



UNIVERSITY OF  
**South Carolina**

**PALMETTO COLLEGE**

*Palmetto College Faculty Senate*

Blackboard Collaborate

Friday, February 5, 2021

Morning Session ..... 9:30 - 10:30 AM

Welcome, Dr. Ernest Jenkins

Report from the Chancellor, Dr. Susan Elkins (See Appendix 1)

Report from the Associate Provost, Dr. John Catalano (See Appendix 2)

Reports from Palmetto College Campus Deans

Dean Ron Cox, USC Palmetto College Columbia (See Appendix 3)

Dean Walt Collins, USC Lancaster (See Appendix 4)

Dean Chris Nesmith, USC Salkehatchie (See Appendix 5)

Dean Michael Sonntag, USC Sumter (See Appendix 6)

Interim Dean Randy Lowell, USC Union (See Appendix 7)

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 12:30 pm

### II. Attendance

In attendance: Ernest Jenkins, Steve Lownes, David Dangerfield, Christine Sixta-Rinehart, Andy Yingst, Shelley Jones, Patrick Saucier, Julia Elliot, Brittany Taylor-Driggers, Jerrod Yarosh, Peter Seipel, Stephen Criswell, Santosh Nandi, Blane DaSilva, Mark Roberts, Katie Klik, Matthew Holley, Kristina Grob, Dan Kiernan, Sher Chhetri, Lee Morris, Jennifer Emswiler, Greta Bailey, Kevin Torres

### III. Correction/Approval of Minutes: [November 20, 2020](#) through Blackboard Collaborate Minutes Approved

### IV. Reports from Standing Committees

#### A. Rights and Responsibilities – Professor Sarah Miller

- Request for Organizational/Administrative Flow chart from each campus if one exists
- Procedure for General Grievance original plan had faculty go from immediate supervisor to then provost, the new process would add dean of academic affairs, campus dean, and then chancellor.
- Had a discussion about online vs. F2F classes in the Fall, especially focusing on what the campus expectations would be and if faculty would be able to teach online if preferred.
- Clarification of the Grievance process motion

#### B. Welfare – Professor Peter Seipel (See Appendix 8)

- T&P Workshop Jan 22<sup>nd</sup>, 40+ participants, feedback on workshop survey. Presentations and recording online.
- Received 13 applications, reviewed and evaluated files, will send recommendations Duffy, Pyler etc.
- 2020 Faculty Welfare Survey-Discussed changes and additions due to Covid-19-will send out in early March
- 2020-21 Charge-Financial concerns of the faculty including salary, benefits, and support for teaching and research.
- Faculty Welfare Resources Webpage-add link to website for reporting workplace concerns, include question box for submission for anonymous questions (working to add a question box)

#### C. System Affairs – Professor David Hatch

Discussed various matters related to covid:

- Is there interest and value to having virtual senate meetings going forward? It seems to save a lot of time and resources.
- What about virtual forums? They discussed establishing working groups in the blackboard by discipline, or seeking CTE disciplinary best practice discussions. The committee may create, facilitate, or curate these events. They considered asking senate members, formally, to gauge interest in their FO meetings.
- They discussed concern about the number of student suspensions and probations during this time period. Do we need an institutional moratorium, as we work with a population that is very vulnerable during covid? They are concerned about the rent coming due in enrollments after covid is over.

## **V. Executive Committee**

### **A. Chair - Professor Ernest Jenkins**

- Encouraged more connection and collaboration among PC campuses and the system in general and the EC is looking for opportunities to get more involved.

### **B. Palmetto College Faculty Manual Liaison Officer – Professor Andy Yingst**

- Possible Rights and Responsibilities Change

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

### **A. Committee on Libraries- Professor Rebecca Freeman**

- No report, Professor Freeman not present

### **B. Committee on Curricula and Courses-Professor Lee Morris**

- Had over 200 proposals for new courses, majors, changing courses etc. A number of them did not go through on the first try. A few minor problems and justification are the reasons that most are sent back
- BA in Neuroscience and 54 proposals to be reviewed.

### **C. Committee on Faculty Welfare-Professor Shelley Jones (See Appendix 9)**

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

### **E. Palmetto College Research and Productive Scholarship Committee-Professor Lee Morris**

- Did not meet prior to this meeting. Committee would like to coordinate with research clubs

### **F. Palmetto College Academic Advisory Council-Professor Steve Lowe (See Appendix 10)**

### **G. Palmetto College Provost Advisory Council-Professor Christine Sixta Rinehart (See Appendix 11)**

### **H. Other Committees**

- Conflict of Interest Committee-Professor Noni Bohonak

## **VII. New Business**

### **A. System Faculty Leadership Council-Professor Christine Sixta Rinehart (See Appendix 12)**

### **B. 2021-2022 Nomination Slate (See Appendix 13)**

### **C. Rights and Responsibilities Proposal** was deemed substantive and there will be a vote in April.

### **D. Carolina Trustee Fellowship Award**-increase of \$2000, faculty must be tenured and full professor. Professor Jenkins sent out the link.

## **VIII. Announcements**

- ### **A. No announcements**

## **IX. Adjournment**

# PALMETTO COLLEGE CAMPUSES FACULTY SENATE

## CHANCELLOR'S REPORT – FEBRUARY 5, 2021

SUSAN ELKINS

- **Thank YOU for your service to the PCC Faculty Senate as we begin this New Year of 2021!**
- **COVID-19 Mitigation Activity Spring Semester Planning and Monitoring/Summer and Fall Semester Planning**
  - **Number One Priority: *Safety, health, and well-being of faculty, staff, and students.***
  - **Planning and Preparation:** Spring 2021 planning for same protocol as successful Fall 2020; PC Faculty, Staff, and Student surveys indicated positive results in most areas yet opportunities for improvement were noted and are being addressed; planning and preparation for Summer and Fall 2021.
  - **Risk Mitigation and Reopening Plan:** PC Risk Mitigation/Reopening/Monitoring Plan updated and will continue for Spring 2021.
  - **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; number of cases in single digits throughout Fall 2020; 12 cases last week of January 2021.
- **Enrollment Update - Palmetto College Headcount Enrollment as of 2/4/21 along with a Year-to-Date Comparison to last spring:**
  - **Palmetto College Overall:** Increase +4.5% from 5,666 S20 to 5,919 S21
  - **Palmetto Colleges Campuses:** Increase +1.6% from 4,500 S20 to 4,574 S21
  - **Palmetto College On-Campus Degree Completion Programs:** Increase +1.7% from 117 S20 to 119 S21
  - **Palmetto College Columbia:** Palmetto Pathway-46 (50-S20); Ft. Jackson 350 (447-S20); BLS-145 (152-S20); BOL-143 (140-S20)
  - **Palmetto College Online Programs:** Increase +16.9% from 1,049 S20 to 1,226 S21
  - **Course Delivery Spring Semester:** 57.3% Online, 38.4% F2F, 4.3% Hybrid
- **Spring Semester Priorities/Summer and Fall Semester Planning**
  - **1. Campus Reopening, 2. Risk Mitigation, 3. Recruitment/Retention/Budget, 4. SACSCOC (Visit 3/22-25/21)**  
**5. PC Strategic Plan to align with UofSC Strategic Plan – *For South Carolina: A Path to Excellence.***



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PALMETTO COLLEGE

# FACULTY, STAFF, AND STUDENT SURVEY RESULTS – PC COVID RESPONSE

- **Total Responses - 540**
  - Overwhelmingly positive; many cited good communication and campus support.
  - All three groups generally satisfied with mask usage, social distancing, and cleaning.
  - Most agreed that courses seemed more challenging and that students had a harder time attending and completing assignments this year.
- **Student Responses - 344**
  - 186 of 344 attended completely online and they seem to prefer asynchronous to synchronous instruction.
  - 92 of 344 paid additional fees for online platforms not provided by UofSC.
  - Internships were challenging to secure and maintain due to Covid.
- **Faculty and Instructional Staff Responses - 89**
  - 58 taught completely online and most prefer asynchronous to synchronous.
  - Some expressed dissatisfaction with proctoring of tests, research opportunity and support, lab/field experience, and internship opportunity and support.
- **Non-Instructional Staff Responses - 87**
  - Believe students perform better in synchronous online courses rather than asynchronous.
  - Pleased with good communication.
  - Large majority pleased with support from supervisors and campus.
- **Action Plan**
  - Review survey responses with Deans, Academic Deans, faculty, staff, and students (this step has already begun.)
  - Continue to emphasize the safety and security of faculty, staff, and students.
  - Continue weekly EMT meetings and continue to communicate, communicate, and communicate more.
  - Investigate proposed solution to test proctoring with a goal of eliminating add on student fees.
  - Join with the Provost to extend faculty reviews, including third year review, T&P, and Post-Tenure reviews.
  - Some issues will only be taken care of as Covid recedes (e.g., cancelled faculty research travel, limited student internship and field experiences, and research lab availability) but our faculty and staff have done an amazing job this year and we will make sure they are not penalized for pandemic related hardships. We will continue to provide the best education while insuring our students, staff, and faculty work in a safe and secure environment.



# ADDITIONAL IMPORTANT UPDATES

- **COVID-19**

- Robust testing on Palmetto College campuses
- Vaccinations
  - 1A update: Age 70 plus
    - 130 PC faculty and staff eligible and receiving information from Student Health Services
    - Age 65 plus beginning Monday, February 8
  - 1B update: Faculty and Staff included; additional information from Student Health Services forthcoming
- Town Hall held Tuesday, February 2, Noon – 1:00pm with 109 participants; recording distributed to all PC

- **SACSCOC**

- Focus Report from the November 2020 Offsite Review being submitted to SACSCOC on Friday, Feb. 5, 2021
- Onsite Review Team visit March 22-25, 2021
- Virtual visits to all four Palmetto College campuses, one off-campus site each, and PC Central on Monday, March 22, 2021

- **Strategic Planning**

- New UofSC Strategic Plan, *For South Carolina: A Path to Excellence*, continues to be developed and implemented
- New Palmetto College Strategic Plan continues to be developed in alignment with new UofSC Strategic Plan
- Reporting data for previous PC Strategic Plan (Academic & Service Blueprints) will continue through June 30, 2021

- **Thank YOU!!!**

- **PCCFS Chair Jenkins, Senate Executive Committee, Members of the Senate, Deans, Faculty, Staff, and PC Central Support – ONE Great Palmetto College TEAM!**



**John Catalano**

**Associate Provost, Palmetto College**

**Report to PCFS, February 05, 2021**

Regular meetings have been ongoing with the SC CHE, CAAL, F&F, ACAP, CAD, CADE, APL, AAC, the Chancellor's Cabinet, and the Academic Deans. Jean Carrano keeps the agendas and meeting notes on file for each of these groups and you are welcome to see any of the above. I was also recently appointed to the SC CHE special committee on concurrent education, an issue that is important to each of our campuses.

Again, thanks to all the faculty and staff of Palmetto College for working through recent difficulties in such a professional and selfless way so that our students can continue to receive an excellent university education. This summer and fall the Deans, at the direction of the Provost, are preparing to transition our campuses back to pre-pandemic course modality. Please assist your Academic Deans as they try to arrange the appropriate course modality mix that both moves toward that goal while protecting the safety and security of our students, staff, and faculty.

I represent PC on the Discover UofSC Steering Committee. This year the event will be a virtual day-long event using IPoster Sessions on Friday April 23<sup>rd</sup>. Webinars will be held on March 10<sup>th</sup> and 31<sup>st</sup>. Please participate and demonstrate the high level of scholarship that takes place in our college.

The T&P yearly update is as follows: 2 applications for tenure and promotion to Associate Professor and two applications for promotion to Professor. The files are currently with the Chancellor after having been reviewed by the System T&P Committee in January.

The T&P workshop was held virtually on Friday, January 22. Dr. Obi Johnson moderated, and the event was well conducted and well received.

This morning the first meeting of the Search Committee for the position of VP for System Affairs was held and Victoria Hollins and I represent Palmetto College.

The Palmetto College Spring BBQ is currently scheduled for April 2<sup>nd</sup> on the Russell House patio. (tentative due to Covid)

Please feel free to contact me with your questions and concerns on any of this.



UNIVERSITY OF  
**South Carolina**  
PALMETTO COLLEGE

M. Ron Cox, Jr., Ph.D., Dean  
USC Palmetto College Columbia

**REPORT TO THE PALMETTO COLLEGE FACULTY SENATE**  
**05 February 2021 C.E.**

Greetings, Palmetto College Senators. As always I thank you for the opportunity to report to this body, both in my capacity as Campus Dean for Palmetto College Columbia, as well as Associate Dean for Diversity, Equity, & Inclusion for Palmetto College.

I. Palmetto Pathway

- 2020-2021 cohort began with 49 students; 46 students remain in the program and are registered for SPRING 2021 courses; 1 student appears to have left UofSC; 1 is now at USC Upstate and 1 is enrolled at USC Aiken (both to get closer to home).

- GPA Breakdown for FALL 2020 (Avg. GPA: 3.162)

4.0 – 3.5	3.49 – 3.0	2.99 – 2.5	2.49 – 2.0	2.0 – 1.0	Below 1.0
20	14	8	4	2	1

- Credit Hours Earned for (FALL 2020) (Avg: 14.04 hours)

15+ hours	12 – 14 hours	9 – 11 hours	Less than 9 hours
33 students	11 students	3 students	2 students

- UofSC Columbia Admissions will release invitations for the FALL 2021 Palmetto Pathway cohort the week of March 15. Enrollment goal for the cohort is 100 students.

II. Palmetto College Baccalaureate Programs

- Enrollment Numbers in Programs:

FALL 2019	FALL 2020
BLS 166	BLS 146 (-20)
BOL 148	BOL 151 (+03)
TOTAL: 315	TOTAL: 297 (-18)
SPRING 2020	SPRING 2021
BLS 152	BLS 145 (-07)
BOL 140	BOL 143 (+03)
TOTAL 292	TOTAL 288 (-04)

- Graduation Applications (FALL 2020)
  - BLS 29 (+09 over FALL 2019)
  - BOL 21 (+07 over FALL 2019)
  - 40 bachelor's degrees conferred (20 BLS, 20 BOL)



- Applications, Admissions, & New Enrollments (SPRING 2021)

<b>Applications</b>	<b>Admits</b>	<b>New Enrollments</b>
BLS 54 (+02)	BLS 43 (+12)	BLS 34 (+15)
BOL 41 (+05)	BOL 32 (+10)	BOL 27 (+09)

(parenthetical numbers represent change from SPRING 2020)

### III. Lexington Transfer Center

- Due to COVID (and the closing of school buildings), we have suspended sending staff weekly to the LTC, but will resume scheduling plans after normal operations there resume.
- Logistics regarding FORL offerings with LCSD1 continue to be reviewed and worked on.

### IV. Fort Jackson

- We have been working on equipment improvements and upgrades (furniture and wifi) for the classrooms in the Fort Jackson Education Center.
- Brittney Vereen and Laura Carnes are working together to develop ideas for enhancing online social media marketing of the Fort Jackson degree programs.
- In SPRING 2021, we have twenty (20) courses on the schedule at Fort Jackson. Current enrollment in these courses stands at 350 students.

### V. Diversity, Equity, and Inclusion

- The Council of Academic Diversity Officers (CADO) met on January 14 and heard from Nate Carnes, associate director of the Center for Teaching Excellence. CTE is developing a DEI toolbox to help improve teaching. The toolbox includes university and external resources, as well as a guide to best teaching practices. It may be found on the CTE website.
- The CADO sub-committee on data collection met on January 28 and discussed the Provost's request for a central repository of University data related to DEI. We are seeking clarification on whether or not this data is limited to the Columbia campus only or will also include the Palmetto College campuses. (The PC DEI Council agreed that we should collect such data as well, regardless of whether or not it is included with Columbia's numbers.)
- The PC DEI Council met on February 01, and considered items related to the development of a diversity statement for Palmetto College, as well as requiring faculty and upper-level staff applicants to provide a diversity statement as a part of their application process. These will be considered further at the next meeting, scheduled for March 01.
- I have requested each Palmetto College campus to provide me with a listing of events (virtual or otherwise) which will be held in recognition of Black History Month. These will be reported to CADO at our next meeting.

### VI. REACH Act

- The REACH Act was re-introduced into the General Assembly for the 2021 session, but there are numerous versions with varying requirements regarding specific documents which must be included.
- The current version before the State House of Representatives makes the documents requirement applicable to students earning associate degrees.
- UofSC government relations officials are working with the legislative committees, and UofSC is identifying courses which may be modified to meet the REACH requirements. Courses most likely to be approved include AFAM 201, HIST 111, and POLI 201.

VII. Center for Integrative & Experiential Learning (CIEL)

- Lara Ducate, Executive Director for CIEL and Amber Fallucca, Director of the QEP, met with the PC Academic Deans on January 05, 2021. Most of the discussion centered on the new QEP (Experience by Design) and the upcoming SACS reaccreditation visit.
- CIEL is very interested in continuing to work with Palmetto College. Professor Kristina Grob (USC Sumter) has been selected as a Faculty Fellow within CIEL (the first from Palmetto College to do so). Professor David Hatch (USC Salkehatchie) also played a major role in defining the assessment rubric for the new QEP.

VIII. Faculty & Staff News

- **Dr. Julia Elliott**, Professor of English and Women's & Gender Studies, will have her short story, "Another Frequency," published in the spring issue of the literary magazine *Conjunctions* (*Conjunctions 76: 40th Anniversary Issue*). In addition, in April 2021, Horror Vacui, a new press from Barcelona, Spain, is scheduled to release *Lo Salvaje*, the Spanish translation of Dr. Elliott's short story collection *The Wilds*. The press focuses "on the task of publishing literature related to the wild, the monstrous feminine, the grotesque and the disturbing or uncomfortable."
- **Dr. Elliot Vittes**, Associate Professor of Political Science, has had two papers accepted for the 10th Annual Hawaii University International Conferences on Science, Technology & Engineering, *Arts*, Mathematics and Education (STEM/*STEAM* & Education). The conference is TENTATIVELY scheduled for June 9, 10, and 11, 2021.

My 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 Union  
February 5, 2021

## COVID-19

**Regular on-campus testing:** Student Health Services at USC Columbia will come to USCL every other Wednesday to administer free COVID testing for students, faculty, and staff. Upcoming dates include: February 10 and 24, 2021.

**SC DHEC has staged 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, 8:30 to 4:30.

## People

### Enrollment

As of February 5, 2021, headcount enrollment stands at 1613 (up 16.29% over Spring 2020 enrollment).

### Search in progress

Assistant Librarian (tenure track, first round of interviews, all campus interviews/visits were virtual and have concluded; offer extended; position to begin in August 2021)

### New staff members

We recently welcomed the following 2 new staff members to USC Lancaster:  
Stephanie Blackmon (Admissions assistant)  
Talay Jones (Human Resources assistant)

### Faculty Accomplishments

**Dr. Ernest Jenkins (history)** narrated part of a PBS Charlotte episode in its [Trail of History](#) series focused on Lancaster.

**Dr. Patrick Lawrence (English)** has been awarded a publication contract from Fordham University Press for a book manuscript *Obscene Gestures: Counter-Narratives of Sex and Race in the Twentieth Century*. It's a monograph about how literary obscenity challenges changed over the course of the 20th century given major changes to First Amendment laws and social movements like Civil Rights, Women's Rights, and LGBTQ+ rights movements. The book should come out either in Fordham's Fall 2021 catalogue or their Spring 2022 catalogue.

**Dr. Nahid Swails (physics)** presented at a conference: [Swails, S., N. \(Nov 2020\), Achieving dimensional accuracy in additive manufacturing. presented online at North Carolina and Southern section of the American Association of Physics Teachers.](#)

**Professor Fran Gardner (art)** received an artist's project grant from the South Carolina Arts Commission for her installation piece "The Intersection Between Mark Making and Mark Leaving." The grant assisted with expenses related to the production of this piece.

**Dr. Ann Scott and Dr. Leigh Pate (BSN nursing)** did a virtual presentation for a Sigma Theta Tau International conference this month with another CON faculty member, Joan Creed. The theme of the conference was Creating Healthy Work Environments and they presented and submitted a virtual oral presentation about Leadership in Academia During a Pandemic. Below is the citation:

Creed, J., Scott, A., Pate, L., Cone, A., Davis, V., Gibbs, S., Vick, L., Harris, E., Custer, S., Miles, H., & Jackson, J. (2020). Leadership in academia during a pandemic. Virtual oral presentation at Sigma Theta Tau International *Creating Healthy Work Environments*. Austin, Texas. February 19, 2021.

A manuscript was accepted for publication to *The Journal of Nursing Education* in the education innovation section of the journal. They wrote about their experience during the initial start of the pandemic and how they transitioned from a F2F model to virtual online in a 2-week period (this included all clinical experiences as well). They also discussed how students were still successful with graduation, passing boards, and progressing in the program. Here is the citation:

Scott, A., Cone, A., Creed, J., Custer, S., Davis, V. Gibbs, S., Harris, E. H., Jackson, J. R., Pate, L., & Vick, L. (2020). Rapid transition to online learning for baccalaureate students: Teamwork during a pandemic. *The Journal for Nursing Education*. Accepted for publication.

**Professor Mary Beth Barry (speech and theatre)** had her piece "On the Spectrum" accepted and performed by the Boulder International Fringe Festival in Colorado.

### **USC Lancaster in our Communities**

The **Town-Gown Advisory Group** met December 3. Boudreaux's Irene Dumas Tyson joined the group as we looked at and discussed connection points between USCL's updated

campus master plan and the City of Lancaster's recently finalized revitalization plan. The next meeting will be held on Thursday, February 25.

### **Corporate Partnership and Engagement**

- Active participation in the Rotary Club of Indian Land Lunch is ongoing. Completed two community projects; 521 trash pick-up and Indian Land Middle School playgrounds mulch install project.
- The USCL Indian Land Business Advisory Group's inaugural meeting was on November 30 with great representation from various businesses within the Indian Land/Fort Mill community. The main areas of focus were discussion of the Indian Land Advisory Group mission statement and goals. Additionally, we discussed the roles, responsibilities and expectations of group members and the USCL representatives. We are excited about the Indian Land Advisory Board and are looking for great contributions from this team. USCL membership for this group includes Albert Blackmon, Buddy Faile, Phillip Parker, Bettie Obi Johnson, Todd Lekan, and Walter Collins.
- USCL representation within the Indian Land community continued over the last month with attendance at the Indian Land YMCA ribbon cutting ceremony and at the Chamber of Commerce's Business Connection session at CrossRidge Café.
- While we continue to identify and gain input for the business community regarding training and development needs, we are continuing our talks with Microburst and should have a custom offering under construction by year's end.

### **Facilities**

Our contracted lawn maintenance company has installed the **inscribed bricks** in their temporary home in front of Hubbard Hall. The inscribed brick program remains open and active, so if you would like to purchase a brick at a reduced price for faculty and staff, please contact Mrs. Shana Dry for instructions.

### **Other items...**

- Update regarding the **Associate Degree in Nursing Collaborative Program**: We have been informed that administrators at York Technical College have decided to dissolve the partnership with USC Lancaster and move the student seats allocated for our campus to their campus in Rock Hill. They initiated this move and have forwarded an official three-month notice to us, according to our establishing agreement, in the next several weeks. New students were admitted for the Spring 2021 semester, but this is the last semester students will be admitted at Lancaster. Administrators at York Tech have said that they will reserve a specific number of seats in the ADN program in Rock Hill for Lancaster County residents. York Tech has committed to, and we will help support, a student teach-out plan in order to ensure that all students admitted through Spring 2021 at Lancaster will have the opportunity to finish the program at Lancaster.
- **The Lancaster Players** presented *It's a Wonderful Life* in early December with 2 virtual performances.

- The next virtual **Lunch & Learn at the NASC** is February 19 at noon with a talk entitled “An Indigenous Analysis of the Grotesques of the Southeast” by Dr. Maggie Spivey-Faulkner, Assistant Professor, Department of Anthropology, University of Alberta. To join the program, please send an email to usclnasp@mailbox.sc.edu and a password and ID required to join the meeting will be sent to you.
- **USC Lancaster’s Research Club is sponsoring a year-long [Virtual Research Conference](#)**. Everyone across Palmetto College is invited to participate and attend. Here is information related to the events associated with the conference:
  - **What is it?** – This is a Virtual Conference to help with student engagement and education across the campus and community during the era of social distancing and COVID-19.
  - **Why is it important?** - This will give us a platform to reach students through social media to further our mission of educating and engaging students and the community about scholarly work, undergraduate research, and the Graduation with Leadership Distinction program.
  - **Opportunities for Students** – Weekly, we will be announcing various beyond the classroom activities and presentations that students can engage in to further their knowledge about a vast array of scholarly work and productions. All of the material is prerecorded and available to the students at any time.

**Where do you access the conference? Starting November 1<sup>st</sup>.**

**Instagram:** @uscl\_research\_club\_

**Facebook:** @usclresearchclub

**Website:** sites.google.com/view/usclresearchclub

**Dr. Sarah Sellhorst and Dr. Liz Easley** (exercise science) are the faculty sponsors for the Research Club, and here is their video introducing the conference:

<https://fb.watch/1w4k5-Y7DM/>



**Palmetto College Campuses Faculty Senate  
Dean's Report  
February 5, 2021**

**COVID update**

34 cases since the beginning of the semester--12 this semester alone. So it is prevalent in our area, but still no evidence of spread within classrooms or on campus. USC Columbia Student Health Services are conducting testing on both campuses every other Tuesday. Athletes are required to be tested, and other students, faculty, and staff are encouraged to be tested every other week. Next testing is Feb. 9.

Schedule for the testing is -

Walterboro Campus - 11:30 am - 1:00 pm

Allendale Campus - 3:00 pm - 4:30 pm

We continue with our enhanced cleaning protocols in classrooms and common areas, including routine biomisting in these areas and in our shared vehicles.

Thank you to all our faculty and staff for doing such a great job to keep our numbers low and keep everyone safe. Conditions are far from ideal but you are doing a great job delivering a quality education to our students under the circumstances.

**Enrollment**

Last fall enrollment was slightly down over the previous fall, and so our spring numbers are also down slightly over last year. However, we believe we will be closer to even with last year when all is said and done at our freeze date.

**Campus News**

On Wednesday President Caslen visited our campus in Allendale and threw out the first pitch of softball season opener. Which we won, against Southeastern Community College of NC 11-0 and 12-5. Dr. Elkins also joined us at the game and during the visit we were able to show the president around campus a bit and had some very good conversations about some of our initiatives and plans.

In the fall I mentioned we were involved in a Rural Broadband initiative to bring hi-speed internet access to Allendale. A WiFi antenna has been installed on top of the ETV tower on our campus, to provide free public WiFi hotspot on campus for the community too. As a

result, from our tower alone, we've been able to provide access to over 500 homes! They won't all be able to adopt immediately; however, in time we are definitely going to ramp up. We have been asked to provide space to allow for some community training on using the service on our campus, and a public event in March with Congressman Clyburn, possibly. So more to come on that.

Facilities--making progress in the planning and redesign phases on Student Commons Renovation in Walterboro, and we believe we will make some progress on razing and clearing the old Faculty House and Art House in Allendale adjacent to Spruce Hall in Allendale.

We are continuing a search for Assistant Dean for Student Affairs that is continuing. We will be hiring a new director for the Salkehatchie Leadership Institute in the near future. We will be hiring an Instructor of Speech for the fall to replace Ahron Mack who is leaving at the end of the spring semester.

Another personnel change is that Latoya Robinson has stepped down as OSP Director for personal reasons, and our former director, Dr. Carolyn Banner, is coming out of retirement to serve as Interim Director for the remainder of this semester.

Holly McCrary is our newest employee, starting Feb. 1, as our STEM Coordinator, hired as part of the Workforce Opportunities in Regional Careers (WORC II) grant. This \$354,000, five-year grant from the National Nuclear Security Administration and Dept. of Energy is designed to improve K-12 STEM education in the rural region while developing a pipeline for the workforce. Scholarship support will also be available for students at USC Salkehatchie who are interested in STEM-related fields.

### **Development**

We received a pledge last fall from the Bernard Daley family to establish an endowed scholarship in his honor, and that fund has already been fully funded in the amount of \$190,000.

This year we have received another fully funded endowment gift from Enterprise Bank for \$25,000.

We have also just in the past few days received a pledge from an anonymous donor for \$50,000 with a \$10,000 initial spendable gift for scholarships.

### **Faculty Accomplishments**

**Dr. Francis Burns**—helped organize a pedagogical “speed conference” (December 2, 2020): "I didn't know that I could do that: technology, teaching, and tidbits.“

**Dr. David Hatch**—invited to deliver a talk at Rutgers University in February as part of their Honors College Series: "Literary Hoaxes and Fake News."

**Dr. Lokendra Paudel** --Accepted for publication:



Paudel, L. and Tchamna, S. "A study of linked star operations". To appear in Bulletin of the Korean Mathematical Society.

Paudel, L. and Tchamna, S. "Some properties of star operations on ring extensions". To appear in the International Electronic Journal of Algebra.

**Dr. Rodney Steward**—delivered a paper on Confederate Sequestration at the Cape Fear Civil War Roundtable, January 14, 2021.

**Dr. Marquita Watkins**—chaired a VoiceThread workshop on January 5, 2021.

Presented by:

Dr. Chris Nesmith

Dean



OFFICE OF THE  
DEAN

Palmetto College Campuses Faculty Senate Report  
February 5, 2021  
Michael E. Sonntag, Ph.D.

USC Sumter Palmetto College Faculty Senate Members, 2020-2021

Santosh Nandi	Sumter	2021	Div. Business Administration and Economics	
Blane DaSilva	Sumter	2021	Div. of Humanities, Social Sciences and Education	
Mark Roberts	Sumter	2022	Div. of Science, Mathematics, and Engineering	
Katie Klik	Sumter	2023	Div. of Humanities, Social Sciences and Education	
Matthew Holley	Sumter	2023	Div. of Science, Mathematics, and Engineering	
Kristina Grob	Sumter	2022	Div. of Humanities, Social Sciences and Education	
Dan Kiernan	Sumter	2021	Div. of Science, Mathematics, and Engineering	Alternate
Sher Chhetri	Sumter	2021	Div. of Science, Mathematics, and Engineering	Alternate
Bianca Rowlett	Sumter		Div. of Humanities, Social Sciences and Education	Member at Large



OFFICE OF THE  
DEAN

## **Faculty**

Since last Senate meeting (November 20, 2020), 6 faculty produced 9 publications, presentations, or other scholarly works, or won awards and other recognition for scholarly work or service:

### **Soumyadip (Dip) Acharyya**

- Invited Speaker (November 6, 2020): International Web Conference on Mathematical Methods and Models in Applied Sciences, organized by Amity University of Applied Sciences, Amity University Kolkata in collaboration with Calcutta Mathematical Society, Kolkata, India. Presented research about m-topology and its measure theoretic generalization.
- Invited Speaker (October 10, 2020): 2020 AMS Fall Southeastern Virtual Sectional Meeting, organized by American Mathematical Society. Presented research about Topologies on the Rings of measurable functions.

### **Chase Aunspach**

- C. R. Kelly, & C. Aunspach. "Incels, Compulsory Sexuality, and Fascist Masculinity." *Feminist Formations* 32(3), 145-172. doi:10.1353/ff.2020.0044.

### **Sher Chhetri**

- Ball, C., Rimal, B., & Chhetri, S. (2021). "A New Generalized Cauchy Distribution with an Application to Annual One Day Maximum Rainfall Data." *Statistics, Optimization & Information Computing*, 9(1), 123-136. <http://47.88.85.238/index.php/soic/article/view/1000>
- Lastimoso\*\*, D. J. & Chhetri, S. (2020). [Mathematical Characterization of Generalized Lomax Distribution. Proceedings of the 16th South Carolina Upstate Research Symposium, USC Upstate.](#) (\*\*Lastimoso is an undergraduate student at USC Sumter).
- Volunteered to judge ePosters at 2021 Mathematical Association of America Undergraduate Student Poster Session, a virtual event hosted by American Mathematical Society, January 06 – 09, 2021.

### **Kristina Grob**

- Appointed as a CIEL Fellow

### **Daniel Kiernan**

- Completion of the: Student Spaceflight Experiments Program Mission 12 Mentored four students from Alice Dr. Middle School in the successful hatching & growth of brine shrimp in space.

### **Andrew Kunka**

- "Adaptation and Racial Representation in Dell/Gold Key TV Tie-ins," The Oxford Handbook of Comic Book Studies, edited by Frederick Luis Aldama, Oxford University Press, 2020, pp. 553-72.

### **Santosh Nandi**

- Nandi, S., Sarkis, J., Hervani, A., & Helms, M. (2020). "Do Blockchain and Circular Economy Practices Improve Post COVID-19 Supply Chains? A Resource Based and Resource Dependence Perspective". *Industrial Management & Data Systems*. Emerald Publishing. (DOI: <https://doi.org/10.1108/IMDS-09-2020-0560>).

### **Campus**

- COVID numbers very low; 3 since Jan. 1; testing every other Monday from Columbia but training 7 of our own to test at other times
- December, received \$500,000 donation for renovation of our campus auditorium
- The parking lot near the Nettles building has been redesigned and renovation is now substantially complete, including new landscaping.
- The Student Union Building is currently in Phase I of a HVAC mechanical upgrade. The building's chiller is being replaced with a rooftop HVAC system. The project is projected to be completed in March.
- Nursing Lab is near completion and should be ready for classes in the Fall 2021 semester.
- Phase II of Science Building renovation has begun with design and engineering
- Chris Knezevich was inducted into Alpha Sigma Lambda Honor Society for his work with Palmetto College at USC Sumter.
- Yesterday we were the first PC campus to host the President's recently created System Leadership Council.

### **Athletics**

- Softball team hosted a clinic for high school athletes. They had over 60 athletes attend.
- Esports team adopted a five year old boy that is currently undergoing treatment for Acute Lymphoblastic Leukemia. He joined the team through the Adopt-A-Child Program, which is part of the Friends of Jaclyn Foundation (FOJ). The FOJ seeks to raise awareness and improve the quality of life for children battling pediatric brain tumors and other childhood cancers.

### **Enrollment**

Spring 2021 (YTD) as of Wednesday, February 3, 2021:

- Spring 21 HDCT = 1,127 vs. Spring 20 HDCT = 1,084 (4% increase)
- Spring 21 FTE = 672 vs. Spring 20 FTE = 712 (5.6% decrease)

Randy Lowell, USC Union  
Dean's Report  
February 5, 2021

### **COVID Update**

- The Union campus continues to host free COVID-19 testing on site by staff from UofSC Columbia's Student Health Services every other Tuesday, from 9:30-11:30am, with their next visit scheduled for February 16. We will continue with the new location for that testing, in Truluck gymnasium.
- Four USC Union staff members are being trained to facilitate COVID testing on campus in between weeks that Columbia is with us. Once in place, this will be provided every Tuesday from 9:30-11:30am that UofSC staff is not on-site, routinely for student-athletes outside of the Tuesday testing, and as-needed for other students, faculty, and staff.
- Numbers of confirmed positive cases on campus have again been relatively low this semester, with no indication of spread in the classroom. Increased cleaning on campus from staff and contracted services, along with routine bio-misting of common spaces on campus are still in place.
- Continue to practice mitigation strategies. Any students, faculty, or staff who experience symptoms or receive a positive COVID test result should contact Lynn Edwards ([edwar342@mailbox.sc.edu](mailto:edwar342@mailbox.sc.edu)) or Courtney Pinnell ([pinnell@mailbox.sc.edu](mailto:pinnell@mailbox.sc.edu)) for further guidance and contact tracing.

### **Students**

- Compared last Spring's record high enrollment, current Spring 2021 headcount is down slightly by a few percent, but is over 1,100 students, which is up from last semester. We still have a couple more months ahead of the start of the Spring II session in March to add to that number as well, so trending towards close to flat in terms of year-to-year numbers.
- All of our club and NJCAA student-athletes are in action this semester, including NJCAA baseball, softball, and men's soccer; and club level women's volleyball (will join NJCAA next year), riflmg, bass fishing, and e-sports. Volleyball and softball both got their first wins of the season last weekend at their respective invitational.
- Congratulations to recent graduate of BLS and campus tutor, Tomi LaChance, on her acceptance into Winthrop's Masters in Clinical Mental Health Counseling program that she will begin this summer; as well as to alum Katy Self accepted into Johns Hopkins Masters Advanced Academic Program for Museum Studies; and alum Kelsey Granger recently accepting position as Senior Lab Coordinator of the Chemical and Biomolecular Engineering Lab of the Whiting School of Engineering at Johns Hopkins as she works on her Masters in Health Science.
- Great job by students Caden Jackson and Travis Wendel, respectively, on their interviews with the USC Lancaster Research Club regarding their experiences with research on the Union campus; and by Annalee Wyatt on her virtual presentation to the Board of Visitors just before Christmas about her experience at USC Union.
- New Club on campus coming soon, the Chess Club.

## Faculty & Staff

- We have launched three new faculty searches this semester, including for a tenure-track Assistant Professor of African-American Studies, a full-time Instructor of Business, and a full-time Instructor of Spanish.
- Upcoming USC Union Research Club virtual research presentations (via Blackboard Collaborate):
  - Virtual Lunch & Learn by Assistant Professor of Psychology, Dr. Emily Schafer, on February 17 at noon.
  - Virtual Lunch & Learn by Assistant Professor of Biology, Dr. Lee Morris, and her students, Blaine Newton and Travis Wendel, on March 18 at noon.
  - Virtual Colloquium on April 15 from 11:00-12:30 and 1:00-2:30, featuring presentations by:
    - Professor of History, Dr. Steve Lowe
    - Adjunct Instructor of African-American Studies and History, Dr. Tekla Johnson
    - Caden Jackson (student); Travis Wendel (student); and Marlena White (student; possibly one or two additional student's from Dr. Rinehart's Psychology & Politics class)
- Assistant Professor of Fine Arts, Jennifer Emswiler
  - Acceptance to juried art show
    - *Dichotomy* a part of the themed body of artwork *Composite Neurology: Lichens and Mental Illness* was accepted into the Fusion Art 5<sup>th</sup> Annual Virtual Art Exhibition. Fusion Art is a gallery located in Palm Springs, CA and features artists from all over the world. The exhibit is beautifully diverse in artistic style and pulls from many art collectors, galleries, curators, etc.
- Assistant Professor of World Languages, Dr. Steve Lownes
  - Published “The Circuits of Anti-Communist Repression between Asia and Latin America during the Second Cold War: Paraguay and the World Anti-Communist League.” In *Estudios Interdisciplinarios de America Latina* Vol 31, No.1 Published July 25, 2020. Translation of article by Ignacio Araujo and Ernesto Bohoslavsky. Translated from Spanish to English. <In press> <http://eial.tau.ac.il/index.php/eial/issue/view/114>
  - Presented “Making the Case for Quality: Increasing Interpreter Effectiveness through Educational Outreach and Advocacy” – Presented Virtually for the 61<sup>st</sup> Annual American Translators Association Conference. October 2020 (proposal acceptance rate around 24%) on Oct. 24, 2020.
- Senior Instructor of English, Randy Ivey
  - Published the prose poem, “Landscape,” in the Abbeville Review of Books last Fall.
  - Two poems, “Night Reading” and “Geraldine Page,” will appear next month in *Chronicles: A Magazine of American Culture*.
- Assistant Professor of Chemistry, Dr. Helene Maire-Afeli
  - Reviewed two textbooks, including new edition of “Chemistry in the World” by Dr. Kirstin Hendrickson; and “Essential Chemistry” 1<sup>st</sup> edition by PASCO Education.

- Assistant Professor of English, Dr. Andrew Pisano
  - o Panel Organizer (and accepted paper) for panel entitled Material Memory: Abjection and the Commodification of Racialized Bodies. Paper entitled “Narrative Reckoning: Jay Atkinson’s Massacre on the Merrimack and the Critique of Anti-Indian Memorialization,” *Society of Multi Ethnic Literatures of the United States*, New Orleans, LA, April 2020 (Due to COVID, rescheduled with intact panel for March 2022).
  - o Co-developed panel based on the conference theme of “Wakes and Wakefulness in Multi Ethnic Literatures of the US.” Paper explores the various material memorials to Hannah Dustan, a colonial American woman who escaped captivity by bludgeoning to death and scalping for profit, Abenaki men, women, and children.
- Professor of Political Science, Dr. Christine Sixta Rinehart
  - o Recipient of RISE (Regional Initiative for Summer Engagement) Grant (\$7,993.00), from the UofSC Office of the Vice President for Research, Summer 2020, to transcribe Quattlebaum letters and research Quattlebaum homestead in Germany, leading to publication of the manuscript, *Confederate Brothers in Arms: The Quattlebaum Family of South Carolina* with the UofSC Press.
  - o Presented “Targeted Killing: Constitutionality of Killing American Citizens.” 61st Annual British International Studies Association (BISA), June 17-19, 2020, Newcastle-Upon-Thyne, England. (presented virtually)
  - o Published Book Review (June 2021). “Moral Responsibility in Twenty-First-Century Warfare: Just War Theory and Ethical Challenges of Autonomous Weapons Systems.” By Steve C. Roach and Amy E. Eckert (Eds). *Perspectives on Politics*.
- Disability Services Director and Adjunct Instructor of Psychology, Brandon Simpson
  - o Nominated and selected by 107.3 Jamz as a Black History Maker. 107.3 takes nominations in January and highlights those selected throughout the month of February. The segment on Brandon will air on February 14<sup>th</sup> on 107.3 Jamz at various times throughout the day when the station takes a commercial break. <https://www.1073jamz.com/upstate-black-history-makers/>

## Facilities

- We have received multiple donations and a grant in support of the creation of a campus food pantry, totaling over \$6,000 so far.
- Academic Affairs upgrades completed over the break with new carpet and paint and looking great.
- The old library renovation project is wrapping up and also looking great. This features four new classrooms and four new faculty offices, with the classrooms featuring active learning designs for world language and language arts instruction.
- Planning continues for new Fine Arts space in the Founders House, which will begin later this semester and will feature a printing press for a variety of uses on campus, including coursework in printmaking.
- Project to create new Sim Labs for the BSN program on campus (in partnership with Aiken) continues to move forward, having been bid on last week. Anticipated completion of the initial phase of that project remains sometime this summer, in time for Fall classes



in August. This phase includes two simulation rooms, a control room, a skills lab, three offices, a break area, an entry area, bathrooms, a server room, and a back patio. The remaining space in the building will be part of a later second phase of the project, which preliminarily would include two new beaming classrooms for beaming with Aiken for upper division nursing classes, and a new wet lab.

- ADA restroom, HVAC upgrade, and security hardware projects in various stages of planning and progress. All restrooms in Main and Whitener Buildings to be renovated over the summer.
- Work continues on the gym in Jonesville, which will serve as an indoor training facility for baseball and soccer, and continues to be a powerful recruiting tool for prospective student-athletes.

### **Budget**

- As of December 31, we were 50% of the way through the budget year. Our expenses at that point were at 51.91%, so we are within our target. This includes expenditures for COVID related items that we have been reimbursed for or will be reimbursed for at a later time.
- Fall PC revenue was \$321,290, which put us slightly ahead of our tuition projections for Fall. We are about 3.3% behind on Spring tuition revenue projections, but expect to recoup some of that through Spring II enrollments. Spring PC revenue is projected at \$271,000, but given our Fall PC revenue amount, we could possibly see a similar increase this Spring. Additionally, our 2020 Summer (July session) revenue was ahead of budget, which should cover any potential Spring shortage. The tuition revenue budget projection for Summer 2021 (May & June sessions) is \$180,000. Last year's actual was \$189,000.



# Welfare Committee

February 5, 2021

# 2021 T&P Workshop

- Virtual workshop on Friday, January 22
- Presentations and recording online
- Feedback on workshop survey
- Thank you to our presenters and panelists

# Duffy, Plyler, and Shaw Awards

- Received 13 applications
- Reviewed and evaluated files
- Will send recommendations

# 2020 Faculty Welfare Survey

- Discussed changes and additions due to Covid-19
- Will send out in early March

# 2020-2021 Charge

- Consider financial concerns of the faculty including salary, benefits, and support for teaching and research

# Faculty Welfare Resources Webpage

- Add link to website for reporting workplace concerns
- Include question box for submission of anonymous questions

Palmetto College Campuses Faculty Senate  
February 5, 2021 Faculty Senate Meeting  
Blackboard Collaborate Online

Report from USC-Columbia Faculty Welfare Committee

To: Palmetto College Campuses Faculty Senate

From: Shelley AJ Jones, Extended University  
PCC Representative to USC-Columbia Faculty Welfare Committee—2020-2022

Meeting Dates: Nov 30, 2020; Special Called Meeting Dec 14, 2020; Jan 25, 2021

As I could not attend the October 26 meeting and minutes are now available, I am including a brief description of that meeting in today's report. Invited guest Carl Wells, former chair of the Black Faculty and Staff Association (BFSA) and interim director of the Office of Equal Opportunity Programs, gave a presentation on race-based salary and leadership inequities, based on the report "Ivory Tower Glass Ceilings @ UofSC." When asked to assess the situation, Wells noted:

We have a leader in President Caslen who says that the numbers do not look good.

Vice President for Diversity, Equity and Inclusion Julian Williams has an increased budget for diversity, equity, and inclusion (DEI) programs.

The emphasis on diversity, equity, and inclusion in the strategic plan is good, but hiring managers need to be trained on a continuous basis to hire for diversity.

The November meeting included a presentation by invited guests Caroline Agardy, Vice President for Human Resources, and Mandy Kibler, University Controller. VP Agardy spoke on three issues:

First, she is working with Doug Foster in IT to assess issues with access to Blackboard and email systems for new hires. For security reasons, currently PeopleSoft is linked to HR and payroll so that new hires are not given access to University systems until hiring paperwork has been completed, sometimes mere days before classes start. The committee brought up the need to address this issue for contingent faculty as well those who lose access between formal appointments. (Two years ago, CFWC worked to grant retirees access to email systems. Departments must switch their status to "affiliate" in order to maintain access.)

Second, VP Agardy discussed the possibility of implementing an AskHR Call Center that would be a one-stop hub for all HR questions. This call center would be accessible by Palmetto College faculty.

Third, after delays due to vendors appealing decisions, VP Agardy continues to work on finding an optional benefits provider. Some possible benefits mentioned were long-term care (LTC) insurance, supplementary insurance, pet insurance, a student loan forgiveness program, and short-term disability.



Controller Kibler discussed the movement away from ITAMS to Time and Labor within PeopleSoft, which will begin roll out in August of 2021.

The main purpose of the special called meeting (requested by Faculty Senate chair Mark Cooper) in December was to discuss updates to the COVID in the Classroom guidance document. I've included a link below to the finalized web resource:

[https://sc.edu/about/offices\\_and\\_divisions/faculty\\_senate/faculty-toolbox/covid19\\_and\\_the\\_classroom/index.php](https://sc.edu/about/offices_and_divisions/faculty_senate/faculty-toolbox/covid19_and_the_classroom/index.php).

I was not able to attend the January meeting, and minutes are not available as of yet. I will include the January meeting in my next report.

Palmetto College Academic Advisory Committee

Report to the PC Senate

February 5, 2021

The committee held its first meeting on Monday, February 1, 2021 and discussed the following agenda.

- I. New Programs
- II. BLS and BOL assessment
- III. Old business
  - a. Legal Studies BLS major option
  - b. Professional advisors update
  - c. PALM 401 review

- I. Given that the current provost seems more open to new programs, we discussed the possibilities of adding new programs to the Palmetto College repertoire. Among those discussed was Cultural Studies and Legal Studies. The former is a program proposal currently being worked on by faculty at USC Lancaster, so we decided to await the results of that work. The latter was originally proposed as a major option in the BLS. We are working as a committee on the feasibility of Legal Studies as a degree program or major option and will discuss further at our next meeting.
- II. BLS and BOL assessment is ongoing. Artifacts are being collected. Assessment should be completed by the end of February or what would have been spring break.
- III. Old business
  - a. See above
  - b. We discussed ongoing issues with the professional advisors and explored the following: improving communication; availability of course schedules, impact of individual campus strengths for local campus students, and effects of the change on current campus advisors. Dean Cox and I will be meeting monthly with the supervisor of the two central advisors.
  - c. PALM 401 review will pick up where we left off by opening discussions among all instructors of PALM 493/494/495/401.

Respectfully submitted,

/s/ Steve Lowe

## **USC System Faculty Leadership Council Bylaws**

### **1. Name and Functions**

The University of South Carolina System Faculty Leadership Council (hereinafter the Council) provides a representative voice in system affairs and facilitates collaboration among the faculty senates/organizations comprised in the University of South Carolina system. The Council consults with respect to those functions the Board of Trustees delegates to University administration, including but not limited to system-wide budget priorities, strategic plans, and policies. In such areas, the Council represents the will of the system's faculties to such bodies as may be established to administer system affairs and serves as a means by which system administration may communicate with faculty. The Council coordinates faculty governance in those areas where the Board of Trustees delegates legislative powers to the faculties of individual campuses, including but not limited to standards of admission, granting of earned degrees, and curriculum. In no instance will the Council usurp authority previously delegated to campus faculties by the Board of Trustees.

### **2. Membership**

**2.1.** The Council comprises the following members: the chair or designee of each faculty senate/organization in the system (5); three additional representatives each from the Aiken, Beaufort, and Upstate campuses (9); three additional representatives from USC Columbia, including one Palmetto College faculty member (3); two representatives selected by the Palmetto College (2); and a non-voting representative from the System Academic Planning Council (1).

**2.2.** The faculty senate/organization of each campus will select representative from that campus and establish in writing a procedure for that purpose. Selection guidelines should favor faculty governance experience in such areas as curriculum approvals, faculty welfare, and policy development.

### **3. Officers**

**3.1.** The council will have a chair and a secretary, each elected to two-year terms by council members.

**3.2.** In the temporary absence of the chair, the council will appoint a chair pro tempore.

**3.3.** Elections will take place at the first meeting of the fall semester, or when necessary to fill a vacancy.

**3.4.** No officer may serve more than two consecutive terms in an office.

### **4. Meetings**

**4.1.** The council will meet at least twice per semester and as needed during the summer.

4.2. The chair may call special meetings as needed and will call such a meeting whenever requested to do so in writing by at least five council members.

4.3. The council may meet virtually or in person; in either case provision will be made for the remote participation of members.

## 5. Parliamentary Authority

The rules contained in the current edition of Robert's Rules of Order will govern the Council in all cases to which they are applicable and in which they are not inconsistent with these bylaws. The chair will annually select a member to serve as parliamentarian.

## 6. Amendment of Bylaws

These bylaws may be amended at any regular meeting of the Council by a two-thirds vote, provided that the amendment has been submitted to members writing at least one week in advance of the vote.

### Created by the System Chairs Council (Consisting of):

- Lynne Rhodes, Professor of English, Aiken (Faculty Senate Chair), [Lynner@usca.edu](mailto:Lynner@usca.edu)
- Jayne Violette, Associate Professor of Communication Studies, Beaufort (Faculty Senate Chair), [JViolett@uscb.edu](mailto:JViolett@uscb.edu)
- Brian Canada, Associate Professor of Computational Studies, Beaufort (Faculty Senate Chair-Elect), [BCanada@uscb.edu](mailto:BCanada@uscb.edu)
- Mark Cooper, Professor of Film and Media Studies, Columbia (Faculty Senate Chair), [CooperMG@sc.edu](mailto:CooperMG@sc.edu)
- Audrey Korsgaard, Professor of Management and Organizational Behavior, Columbia (Faculty Senate Chair-Elect), [Korsgaard@moore.sc.edu](mailto:Korsgaard@moore.sc.edu)
- Ernest Jenkins, Associate Professor of History, Palmetto College (Faculty Senate Chair), [EJenkins@mailbox.sc.edu](mailto:EJenkins@mailbox.sc.edu)
- Christine Sixta Rinehart, Professor of Political Science, Palmetto College (Faculty Senate Past Chair and Chair of System Chairs Council), [Sixta@mailbox.sc.edu](mailto:Sixta@mailbox.sc.edu)
- Lisa Johnson, Professor of Women's and Gender Studies, Upstate (Faculty Senate Chair), [MJohnson@uscupstate.edu](mailto:MJohnson@uscupstate.edu)
- Lizabeth Zack, Professor of Sociology, Upstate (Faculty Senate Past Chair), [LZack@uscupstate.edu](mailto:LZack@uscupstate.edu)

Members: Francis Burns (Salk), Stephen Criswell (Lancaster), David Dangerfield (Salk-substituting Sarah Miller), Julia Elliott (Columbia), Frances Gardner (Lancaster) Kajal Ghoshroy (Sumter), Andy Kunka (Sumter), Shelley Jones (Columbia), Helene Maire-Afeli (Union), Christine Sixta Rinehart (Union)(Chair)

He is responsible for these things, but he needs to consult different offices under him for information on the questions.

1. Palmetto College campuses face the same lengthy processes required for hiring faculty that the Columbia campuses do but with additional layers of complexity since paperwork must be processed through several stages on the local campus and then through Palmetto College before it reaches Columbia for additional processing. These hiring processes regularly encounter delays with two significant detrimental effects. First, and particularly critical at this moment, new faculty cannot gain access to University systems such as Blackboard, even at times after courses have started. This affects new faculty's ability to prepare and conduct classes, a serious problem when many classes are being conducted online through Blackboard. Second, new faculty salary is often delayed. What recourse is there for our campuses to either expedite these processes or gain temporary access to University Learning Management Systems while paperwork is being processed?

It is possible during the hiring process to give a person network access by providing a specific kind of ID. Talk to Cheryl Addy about the process—something like affiliate status. If the hiring goes bad, we then have someone with access that we don't want. Identity Management is not now a part of HR, but could be linked in the future.

There is a one-pay-period lag in payroll.

Shelley brought up that a committee has been formed to look into this issue as well. Tate: Academic credentials will have to be approved first. The sticking point with the affiliate status will be if someone does not have the credentials and then has access to the system.

2. How can your office facilitate better communication with our Columbia counterparts so that our students have access to a wide range of courses and our faculty have fair and reasonable options for their teaching? As you may be aware, all Palmetto College faculty are reviewed before hire and approved by the corresponding academic unit in Columbia. Our faculty are approved to teach courses at that time at the discretion of Columbia departments and must seek additional approvals as desired again from Columbia departments. Most departments do not have a relationship with the faculty on the campuses, and we have had consistent problems with these interactions, including especially faculty hiring approval, curriculum changes, and faculty course approvals.

The following are contextual examples:

- Columbia departments have at times refused to approve faculty to offer courses because of seemingly arbitrary criteria (for example, refusing to approve faculty with a Master's and 18 hours, the SACSCOC requirement, and approving only doctoral candidates or

PhDs, or refusing to approve faculty who teach in newly developing areas because they lack graduate hours in those areas, when there are not yet graduate programs). In addition, departments have refused to respond to requests altogether.

- Changes to courses, curricula, and programs are required to go through the Academic Programs Proposal System (APPS), which mandates that any affected unit be consulted about proposed changes. The approval process includes a checkbox response, “Impact on Other Units or Palmetto College Campuses,” which some departments check off as “No, this course does not impact other units and campuses” when the course is taught on our campuses or when it is a Carolina Core foundational course that may well be offered on the Palmetto College campuses.

Write to Sandra Kelly if we are not getting a response from a department. He can't tell a department that they can't say no, but the lack of response is a real problem. He asked if there are Columbia faculty on search committees. If not, we should make sure that this is happening. It also helps to build a bridge between Columbia and the PC campus. He will also look into it if a department has a history of rejecting candidates, or if they do not provide a committee member.

On proposals, there is a PC representative on Courses and Curriculum Committee who should be checking on this. New system called Course.ly will also help to head off some of these problems and oversights.

3. Thank you for the extension on tenure and promotion due to Covid. Could the Provost provide clarification on the one-year extension on the tenure clock and on how the extension applies to third-year review and post-tenure review? When does a faculty member make the decision to request an additional year? Where is this information located for faculty reference?

Chancellor Elkins sent the message out that is in line with Columbia's accommodations for COVID. We received this message after the questions were sent. Cheryl Addy described the policy and accommodations. The COVID extension does count toward the maximum of three extensions. A second extension can be approved as well. It can be applied to third year and post-tenure review. Check with Cheryl Addy for any specific issues or questions. Provost Tate would like to be as flexible as possible with such accommodations.

4. With the hiring of Joel Samuels from the Law School as Interim Vice Provost for Interdisciplinary Studies, is there a possibility that new interdisciplinary Bachelor's degree offerings, such as Native American Studies, would be considered at this time?

Native American Studies would need to go through Arts and Sciences. Start with those colleagues in like-minded areas. Provost Tate encourages doing this and will not get in the way for any such plans.

5. Can the Provost provide any information about budget issues related to possible furloughs, layoffs, hiring freezes, department and program-consolidation concerning the Covid crisis?

Layoffs are school/department specific—nothing system-wide. Furloughs: looking into revisiting the furlough issue. Enrollment was better than predicted across the system for fall. Hiring freeze: emergency hires can be approved. He is pleased with the rationales for the emergency hires. If you could hire someone that you might not be able to hire under other circumstances, he will also consider that rationale. Program consolidation: not seeing this happening yet. The committee of 9 is continuing to look into these matters and are submitting reports. Evidence shows that consolidations don't provide a high level of cost savings or improvement. You can't cut your way to excellence.

6. This is not a Palmetto College question specifically, but one about faculty, particularly faculty who earned their graduate degrees at the University of South Carolina. Recent graduates have been required to allow the University to post their dissertations on the University's Scholar Commons page, which can hamper their ability to publish revised scholarship from those dissertations. We bring this to the Provost's attention to ask the University to reconsider this policy and/or create an easier embargo process.

Cheryl Addy said that there is a button that allows you to embargo your dissertation to keep it from being published on the Scholar Commons.

Francis Burns asked about Open Educational Resources (OER) and tenure and promotion. Can they count as scholarship? This should be addressed at the unit level.

Kajal asked about labs. Chemistry labs have been brought back face-to-face in Columbia. Can we ask faculty to do this? How do we go about making this happen? Graduate students were back and working in labs, following CDC guidelines. The science departments wanted to return to live labs. He doesn't feel comfortable requiring someone to teach face-to-face under the current conditions. Determine what safe looks like in the space you have and then ask colleagues what they want to do. Things will change once the vaccine is widely available. The survey of students from spring was significant in wanting the face-to-face college experience.

Christine: Asked for more communication and connection between Columbia and Palmetto College. He is committed to this relationship. Normally, he would not understand the relationship beyond accreditation. What isn't obvious is how that relationship is supposed to work. In the end, he's only interested in how many people in SC who we would not have touched, we could touch if we worked together. If we think that adding another meeting would make communication better, we should do it.

## 2021-2022 Palmetto College Faculty Senate Nominee Slate

### Already Elected

Past Chair	Christine Sixta Rinehart, Union
Chair	Ernest Jenkins, Lancaster
Faculty Manual Liaison Officer	Andy Yingst, Lancaster
Executive Committee Member-at-Large	Mac Jones, Palmetto College Columbia

### Senate Positions to be elected in April

Chair-Elect	<b>Bianca Rowlett, Sumter</b>
Secretary	<b>David Dangerfield, Salkehatchie</b>
Executive Committee Member-at-Large	<b>Steve Lownes, Union</b>

### Columbia Faculty Senate Committee Positions

Committee on Libraries (3-yr term)	Rebecca Freeman, thru 2023
Committee on Curricula and Courses (3-yr term)	Lee Morris, thru 2023
Committee on Faculty Welfare (3-yr term)	<b>Shelley Jones, thru 2021</b>
Columbia Faculty Senate Academic Excellence and Student Experience (Formally Academic Affairs and Faculty Liaison) (1-yr term, nominee recommended to President)	Ernest Jenkins, thru 2022
Committee on Conflict of Interest (3-yr term, nominee recommended to Provost)	<b>Noni Bohonak, thru 2021</b>
Committee on Instructional Development	<b>Stephen Criswell, thru 2021</b>