria in Brazil.
 - Dr. Kirsten Iden presented "Fashioning Eliza Lucas Pinkney's Textile Archive," to the Colleton County Historical and Preservation Society on March 9, 2023.
- **Publications:**
 - Dr. Lokendra Paudel published "Realization of Semilocal l-groups over $k[x_1, x_2, x_3, \dots, x_n]$ in the Journal of Communications in Algebra in March 2023.
 - Dr Lokendra Paudel and co-author Tchamna, S. published, "A note on Star-Prüfer Extensions" in Journal of Mathematics Research, Vol. 15, No. 2 (2023).

- Dr. Justin Mogilski chapter "'Maintaining multi-partner relationships: Evolution, sexual ethics, and consensual non-monogamy'" was published in the Oxford Handbook of Evolutionary Psychology and Romantic Relationships. which he also co-edited.

- **Creative Works**
 - The documentary film "On With the Show: Celebrating a Century of Allendale's Carolina Theatre" co-produced by Dr. Sarah Miller has been accepted to the More Than Decent Film Festival being held in Newberry, South Carolina, April 21-22.
 - "The Hut: A Legacy of the Works Progress Administration in Allendale, South Carolina" a film about the Salkehatchie Hut, was awarded the Certificate of Merit for Excellence in Historical Filmmaking at the Ogeechee International History Festival. Dr. Sarah Miller, professor of history co-produced the documentary. Director of Athletics Jeremy Joye, Dean Emerita Ann Carmichael, and retired Associate Dean of Student Affairs Jane Brewer are featured in the film.

- **Grants**
 - Four USC Salkehatchie faculty members, Dr. David Dangerfield, Dr. Kirsten Iden, Dr. Justin Mogilski, and Dr. Rod Steward received RISE summer research grants.

- **Consulting Work:**
 - Dr. David Dangerfield served as a consultant for PBS's Finding Your Roots, episode entitled "Rising From the Ashes" traces the roots of actors Brian Cox and Viola Davis, uncovering records from workhouses in Scotland and slave plantations in South Carolina that reveal individuals who battled to build a better life for their families.

Respectfully submitted,



April Cone
Dean



UNIVERSITY OF
South Carolina
SUMTER

OFFICE OF THE
DEAN

PC Faculty Senate Report
April 14, 2023
Michael E. Sonntag, Ph.D.

Commented [NS1]: Sonntag, Michael The Faculty Senate Report is ready and updated...Faculty have until 9am tomorrow to add anything additional.

Faculty

Since last Senate (February 10, 2023), 11 faculty produced 16 publications, presentations, or other scholarly works, or won awards and other recognition for scholarly work or service:

Mary Ellen Bellanca

- Named a recipient of the 2023 USC Distinguished Research Service Award. According to a USC Office of Research webpage, "Distinguished Research Service Award recipients have demonstrated exceptional commitment to USC's research community through consistent service as reviewers and committee members for our internal funding and awards programs." The internal funding programs include the RISE grants for Palmetto College faculty and the new "Excel" funding program established by the Office of Research with the offices of the President and the Provost.

Sher Chhetri

- A group project titled "The Marascuilo Method Holds Promise for Improved Medical Management During a Pandemic" was presented at the SAM International Business Conference on March 18, 2023. This is ongoing work in collaboration with Hennie Van Bulck, Luisa Melo, and three students (Antonio Turner, Christian Sterner, and Kaitlin Kiser).
- Volunteered to judge students' posters at the "67th USC Science and Engineering Fair", University of South Carolina, Columbia, SC, March 10, 2023.
- Presented a paper titled "A Comparison of Three Instructional Methods for Teaching an Introductory Statistics Course" at SOCAMATYC (South Carolina Mathematical Association of Two Year Colleges) in Greenville Technical College, Greenville, SC, February 25, 2023.
- Served as a member of the organizing committee and volunteered to judge students' posters at the "19th Annual SC Upstate Research Symposium" at USC Upstate on March 31, 2023.

Carolina Cruz

- Awarded the 2023 College School Level Educator of the Year by the Greater Sumter Chamber of Commerce and The Bank of Clarendon.

Michael Evans

- Successfully defended his dissertation for his Ph.D. from Liberty University on 03/28/2023. The title of his dissertation is "Impact of the Completed South Carolina Post Critical Incident Seminar on the Well-Being of the Law Enforcement Participants."

Vincent Frontero

- "Winter Break" has been accepted for publication in *The Shore*.
- "Realism from a Different Era" has been accepted for publication in *Pembroke Magazine*.

Kristina Grob

- Co-authored book "Thinking Critically About Abortion" is now available in French translation as "Pense l'avortement," published by Elliott Editions. (April 2023)
- Presented paper "Tensions in Feminist Pedagogy" at the 2023 meeting of WGS South (Womens and Gender Studies South: A SEWSA Legacy) on March 31, 2023.

Dan Kiernan

- Awarded the South Carolina Academy of Science Two-Year Institution Faculty of the Year Award at the South Carolina Academy of Science Annual Meeting held at MUSC on Saturday, March 25, 2023.

Michele Reese

- "Masters Swimming" and "Strawberries in Plastic" were published in *Jasper Writes*, <https://jasperproject.org/jasper-writes/michele-reese>.

Andrew Kunka

- Essay "'How Else Could I Have Created a Black Boy in That Era?': Racial Caricature and Will Eisner's Legacy" appears in the new collection *Desegregating Comics: Debating Blackness in the Golden Age of American Comics*, edited by Qiana Whitted and published by Rutgers University Press.

Ray McManus

- Dr. Ray McManus was chosen to receive the South Carolina Governor's Award for the Arts. A article discussing the award, the South Carolina Arts Commission, and Dr. McManus's contributions can be found at: https://www.scartshub.com/five-honorees-to-receive-2023-s-c-governors-awards-for-the-arts/?fbclid=IwAR2N6QqzGnrtdsbZpSMnuJh4msiJcYjd-XmP6GmW5_T7HrZOpU1brNbNGY

Sami Varjosaari

- Received a 2023 Palmetto College Campus RISE grant to support the summer faculty research project titled "Elucidating the structure of Pinckneyin, a potential anti-malarial substance found in Georgia Bark (*Pinckneya Bracteata*)".

Campus

- Elizabeth Hawkins, Program Coordinator of Education, organized a Call Me Mister Expo on campus in partnership with Morris College and Clemson University to host over 100 local male high students to introduce them to the teaching profession.
- Andrew Kunka and the Sumter County Cultural Commission partnered to bring Swan Con back to USC Sumter after a two-year hiatus due to COVID. The event featured artists, vendors, cosplayers, and more for a community-wide celebration around pop culture.
- Keith Britton and our Admissions team hosted over 100 local high students on March 31st for Campus Day to provide students with an opportunity to visit the campus and learn how to apply for Admission.

Athletics – (from Julia)

- Athletics hosted a golf tournament on March 31st at Beech Creek Golf Club in memory of Dr. Les Carpenter. 120 golfers participated with a record number of sponsors to raise \$17,000 for the Athletic Department.
- Tennis: Women's Tennis made their first appearance in the regular season top 25 rankings, with Women currently ranked #19 nationally and Men's Tennis ranked #13 nationally.
- Alexandra Mille (#1 women's singles) is ranked 32nd nationally in singles and she and Grace Weaver (women's #1 doubles team) are 25th nationally in doubles.
- Federico Roman and Arthur McCarthy (men's #1 doubles team) are ranked 24th nationally in doubles.

Spring Enrollment (as of census date):

Spring 23 = 1366 HDCT vs. Spring 22 HDCT = 1212 (12.7% increase)

Fall Enrollment (as of 04/12/23):

Fall 23 HDCT = 66 vs. Fall 22 HDCT = 76 (too early to be meaningful)

Randy Lowell, USC Union
Dean's Report
April 14, 2023

Faculty/Staff News

- Congrats to this year's USC Union Distinguished Teacher of the Year, Dr. Emily Schafer, Assistant Professor of Psychology! As well as Adjunct Instructor of the Year, Brandon Simpson (Psychology and Disability Services); and Staff Member of the Year, Micah Stancil (Head Baseball Coach)...all of whom were voted on by the faculty, staff, and students on campus.
- The USC Union DEI Committee, chaired by Dr. Emily Schafer, organized a World Religions Panel on campus in March. This featured a great panel discussion, facilitated by Dr. Avery Fouts, regarding a variety of religious affiliations from the perspectives of Mr. Ibrahim Hanif, Rabbi Yoshi Leibowitz, and Pastor Steve Lemons.
- The USC Union African American Alliance, supervised by Brandon Simpson, Disability Services Coordinator, hosted multiple Black History Month events on campus in February. This included what has become an annual Art and Poetry Night, and an inaugural Unity Day Luncheon for the campus.
- Next week, the campus will host the annual Spring Fling event that is open to the campus and the entire community for most of the day. This year there will be four different food trucks, tables for various vendors and organizations, music, games, and an American Ninja Warrior pop-up course with a warped wall for people to try.
- On March 30, USC Union participated in the 2023 Union County Career Day, which was organized by the Union County Development Board and will hopefully become an annual event. This event featured representatives from local industries, small business, government entities, etc., and was held at Union County High School. Over the course of the day, approximately 2,500 4th through 12th grade students attended the event, giving the staff at our USC Union table many opportunities to share with them what our campus, and Palmetto College, have to offer.
- Congratulations to Greta Bailey, who teaches courses in Political Science and business law on campus and to dual enrollment students at area high schools for us, as she has just been Broome High School senior class as their favorite teacher this year!
- Congratulations to Dr. Majdouline Aziz, who transitioned into the permanent role of Associate Dean of Academic and Student Affairs, effective March 16, upon the completion of that search and having served in the interim role since the start of the Fall 2020 semester. She recently was invited to represent USC Union on a panel presentation at the National Humanities Alliance Annual Meeting in Washington, DC, to share the efforts at USC Union to promote the humanities to students on campus.
 - o Publications:
 - **Aziz, M.**, Aziz, M. (in press). Muslim religious identity formation: Factors that promote a Muslim religious identity among a sample of Muslim college students. *Journal of Islamic and Muslim Studies*.
 - **Aziz, M.**, Aziz, M., Jackson-Smith, S., (in press). State of the state: South Carolina 2021-22. *Journal of Education Human Resources*.
 - **Aziz, M.**, Aziz, M. (in press). State of the state: California 2021-22. *Journal of Education Human Resources*.
 - o Presentations:
 - **Aziz, M.** (March 2023). Expanding Access to Undergraduate Humanities Education: Investing in New Curricula and Recruitment. *Invited Panelist at the National Humanities Alliance Annual Meeting, Washington, D.C.*
- Dr. Allan Charles, Professor Emeritus of History:
 - o Published in the "Union County News" and the "Historical Newsletter" of the Union County Historical Society over the last year some six articles regarding Black history, women's history, and local (general) history.

- Dr. Tekla Johnson, Assistant Professor of African American Studies:
 - o Book Contract for *African American (Urban) Removal* with USC Press.
 - o Conference Paper at the National Council of Black Studies: "Un-Random Acts"
- Dr. Andrew Kettler, Assistant Professor of History:
 - o A paperback edition of book came out in December.
 - o That is: *The Smell of Slavery: Olfactory Racism and the Atlantic World* (Cambridge, 2022 [2020]).
 - o Since the new year, presented at: The Smell Studies Working Group, Brown University, Providence, Rhode Island.
 - o And just received a 2023-24 Beckman Center Fellowship at the at the Science History Institute for one month research.
- Dr. Katie Klik, Assistant Professor of Psychology:
 - o Publications:
 - **Klik, K. A.**, Reynolds, K. J., & Cárdenas, D. (*in press*) School climate, school identification and student outcomes: A longitudinal investigation of student well-being. *British Journal of Educational Psychology*.
 - o Grants:
 - *Exploration of faculty welfare: The impact of campus social and work environment on faculty outcomes*
 - **Role:** PI (March 2023 – Nov 2023)
 - **Funder:** University of South Carolina - Research Initiative for Summer Engagement (RISE) program
 - **Aims:** Design and implement a psychometrically validated questionnaire that longitudinally assesses the impact of the campus social environment (i.e., campus climate, campus identification, and PC system identification) and the work environment (i.e., leadership, team morale, and professional development) on faculty outcomes (work health, stress, organizational commitment, retention, and meaning at work) throughout the Palmetto College system. Data will be used to direct strategic planning of executive committee at Palmetto College.
 - **Amount:** \$7982.68
- Dr. Emily Schafer, Assistant Professor of Psychology:
 - o Students presented at SEPA Conference on summer research - Adverse childhood experiences in students on two-year college campuses.
 - o Presentation about post-Covid mental health of college students at the 10th annual congress on mental health in Dublin.
 - o Paper under review for a special issue journal *Stress, Burnout, and Trauma in Schools: Coping Strategies for Teachers, Staff, and Students*. Entitled: trauma-informed care training in schools: a review.
 - o Reviewing a paper for psychological trauma APA journal:
 - Investigating the Roles of Stereotype Beliefs and Posttraumatic Cognitions in the Relationship Between Experiences of Discrimination and Posttraumatic Stress Symptoms

Students

- Enrollment for the Spring semester finished at a headcount of 984, and FTE of 573.
- The SC Commission on Higher Education released updated Success and Graduation Rates. For First-Time, Full-Time Freshmen entering Fall 2018, our 150% Program Time Success Rate went up from last year, to 73.3%. This is the second highest in the state among all 4 PC campuses and 16 Technical Colleges, only trailing Tri-County Tech's 73.6% Success Rate among those institutions. Success Rate includes those students who graduated, transferred, or were still enrolled. This metric is more applicable than traditional Graduation Rate for our type of campus, since students often may only come for one year before transferring into a 4-year degree program at another school. That said, our Graduation Rate also went up almost 4 percentage points from the previous year, to 31.3%. This rate was the third-highest in the state among the 4 PC campuses and 16 Technical Colleges, only trailing Northeastern Tech's 36.1% and Tri-County Tech's 36.0% rates. If you're interested in more details on those data, the full CHE report can be found at [https://che.sc.gov/sites/che/files/Documents/CHE%20Data%20and%20Reports/2022_CHE_Statistica I Abstract Web.pdf](https://che.sc.gov/sites/che/files/Documents/CHE%20Data%20and%20Reports/2022_CHE_Statistica%20I_Abstract_Web.pdf)
- Congratulations to all of our students who won discipline and campus awards at our annual Awards Night event this week, including All-Around Palmetto Award winner, Caden Jackson, who will be graduating with his BLS this semester. Caden will also be receiving an award at the Columbia awards ceremony next week, which will be one of the Senior Awards, but won't know which one until the ceremony. Also congrats to our Miss USC Union Pageant Scholarship winners, including Bianca Monteith (Miss USC Union), Za'Kyah Jeter-Walton (Miss Junior), Julia Whitney (Miss Sophomore), and DeAnna Sweat (Miss Freshman).
- Dr. Lowell and Dr. Schafer took students down to New Orleans last week to present research at the annual meeting of the Southeastern Psychological Association, and they did a great job representing the campus there. This included sophomore, Za'Kyah Jeter-Walton, and freshman, Hannah Copeland, who presented on their work with Dr. Schafer on ACEs among students at two-year campuses; and sophomore, Jessica Dawkins, who presented on her work with Dr. Lowell on incidental vocabulary acquisition in reading. Jessica will present this work again at Discover USC in Columbia later this month.
- Our club Rifle Team participated in a competition in Walhalla this semester. Senior BSN student, Brianna Fish, earned the bronze, finishing a couple points behind one of Clemson's students and a student from North Carolina, but ahead of the other four students from Clemson. Freshmen, Bianca Monteith, finished in 5th place, ahead of those four Clemson students as well.
- Congrats to our own Madisen Brewington, alum and Success Center staff, as she recently accepted an offer to start as a Speech Language Pathology Assistant at Special Services in Union County School District this August after she completes the clinical experiences for her bachelor's degree prior to that, ahead of graduate school studies after that.
- At Rotary last month, our athletics department had the program and had a chance to update the club about their progress in the classroom and on the field, including boasting the collective athletics GPA of 3.272, featuring a team GPA high of 3.743 for the softball team. This included some words from Zach Simmons (Athletic Director), Coach Royce (Softball), Coach Curlee (Soccer), and two of our 4.0 GPA student-athletes, Hannah Truett (Softball, and SGA President) and Nico Steinweg (Soccer, and NJCAA Region 10 Player of the Year).
- Three of our student-athletes were selected to join an invitational travel team that will travel to Spain for 10 days this summer to compete in four matches against local clubs there, including Nico Steinweg, Jose Fernandez, and Jameon Williams.
- Students from the Research Club and from one of Dr. Johnson's classes had a great trip up to the Native American Studies Center in Lancaster last month. This included a guided tour of the exhibits, the archives, and the archaeology lab.

Facilities

- The Whitener Central Building second floor HVAC project is moving a few weeks ahead of schedule, originally estimated as a 4-6-month project that started in February.
- Renovation work on Truluck Gym (roof/bathrooms) will start after the semester concludes, as well as work on the new wet lab in the Nursing Simulation Lab building and on the softball/baseball fields this year.
- Preparations are underway for the move of the Laurens location to the old Bell Street school property over the summer. The school district there is committing substantial resources toward helping to have it ready in time for the start of the Fall 2023 semester.

Budget

- FY23 tuition revenue is at 95.95% of budget to date. Spring tuition revenue was down about 8% from budget, but we hope to recoup some of these losses during the summer sessions. Expenditures as of the close of the 3rd quarter were at 76.19% of budget.

Palmetto College Campuses Faculty Senate

April 14, 2023

Committee on Libraries Report

The Committee on Libraries met on March 17, 2023, in the Ernest F. Hollings Special Collections Library. This was the first meeting called by the new Dean of Libraries, David Banush. Dean Banush has been holding listening sessions with different stakeholders (students, faculty, and staff) on the Columbia campus since he started in November 2022. Dean Banush is committed to keeping the library as an academic space. The committee provided feedback on the library from their perspective and the perspective of their individual departments. The overall feedback was positive. There was some discussion of having the library participating in themed semesters and providing targeted resources based on the theme. It was highlighted that the library can do a lot for different users, but those resources are not widely known or marketed.

Report of the Columbia Courses and Curriculum Committee

The Courses and Curriculum Committee has met twice since the last PCCFS meeting. Some new undergraduate courses have been approved by the committee that may be of interest to Palmetto College faculty:

JOUR 242: Jobs in the Sports Media

JOUR 344: SEC Football and Sports Media

THEA 300: Cosplay Production and Design

These courses are awaiting final approval from the USC Faculty Senate.

As always, if there are any questions about the Courses and Curriculum Committee's work, please feel free to contact me.

Respectfully submitted,

Andy Kunka

Proposed Revisions to the *Palmetto College Campuses Faculty Manual*
Palmetto College Campuses Faculty Senate
University of South Carolina

Brief Title of Proposed Change	Clarifying the Process of Post Tenure Review
Committee Proposing Revision	Rights and Responsibility
Date of Presentation to Senate	April 14, 2023
Senate Approval Date	

Rationale for Proposed Revisions

- Clarifying the process of post tenure review.

Summary of Proposed Revisions

- Update bullet point 4 under the Post Tenure Review Section on pages 16 - 17 to clarify the post tenure review process.

Section and page numbers of the current *Manual* for proposed revisions

Current	Proposed
<p>Post Tenure Review, pages 16 -17</p> <p>1. Each campus will conduct an annual administrative evaluation of its faculty. The faculty member will be provided a written report of this performance evaluation. The basis for these evaluations is the criteria for tenure and promotion established by the faculty, approved by the administration and Board of Trustees, and published in the Palmetto College Campuses Faculty Manual.</p> <p>2. Tenure track faculty (tenured or untenured) will undergo peer evaluation on the local campus at least once every three years: the criteria for tenure and promotion will be used as a basis for this review. Written results of peer evaluation will be provided to the faculty member.</p> <p>3. For full-time administrators with tenure and faculty rank and who report directly to the Palmetto College Campus Dean or directly to the Palmetto College Chancellor, participation in the post-tenure review process is suspended throughout the duration of their administrative appointment. Upon return to</p>	<p>Post Tenure Review, pages 16 -17</p> <p>1. Each campus will conduct an annual administrative evaluation of its faculty. The faculty member will be provided a written report of this performance evaluation. The basis for these evaluations is the criteria for tenure and promotion established by the faculty, approved by the administration and Board of Trustees, and published in the Palmetto College Campuses Faculty Manual.</p> <p>2. Tenure track faculty (tenured or untenured) will undergo peer evaluation on the local campus at least once every three years: the criteria for tenure and promotion will be used as a basis for this review. Written results of peer evaluation will be provided to the faculty member.</p> <p>3. For full-time administrators with tenure and faculty rank and who report directly to the Palmetto College Campus Dean or directly to the Palmetto College Chancellor, participation in the post-tenure review process is suspended throughout the duration of their administrative appointment. Upon return to</p>

full-time faculty responsibilities, the post-tenure review policy for these individuals will be in effect.

4. Once every six years, tenured faculty members (of any academic rank) shall undergo a process of review which includes peers outside of the faculty member's department or division. (Though post tenure review is based on criteria established for tenure and promotion, the process of evaluation need only establish satisfactory or unsatisfactory levels of performance and NOT the "highly effective" record as required for promotion to higher academic ranks.)

5. When a tenured faculty member receives an overall rating of unsatisfactory, the file will be referred to a local campus committee which will work with the faculty member to develop a plan and time table for correcting deficiencies. Within budgetary constraints, the local campus will provide reasonable fiscal support for implementation of such plans.

6. The procedure which governs "termination for cause" of any tenured faculty appointment is clearly articulated in the Palmetto College Campuses Faculty Manual and no process of outcome associated with post tenure review shall supersede the guidelines established by these provisions.

full-time faculty responsibilities, the post-tenure review policy for these individuals will be in effect.

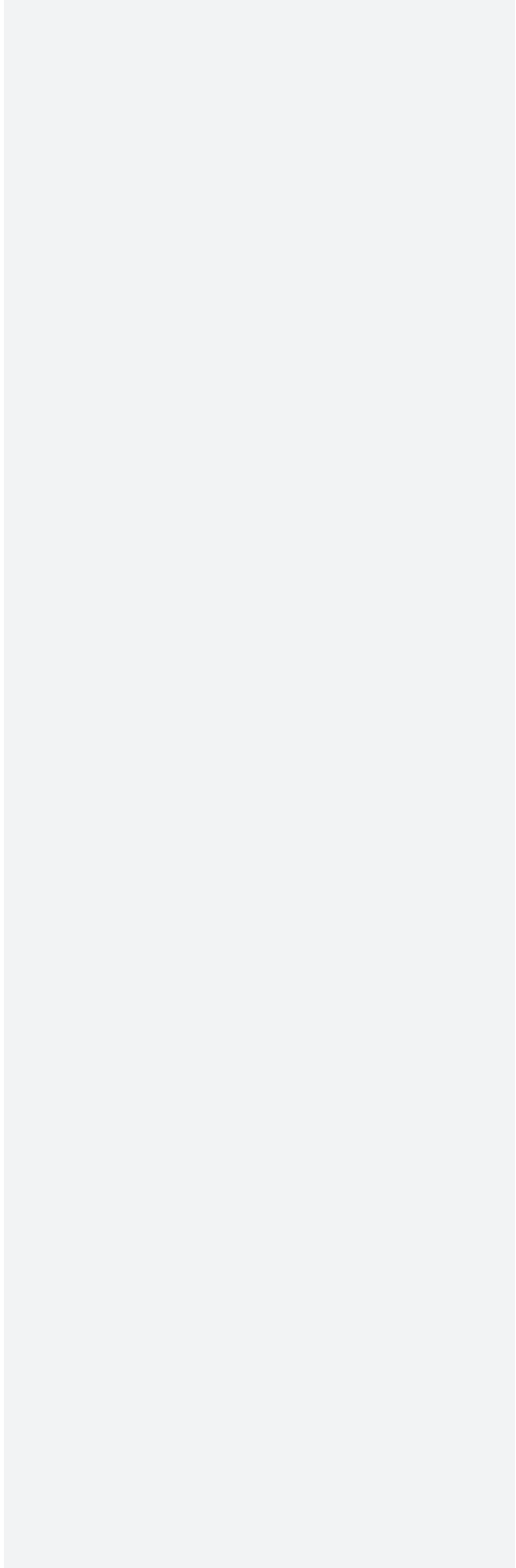
4. Once every six years, tenured faculty members (of any academic rank) shall undergo a process of review of the previous six years of work; the criteria for tenure and promotion will be used as a basis for this review. The file will be submitted to and reviewed by the local tenure and promotion committee. The file is not subject to external review (PCCTP-14) and the faculty member is not required to include the compiler's summary of teaching evaluations (PCCTP-13) unless they choose to. The "highly effective" record as listed in the *Palmetto College Campuses Faculty Manual* on pages 8 - 11 is not required for this review. The results of this review will be provided to the faculty member and forwarded to the local campus dean. ~~Once every six years, tenured faculty members (of any academic rank) shall undergo a process of review which includes peers outside of the faculty member's department or division. (Though post tenure review is based on criteria established for tenure and promotion, the process of evaluation need only establish satisfactory or unsatisfactory levels of performance and NOT the "highly effective" record as required for promotion to higher academic ranks.)~~

5. When a tenured faculty member receives an overall rating of unsatisfactory, the file will be referred to a local campus committee which will work with the faculty member to develop a plan and time table for correcting deficiencies. Within budgetary constraints, the local campus will provide reasonable fiscal support for implementation of such plans.

6. The procedure which governs "termination for cause" of any tenured faculty appointment is clearly articulated in the Palmetto College

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	<p>Campuses Faculty Manual and no process of outcome associated with post tenure review shall supersede the guidelines established by these provisions.</p>
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Proposed Revisions to the *Palmetto College Campuses Faculty Manual*
 Palmetto College Campuses Faculty Senate
 University of South Carolina

Brief Title of Proposed Change	Remove First Bullet Under Post Tenure Review
Committee Proposing Revision	
Date of Presentation to Senate	
Senate Approval Date	

Rationale for Proposed Revisions

- The first bullet under the Post Tenure Review section covers annual evaluations and not Post Tenure Review. Annual evaluations are described in more depth under the Faculty Evaluation section on page 14.

Summary of Proposed Revisions

- Remove the first bullet under the Post Tenure Review section on page 17 and renumber the remaining bullets.

Section and page numbers of the current *Manual* for proposed revisions

Current	Proposed
Post Tenure Review, pages 16-17 1. Each campus will conduct an annual administrative evaluation of its faculty. The faculty member will be provided a written report of this performance evaluation. The basis for these evaluations is the criteria for tenure and promotion established by the faculty, approved by the administration and Board of Trustees, and published in the Palmetto College Campuses Faculty Manual. 2. Tenure track faculty (tenured or untenured) will undergo peer evaluation on the local campus at least once every three years: the criteria for tenure and promotion will be used as a basis for this review. Written results of peer evaluation will be provided to the faculty member. 3. For full-time administrators with tenure and faculty rank and who report directly to the Palmetto College Campus Dean or directly to the Palmetto College Chancellor, participation in the post-tenure review process	Post Tenure Review, pages 16-17 1. Each campus will conduct an annual administrative evaluation of its faculty. The faculty member will be provided a written report of this performance evaluation. The basis for these evaluations is the criteria for tenure and promotion established by the faculty, approved by the administration and Board of Trustees, and published in the Palmetto College Campuses Faculty Manual. 1 1. Tenure track faculty (tenured or untenured) will undergo peer evaluation on the local campus at least once every three years: the criteria for tenure and promotion will be used as a basis for this review. Written results of peer evaluation will be provided to the faculty member. 2 3. For full-time administrators with tenure and faculty rank and who report directly to the Palmetto College Campus Dean or directly to the Palmetto College Chancellor, participation in the post-tenure review process

is suspended throughout the duration of their administrative appointment. Upon return to full-time faculty responsibilities, the post-tenure review policy for these individuals will be in effect.

4. Once every six years, tenured faculty members (of any academic rank) shall undergo a process of review which includes peers outside of the faculty member's department or division. (Though post tenure review is based on criteria established for tenure and promotion, the process of evaluation need only establish satisfactory or unsatisfactory levels of performance and NOT the "highly effective" record as required for promotion to higher academic ranks.)

5. When a tenured faculty member receives an overall rating of unsatisfactory, the file will be referred to a local campus committee which will work with the faculty member to develop a plan and time table for correcting deficiencies. Within budgetary constraints, the local campus will provide reasonable fiscal support for implementation of such plans.

6. The procedure which governs "termination for cause" of any tenured faculty appointment is clearly articulated in the Palmetto College Campuses Faculty Manual and no process of outcome associated with post tenure review shall supersede the guidelines established by these provisions.

is suspended throughout the duration of their administrative appointment. Upon return to full-time faculty responsibilities, the post-tenure review policy for these individuals will be in effect.

34. Once every six years, tenured faculty members (of any academic rank) shall undergo a process of review which includes peers outside of the faculty member's department or division. (Though post tenure review is based on criteria established for tenure and promotion, the process of evaluation need only establish satisfactory or unsatisfactory levels of performance and NOT the "highly effective" record as required for promotion to higher academic ranks.)

45. When a tenured faculty member receives an overall rating of unsatisfactory, the file will be referred to a local campus committee which will work with the faculty member to develop a plan and time table for correcting deficiencies. Within budgetary constraints, the local campus will provide reasonable fiscal support for implementation of such plans.

65. The procedure which governs "termination for cause" of any tenured faculty appointment is clearly articulated in the Palmetto College Campuses Faculty Manual and no process of outcome associated with post tenure review shall supersede the guidelines established by these provisions.