



UNIVERSITY OF
South Carolina

PALMETTO COLLEGE

Palmetto College Faculty Senate

Blackboard Collaborate

Friday, April 16, 2021

Morning Session 9:30 - 10:30 AM

Welcome, Dr. Ernest Jenkins

Report from the Chancellor, Dr. Susan Elkins

Report from the Associate Provost, Dr. John Catalano

Reports from Palmetto College Campus Deans

Dean Ron Cox, USC Palmetto College Columbia

Dean Walt Collins, USC Lancaster

Dean Chris Nesmith, USC Salkehatchie

Dean Michael Sonntag, USC Sumter

Interim Dean Randy Lowell, USC Union

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
- III. Correction/Approval of Minutes: [February 5, 2021](#)
Blackboard Collaborate
- IV. Reports from Standing Committees
 - A. Rights and Responsibilities – Professor Sarah Miller
 - B. Welfare – Professor Peter Seipel
 - C. System Affairs – Professor David Hatch
- V. Executive Committee
 - A. Chair - Professor Ernest Jenkins
 - 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 Lee Morris
 - C. Committee on Faculty Welfare – Professor Shelley Jones
 - D. Faculty-Board of Trustees Liaison Committee – Professor Ernest Jenkins
 - E. Palmetto College Research and Productive Scholarship Committee – Professor Lee Morris
 - F. Palmetto College Academic Advisory Council – Professor Steve Lowe
 - G. Palmetto College Provost Advisory Council – Professor Christine Sixta Rinehart
 - H. Other Committees
 - Conflict of Interest Committee – Professor Noni Bohonak
- VII. New Business
 - A. PCAM 101 Proposed Changes
 - B. [2021-2022 Nomination Slate](#)
 - C. Palmetto College Faculty Awards
- VIII. Announcements
- X. Adjournment



PALMETTO COLLEGE

Palmetto College Faculty Senate

Blackboard Collaborate

Friday, April 16, 2021

Morning Session9:30-10:30 AM

Welcome, Dr. Ernest Jenkins

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

Q & A Portion, not captures in report

Dr. Dangerfield-Carolina Live- will it compete or do we know this will affect our campuses?

Dr. Elkins: Has been working on it prior to Carolina Online being established. Caslen was pushing online ed. Worked with him during the first year and has a leadership on the system online advisory council. The system was doing well online, but didn't feel Columbia was pulling their weight. Needs to build on our infrastructure. Set up PC by legislature: 1. To use the different campuses for rural parts of the state. 2. To offer online BA degrees, so they wouldn't leave. Need help to stay together and we've come a long way. We just need to expand and get bigger. Remind people about the organizational structure that we have and how far we've come. Enrollment is a great example. Finances-as of this year all of our campuses will have 3 months of reserve funds.

Question: Are we planning on helping getting these programs off the ground?

Dr. Elkins: We want to be careful with the mechanism being built. We provide access for all in SC. In the same boat as CHE, we're now doing better and the idea is that we're going to serve more students. We have to build up our campuses, but our campuses have to get the numbers and money. Enrollment may look different.

We all need to work together. From a financial perspective, we have put into \$100 million back in the institutions since the advent of PC. Enrollment has grown and we have helped Aiken, Beaufort, and Upstate grow their programs.

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

Working with Dean Cox and the other deans to make sure faculty evaluation.

Common calendar, form to declare intentions ...common evaluation instrument. Looking at procedures and forms.

VP for System Affairs-Cole from Upstate is now in that role.

Looking at two dates to pick from for the BBQ.

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)

AGENDA

I. Call to Order at 12:30pm

II. Attendance

Shelley Jones, Patrick Saucier, Julia Elliot, Brittany Taylor-Driggers, Jerrod Yarosh, Peter Seipel, Li Cai, Stephen Criswell, Andy Yingst, Susan Cruise, David Hatch, Sarah Miller, Francis Burns, Melissa Rack, David Dangerfield, Justin Mogilski, Blane DaSilva, Mark Roberts, Katie Klik, Matthew Holley, Kristina Grob, Sher Chhetri, Lee Morris, Jennifer Emswiler, Greta Bailey, Steve Lownes, Ernest Jenkins, Bianca Rowlett, Christina Sixta-Rinehart

III. Correction/Approval of Minutes: [February 5, 2021](#) Unanimously Approved Blackboard Collaborate

IV. Reports from Standing Committees

A. Rights and Responsibilities – Professor Sarah Miller

- *Presented Clarification of Grievance Process change (See Appendix 8)*
- *FO Committees is slightly different and wanted to get a better understanding.*
- *Manual doesn't have a definition of senator. Wants to have a clarification for manual on definition, which will be a motion in the fall.*
- *Sarah Miller leaving the senate so the committee will change a bit. Andy Yingst will be interim chair.*

B. Welfare – Professor Peter Seipel

- *Finished the survey results, going to write up the report. Welfare survey on a biannual basis maybe*
- *Provost relief measures, would need to be adapted to the PC reality.*
- *Dr. Grob will be interim chair*

C. System Affairs – Professor David Hatch

- *Was asked to language change for a foundation course for the nursing students in USC Beaufort. Change from 2-hour credit course and will become 3-hour credit course. (See Appendix 9)*
- *Chair Jenkins took it up under new business (see below under new business).*
- *Two resolutions were presented (see below).*
Resolution #1
The System Affairs Committee request the Executive Committee consider scheduling one or more of the 2021-2022 Palmetto College Faculty Senate meetings online.
Resolution #2
We would like the PC Senate to offer its support for efforts to change USC Salk's mascot.
- *Blane DaSilva is the chair for next year.*

V. Executive Committee

A. Chair – Professor Ernest Jenkins

- *Discussed certain matters*
- *System Affairs Draft was shared and that we'll update it as it goes. Once we're ready to approve anything, we'll let you know.*

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

- *One change to Faculty Manual that will be voted on-RandR resolution. There will be some changes in capitalization*

VI. Reports from Special Committees

A. Committee on Libraries – Professor Rebecca Freeman

- *No report*

B. Committee on Curricula and Courses – Professor Lee Morris

- *Spring semester, reviewed 173 proposals, not sure about the number that were approved. Working on documents about the proposal process. Look for all documentation that you need.*

C. Committee on Faculty Welfare – Professor Shelley Jones (See Appendix 10)

- *Feb 2nd and March 29th and March 8th. Columbia senate: Merit raise initiative that doesn't apply to PC.*
- *Freedom of expression*
- *March 29th University's Intellectual Ownership*
- *April 26th Provost will be meeting with them.*
- *PC will have permanent representative on the Faculty Welfare committee.*

D. Faculty-Board of Trustees Liaison Committee- Professor Ernest Jenkins (See Appendix 11)

- *Board of trustees AAUP was there about shared governance. Vision for the idea of governance.*
- *White paper on governing boards and then there was a discussion although brief. Appear to be interested in approving trustees with the system.*

E. Palmetto College Research and Productive Scholarship Committee – Professor Lee Morris

- *Hasn't met, but has sent request to meet.*
- *Would like to create a website to highlight people's work.*

F. Palmetto College Academic Advisory Council – Professor Steve Lowe

- *Looking at BLS and BOL programs. Ending cycle 2 and beginning cycle 3. Looking to change rubrics.*

G. Palmetto College Provost Advisory Council – Professor Christine Sixta Rinehart

- *Hasn't met as of yet*

H. Other Committees

- **Conflict of Interest Committee – Professor Noni Bohonak**

- *No report*

VII. New Business

A. PCAM 101 Proposed Changes

- *Motion passed to change the course from 2 credit hours to 3 credit hours.*

B. 2021-2022 Nomination Slate (See Appendix 12)

- *Slate of candidates were approved*
- *Grievance Committee Slate approved*

C. Other Approvals

- *Grievance Wording from Rights and Responsibilities was approved*
- *Resolution 1 from System Affairs on Faculty Senate meeting structure was approved (See IV C)*
- *Resolution 2 from System Affairs on UofSC Salkehatchie's mascot was approved. Some discussion about it being a Salk decision. (See IV C)*

D. Palmetto College Faculty Awards

VIII. Announcements

IX. Adjournment

PALMETTO COLLEGE CAMPUSES FACULTY SENATE

Appendix 1

CHANCELLOR'S REPORT – APRIL 16, 2021

SUSAN ELKINS

- Thank YOU for your service to the PCC Faculty Senate, as always! Many thanks to USC Lancaster and Dean Collins for hosting!
- COVID-19 Mitigation Activity Spring Semester Monitoring/Summer and Fall Semester Planning
 - **Number One Priority:** *Safety, health, and well-being of faculty, staff, and students.*
 - **Planning and Preparation:** Spring 2021 following same protocol as successful Fall 2020; PC Faculty, Staff, and Students surveyed again this semester as in Fall 2020, with surveys indicating even more positive results than fall (full report on next slide); planning and preparation for Summer and Fall 2021.
 - **Course Delivery Spring Semester:** 57.3% Online, 38.4% F2F, 4.3% Hybrid
 - **Risk Mitigation and Reopening Plan:** PC Risk Mitigation/Reopening/Monitoring Plan updated for Spring 2021 and will continued to be updated for future.
 - **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 primarily in single digits in Spring 2021; 2 cases last week, April 5 - 11.
- Spring 2021 Student Headcount (as of 3/18 Census) Compared to Spring 2020
 - **Palmetto College Overall:** Enrollment increased from 5,731 to 6,047 (+316; +5.5%)
 - **Palmetto College Campuses Associate Degrees:** Enrollment increased from 4,538 to 4,691 (+153; +3.4%)
 - **Palmetto College Campuses Baccalaureate Degree Completion Programs:** Enrollment increased from 117 to 119 (+2; +1.7%)
 - **Palmetto College Columbia:** Palmetto Pathway – 46 (50-S20); Ft. Jackson 348 (448-S20); BLS – 146 (155-S20); BOL – 144 (145-S20)
 - **Palmetto College Online Baccalaureate Degree Completion Programs:** Enrollment increased from 1,076 to 1,237 (+161; +15.0%)
- 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

Spring 2021 Surveys

556 total responses (compared to 540 in Fall)

- The responses were overwhelmingly positive and many cited good communication and support.
- All three groups were generally satisfied with mask usage, social distancing, and cleaning.
- Most respondents agreed that courses seemed more challenging and that students had a harder time attending and completing assignments this year.

Students - 359 responses (compared to 344 in Fall)

- 75% of student respondents were women.
- 228 of 359 students attended completely online and they seem to prefer asynchronous to synchronous instruction.
- 115 of the 359 students paid additional fees for online platforms not provided by UofSC.
- Internships are challenging to secure and maintain due to Covid.
- Almost 90% of the respondents were satisfied with the level of instruction received.
- Approximately 40% of the respondents plan not to be Covid 19 vaccinated when eligible.



Faculty & Instructional Staff – 119 responses (compared to 89 in Fall)

- 69 taught completely online and are split on preference for asynchronous versus synchronous.
- Better satisfaction with **proctoring of tests (only 6 disagreed)**
- Some dissatisfaction with research opportunity and support, as well as lab, field experience, and internship opportunity and support.
- Only 9 said they required students to pay for online platforms (lower than expected compared to student response).
- Almost all were satisfied with the level of support from their academic program.
- Almost all are or soon will be vaccinated for Covid 19.
- Generally, faculty thought they were improved in online delivery technique, and were satisfied with the quality of education delivered.

Non-Instructional Staff – 78 responses (compared to 87 in Fall)

- Believe students perform better in synchronous online courses than asynchronous.
- Pleased with good communication.
- Large majority pleased with support from supervisors and campus.
- Staff views were very consistent with faculty views on campus cleanliness and support.

Action Plan

- Plan for Fall 2021, a return to pre-pandemic course modality, and the “new normal”.
- Review survey responses with Deans, Academic Deans, faculty, and staff.
- Continue to emphasize the safety and security of faculty, staff, and students.
- Continue weekly EMT meetings and continue to communicate.
- Continue to investigate student fees for online platforms and test proctoring with a goal of eliminating add on student fees.
- **Educate students on the value of Covid 19 vaccination!**
- Join with the Provost to extend faculty reviews, including third year review, T&P, and Post tenure reviews.
- Some issues will only be fixed 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 ensuring our students, staff, and faculty work in a safe and secure environment.



PALMETTO COLLEGE CAMPUSES 2018-2019 SALARY STUDY COMMITTEE

Dr. Lloyd A. Dawe, USC Aiken, Facilitator

Dr. Ernest Jenkins, USC Lancaster, PCCFS Past Faculty Senate Chair

Dr. Bianca Rowlett, USC Sumter, PCCFS Welfare Committee Chair

Dr. Matt Rashotte, Extended University, PCCFS Welfare Committee Past Chair

Mr. David Cherry, USC Salkehatchie, PCCFS Welfare Committee

Dr. Dawson Jones, Extended University, PCCFS Secretary/Ext. Univ. Faculty Org. Chair

Mr. Buddy Faile, USC Lancaster, Campus Finance/Staff Representative

Ms. Michele Lee, USC Union, Campus Finance/Staff Representative

Ms. Susan Jett, USC Union, Campus HR/Staff Representative

Ms. Sabrina Walter-Padgett, USC Salkehatchie, Campus Staff Organization Chair

Dr. Mike Sonntag, USC Sumter, Dean Representative

Ms. Janis Hoffman, Palmetto College, PC Finance Representative

Ms. Victoria Hollins, Palmetto College, PC HR Representative



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PALMETTO COLLEGE CAMPUSES 2018-2019 SALARY STUDY IMPLEMENTATION

- **Historical Perspective**

- At launch of Palmetto College in 2013, Palmetto College Campus budgets were at historic lows due to the Great Recession of 2007-2009.
- Reductions in Force (RIFs) were occurring at USC Sumter and USC Lancaster, with budgets other PC Campuses stressed.
- Generating revenue, balancing budgets, and growing enrollment on both the campuses and in the new online programs were the top priorities for the new Palmetto College organization.....in order to stop the Reductions in Force and maintain faculty and staff across PC.

- **PC Salary Study Commissioned – AY 2018-2019**

- Faculty Welfare Surveys routinely indicated need to address faculty salaries since launch of Palmetto College in 2013 and in many prior years.
- PC Campus and PC Central Leaders were committed to addressing salary issues once budgets stabilized and funding became available.
- Faculty Senate Leadership/Welfare Committee requested that salaries be addressed; PC leaders in agreement.
- PC revenues continued to increase due to improved state funding, enrollment increases, increased efficiencies, and new revenue/cost sharing models; financial progress enabled \$332,538 in salary increases for faculty from 2013-2018 prior to salary study; Salary Study commissioned to enable salaries to be addressed in a systematic way.
- PC Campuses Salary Study commissioned in Fall 2018, with committee representation from each campus; work led by Dr. Lloyd Dawe from USC Aiken; modeled after the Salary Study conducted previously at USC Aiken; enabled salaries to be addressed in a more systematic way with a systematic methodology.

- **PC Salary Study Results Implemented – AY 2019-2020**

- Announced beginning of Salary Study implementation in Fall 2019, impacting both faculty and staff, as funds become available
- First addressed those with the greatest inequities identified in the methodology, with \$100,000 in funds initially distributed during Spring 2020
- Study proposed multi-year strategy tied to strategic planning cycles and available resources, continuing to address those faculty and staff with the greatest inequities identified; additional funding will be applied as resources become available



PALMETTO COLLEGE CAMPUSES 2018-2019 SALARY STUDY IMPLEMENTATION

	Allocation	Salary	Fringe	Projected Distribution	Actual Salary*	Actual Fringe*	Actual Distribution*	Faculty	Staff
Lancaster	\$ 31,035.00	\$ 21,892.00	\$ 9,143.00	\$ 31,035.00	\$ 21,892.00	\$ 9,143.00	\$ 31,035.00	15	17
Salk	\$ 18,535.00	\$ 13,075.00	\$ 5,460.00	\$ 18,535.00	\$ 13,075.00	\$ 5,460.00	\$ 18,535.00	5	14
Sumter	\$ 27,586.00	\$ 19,459.00	\$ 8,127.00	\$ 27,586.00	\$ 19,459.00	\$ 8,127.00	\$ 27,586.00	13	14
Union	\$ 12,931.00	\$ 9,122.00	\$ 3,809.00	\$ 12,931.00	\$ 9,122.00	\$ 3,809.00	\$ 12,931.00	1	7
PC Central	\$ 5,172.00	\$ 3,648.00	\$ 1,524.00	\$ 5,172.00	\$ 1,565.00	\$ 919.93	\$ 2,484.93	0	3
PC Columbia	\$ 4,741.00	\$ 3,344.00	\$ 1,397.00	\$ 4,741.00	\$ 3,344.00	\$ 1,397.00	\$ 4,741.00	2	0
	\$ 100,000.00	\$ 70,540.00	\$ 29,460.00	\$ 100,000.00	\$ 68,457.00	\$ 28,855.93	\$ 97,312.93	36	55
* without Chancellor Elkins accepting her \$2,083 salary increase									

ADDITIONAL IMPORTANT UPDATES

- **COVID-19**
 - Robust testing on Palmetto College campuses; vaccines available in Columbia and on some PC Campuses
 - Vaccinations – Phase 2 began March 31, 2021; All South Carolinians age 16 and older can get the vaccine
 - Palmetto College Town Hall to be scheduled for mid-late April, focusing on Summer and Fall 2021 semesters
- **SACSCOC**
 - Focus Report from the November 2020 Offsite Review submitted to SACSCOC on Friday, Feb. 5, 2021
 - Onsite Re-affirmation Review Team visited March 22-25, 2021
 - Virtual visits to all four Palmetto College campuses, one off-campus site each, and PC Central completed on Monday, March 22, 2021
 - Virtual visit for Re-affirmation Team complete! Written report upcoming in April; Results presented at December 2021 SACSCOC Meeting
- **Strategic Planning**
 - New UofSC Strategic Plan, *For South Carolina: A Path to Excellence*, continues to be developed and implemented
 - New Palmetto College Strategic Plan will continue to be developed in alignment with new UofSC Strategic Plan through 2021-2022
 - Reporting data for previous PC Strategic Plan (Academic & Service Blueprints) will continue through June 30, 2021
- **Additional Items**
 - \$3M from Governor for Apple Labs on PC Campuses – Planning Now for May/June Set-Up
 - Carolina Online and Major League Soccer Partnership Launched this Week – More Details to Come as Available
 - Upgrades to Two-Way Video Classrooms this Summer from USDA Rural Utilities Services Grant
- **Thank YOU!!!**
 - PCCFS Chair Jenkins, Senate Executive Committee, and Senators for your outstanding efforts!



John Catalano

Associate Provost, Palmetto College

Report to PCFS, April 16, 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. The SC CHE special committee on concurrent education has had a second meeting this week and I represent PC on that committee. I also chair the weekly meeting of the EMT and helped to summarize the surveys that we distributed this spring. Please note how many of our students have not decided to be vaccinated and do what you can to encourage vaccination. 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 have been working with Dean Cox and the Academic Deans on procedures and forms that will make the Annual Administrative Review of Faculty more consistent across PC and more consistent with the requirements as mandated by the PCCFM. We have agreed to a common calendar, an annual intent form, a common faculty information request form, and a common evaluation instrument. We will also look at peer review practices with faculty guidance and input, as well as third year review and post tenure review.

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.

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 Provost after having been reviewed by the Chancellor.

Victoria Hollins and I represented Palmetto College on the Search Committee for the position of VP for System Affairs. Interim Chancellor Cole from USC Upstate has been offered and has agreed to serve.

Jean Carrano asked me to report on the BBQ event. This event was slated for April 2nd, but faculty on all campuses were overwhelmingly in support of postponing it until the Fall. The Fall BBQ will now be held on either Friday, October 8th or Friday, October 22nd. Both dates are on the calendars for the Chancellor, President, Provost, and Vice President for DEI. The planning committee will finalize the date once Russell House Events opens its reservation books on April 26th.

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



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

REPORT TO THE PALMETTO COLLEGE FACULTY SENATE
16 April 2021 C.E.

- I. Palmetto Pathway
- Invitations have been submitted by UofSC Admissions to 100 students.
 - Pathway cohort was filled within 72 hours of the invitations being issued. There are approximately 150 students on the Pathway waitlist.
 - Orientation sessions have been tentatively scheduled:
 - Session I: June 21 & 22 (virtual)
 - Session II: June 28 & 29 (live)
 - Session III: July 12 & 13 (live)
 - Session IV: July 13 & 14 (live – Day one overlaps with day two from Session III)
 - Each orientation session will require registration, with an anticipated capacity of 25 students per session. We will be working with UofSC Orientation (as we have in years past) to allow students to coordinate sessions between regular freshmen sessions and those designed specifically for Pathway. Advisement & registration will occur on Day Two.

II. Palmetto College Baccalaureate Programs (Liberal Studies & Organizational Leadership)

- Enrollment Numbers in Programs:

SPRING 2020	SPRING 2021
BLS 155	BLS 146 (-09)
BOL 145	BOL 144 (-01)
TOTAL 300	TOTAL 290 (-10)

- Graduation Applications (SPRING 2021)
 - Liberal Studies – 34 applications (+05 over SPRING 2020)
 - Organizational Leadership – 24 applications (+02 over SPRING 2020)
- Applications for Summer have declined overall (18 to 14), with BLS falling from 10 to 05; however, BOL applications are up from 08 to 09, and overall admits for Summer are up from 07 to 09 over this time last year. Total enrollment is up from 56 (Summer 2020) to 68 (Summer 2021) – 33 in BLS (+03) and 35 in BOL (+09).
- Thirty-three (33) courses have been scheduled through Palmetto College Columbia for BLS & BOL students for SUMMER 2021. Sixty (60) courses are currently scheduled for FALL 2021 (with the potential of more being added).

III. Lexington Transfer Center

- Logistics regarding FORL offerings with LCSD1 continue to be reviewed and worked on. SPAN appears to be a likely possibility, but the offering of FREN poses challenges.

IV. Fort Jackson

- In mid-March, I had a productive meeting with Jude Marranto, Education Supervisory Officer (ESO) for Fort Jackson to discuss more effective ways of marketing the Palmetto College degrees to military students. This led to my reaching out to Jodie Salter, who handles military credits and transcripts for the College of Arts & Sciences. The goal is to determine what credits the University accepts, how we can incorporate those credits into PC degrees, and how we can then market our degrees as attractive options for military students in terms of time & completion.
- There are currently 18 courses on the Fort Jackson schedule for SUMMER 2021 (includes full summer term as well as summer I and summer I short terms), and we have already begun receiving Special Enrollment Request Forms (SERFs) from regularly-admitted UofSC Columbia students to take these classes – so there is obviously still a demand.
- We currently have 23 courses on the Fort Jackson schedule for FALL 2021 (first and second short terms – seem to be the ones most popular and in demand).

V. Diversity, Equity, and Inclusion

- The Council of Academic Diversity Officers (CADO) met on March 11 and was joined by Mr. James Smith, President Caslen's Special Assistant for External Affairs, who talked about UofSC's efforts to connect, collaborate, and partner with HBCUs as called forth by the strategic plan. CADO also met on April 08 where much of the discussion focused on the collection of diversity-related data for the University.
- The CADO sub-committee on data collection met on March 02 to discuss the types of data (related to diversity, equity, inclusion) that we believe needs to be gathered and assembled in a common location. (The University currently has 146 different data collection programs and platforms, many of which do not communicate with one another.) The data requests from the Palmetto College campuses was shared with the committee (many of which were identical to requests from other academic units).
- The PC DEI Council met on March 29 and is working on two main items – the development of requiring a diversity statement from applicants for employment, and a DEI vision/mission statement for Palmetto College. The committee plans eventually to bring motions before the Senate regarding these matters. Each campus also reported on its local activities related to DEI. Our next meeting is scheduled for April 28.
- USC Salkehatchie held a virtual Forum/Discussion on March 24 to discuss the changing of the campus mascot. The local DEI committee has followed up this forum with a survey of campus and community members to assess sentiment regarding the issue, and to determine the best path forward.

VI. REACH Act (S.38, 2021)

- The latest version (amended in SC House on 07 April) requires 3 semester hours in American history, American government, "or another equivalent course of instruction" where students must read historical U.S. documents in their entirety, including the Constitution, Declaration of Independence, five essays from *The Federalist*, and the Emancipation Proclamation.

- In its current form, it applies only to baccalaureate-degrees, but if UofSC determines certain classes which are designed to meet the requirements (e.g. POLI 201, HIST 111, AFAM 201, etc.), then it will be necessary for our campuses to likewise alter instruction in those courses to ensure that requirements are met. (One can only imagine how the University will enforce this requirement on students who transfer in from a technical college with transfer credit in some of these courses, especially since the legislation specifies that it cannot add any required hours to an established degree program.)
- UofSC has indicated that it will put the requirements into effect beginning FALL 2021.
- CHE will annually collect information necessary to ensure compliance.

VII. Center for Integrative & Experiential Learning (CIEL)

- The QEP was a major focus of the recent virtual “on-site” SACS visit, and the Palmetto College campuses played a prominent role in the kickoff event (held March 23) and the discussions with the visiting SACS team.
- On April 01, I met with Lara Ducate and Amber Fallucca to further discuss the role Palmetto College can play in the University’s new QEP – “Experience By Design.” Chief topics dealt mostly with increasing student opportunities to develop assessment & reflection skills in their first two years (when they “belong” to our campuses) and how best to market the QEP to incoming students.
- We are currently working on a position description for the “Experience By Design” contact persons on each of the Palmetto College campuses.
- The CIEL Council’s next meeting is scheduled for April 28.

VIII. News from Palmetto College Columbia

- Alpha Sigma Lambda virtual induction ceremony will be held (via Blackboard Collaborate Ultra) on April 20 at 4:00 pm. All campuses have professional members who have been nominated for membership and most campuses also have student inductees. One special professional inductee will be UofSC President Bob Caslen, in recognition of his longstanding support of adult (non-traditional student) learning.
- With the retirement of Dr. Karen Pettus, the UofSC Student Disability Resource Center (SDRC) is conducting a search for a new Director. I have been asked to chair this search committee, which will hold its initial meeting (and receive its charge) this Friday, April 09. There are currently 17 applicants for the position.
- Thanks to the efforts and diligence of the illustrious Bob Dyer and team, the Palmetto College main line Telephone Menu (7-8155) has been updated to reflect our revised mission and structure. Individuals calling the main number now have options for *1 Enrollment Management, *2 Financial Aid & Scholarships, *3 Palmetto College Columbia, *4 Palmetto Pathway, and *5 Academic Advisement.
- Dr. Elliot Vittes, Associate Professor of Political Science, has had a paper proposal – “O-Rings, Foam, and American Democracy” – accepted for presentation at the 2021 Annual Meeting (virtual) of the New England Political Science Association, April 23-24.
- Our very own Professor Patrick Saucier, Instructor of Sociology, was featured prominently in a story this week in *The State* newspaper. Patrick discovered and captured a mysterious reptile that he found wandering through his neighborhood in the Hollywood Rose Hill community here in Columbia (south of campus). The lizard was later identified as an Australian bearded dragon and was taken by a local area high school teacher who plans to use it in his classes.

Respectfully submitted,

M. Ron Cox, Jr.

M. Ron Cox, Jr., Dean

Palmetto College Columbia

Associate Dean for Diversity, Equity, & Inclusion, Palmetto College

April 16, 2021

Appendix 4



**Palmetto College Campuses Faculty Senate
USC Lancaster Dean's Presentation**



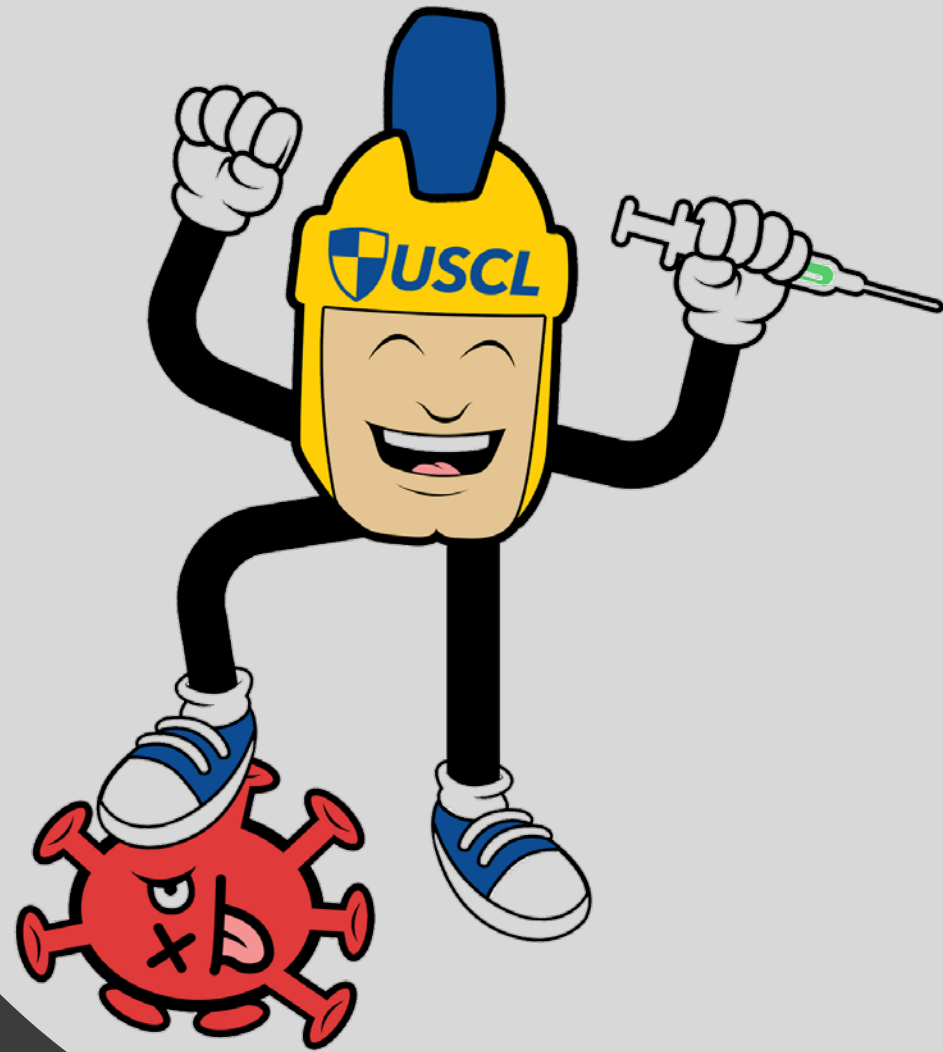
Presentation Overview

- **Campus COVID-19 Update**
- **Enrollment Update**
- **Faculty Accomplishments and Updates**
- **Campus Facilities**
 - **Indian Land Location**
- **Other Items and Updates**



Campus COVID-19 Update

- USC Lancaster continues to have very low numbers of new COVID cases.
- DHEC has operated a COVID testing site on our campus daily since January 14, 2021.
- DHEC is sponsoring a vaccine clinic on our campus today.
- We are in the process of rolling out a campaign to USC Lancaster students to inform them about the COVID vaccine and how to go about scheduling and obtaining the inoculation. The campaign will continue throughout the summer as well.





Enrollment Update

As of March 18, 2021, the Spring 2021 enrollment freeze date, USCL headcount enrollment stood at 1624 (up 14.85% over Spring 2020 enrollment).

Thanks to everyone for your contributions to making this an all-time high, historic enrollment number for a Spring semester at USC Lancaster.





Faculty Accomplishments

Dr. Sarah Sellhorst (exercise science) is the winner of the inaugural South Carolina Academy of Science Two-Year Institution Teacher of the Year Award. Dr. Sellhorst is a Professor of Exercise Science at USC Lancaster. Congratulations, Sarah! This is a well-deserved recognition of Sarah's excellence as USCL teacher, scholar, and mentor!

Professor Fran Gardner (art) was recognized as “artist of the day” on April 7, 2021 by the National Association of Women Artists (#NAWAArtistOfTheDay!).

RISE Grants Recipients. Congrats to these USCL faculty who have received RISE Grants for their outstanding summer research projects: **Dr. Li Cai (chemistry)** for “New Synthesis of a Monophosphoryl Lipid A (MPLA) Derivative”; **Dr. David Roberts (philosophy)** for “Individuation Gone Awry: The Cynical Therapeutic”; **Dr. Nahid Swails (physics)** for “Understanding and controlling the formation of surface defects in additive manufactured structures”; and **Professor Brittany Taylor-Driggers (art)** for “Native American Studies Contemporary Artist-In-Residence: An Opportunity for Non-Traditional Native American Artists.”



Faculty Accomplishments

Dr. Susan Cruise (sociology) has helped secure a \$2500.00 grant from the Springs-Close Foundation for the USC Lancaster Student Food Pantry.

Dr. Adam Biggs (history and African American Studies) was invited to take part in a roundtable discussion hosted by the Harvard Medical School Center for Bioethics on January 22, 2021. The title and subject of the event was: “**If Racially Concordant Care Is a Benefit for Black Patients, How Should Health Care Organizations Respond?**” Dr. Biggs successfully defended his dissertation in December 2020 and will be awarded his Ph.D. in May from Harvard University.

Professor Chris Judge (archaeology and anthropology) has been recommended for an appointment to the board of USC’s Educational Foundation taking the seat held for several years by **Professor Fran Gardner**. Prof. Judge’s term is set to begin in July 2021.

Additionally, Prof. Chris Judge coauthored these reports:

- Remote Sensing at the Adamson Mounds Site (38KE11), Kershaw County, South Carolina by Christopher Judge, Archaeologist, USC Lancaster Native American Studies Center and Chester Walker, PhD, Archaeologist, Archaeo-Geophysical Associates LLC of Austin, Texas.
- Interim Report on 2020 at Mulberry Site (38KE12) by Gail E. Wagner, Christopher Judge, Adam King, and Josh Chaplin. The Catawba Wateree Relicensing Project—Mulberry Site (38KE12) Project.



Faculty Updates

Congratulations to **Professor Fran Gardner** (art and art history) as she retires on August 15, 2021 with 32 years of service to USC Lancaster. Fran began her work at USC Lancaster in the late 1980s as Public Information Officer and later became a faculty member and will retire as Distinguished Professor. She served on the Palmetto College Campuses Faculty Senate between 2003 and 2010 and as an alternate in 2011. Her Senate work was focused on the Welfare (Chair for several years) and Rights and Responsibilities Committees. Fran's contributions to USC Lancaster and our community are many and range from her teaching excellence to her creative and scholarly work to her work as a champion of faculty welfare and shared governance. Best wishes to Fran in her retirement!





Faculty Updates

Congratulations to **Dr. Richard “Dick” Van Hall** (history) who at the end of this semester will have completed 50 years of service as a faculty member to USC Lancaster. Dr. Van Hall has jokingly remarked that he took the Lancaster job in 1971 temporarily. A master lecturer, Dr. Van Hall regularly has former students stop by his office in Hubbard Hall to speak and say hello. When offered a newer and larger office with a window (!) in 2014 as Founders Hall opened he declined and said that if he stayed in his long-time Hubbard office then former students and retired colleagues would know where to find him when they come back to campus for a visit. Here, in recognition of his exemplary and longstanding service to USC Lancaster, Dr. Van Hall is presented a framed 60th Anniversary collage of campus buildings commissioned from local pen and ink artist David Helwer.





Campus Facilities

- **Starr Hall**—lobby, Student Center, and Business Office renovations begin June 1.
- **Parking Lots**—repaving of lots between Starr and the Maintenance Building will take place over the summer.
- **Gregory Tennis Courts**—community fundraising is complete, and we're in the process of scheduling resurfacing for all 6 courts. Work will likely begin in late spring or early summer.

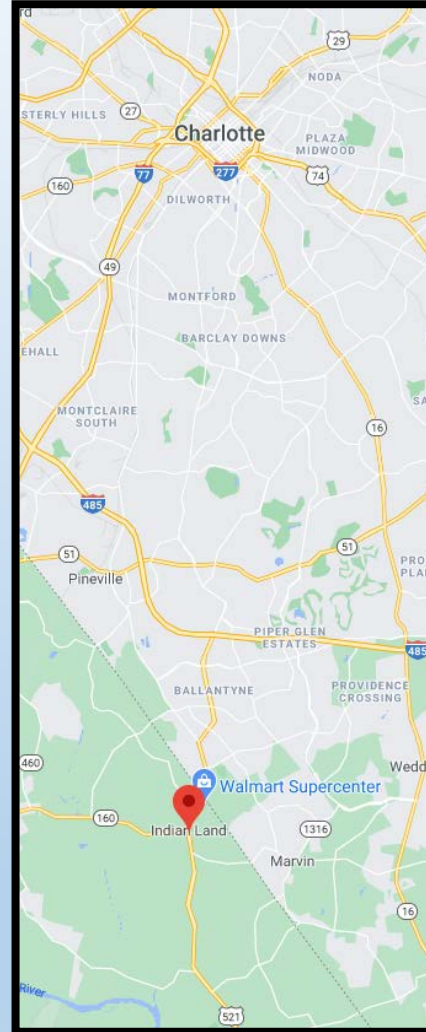


Conceptual rendering of renovated Starr Hall lobby.



Indian Land Location

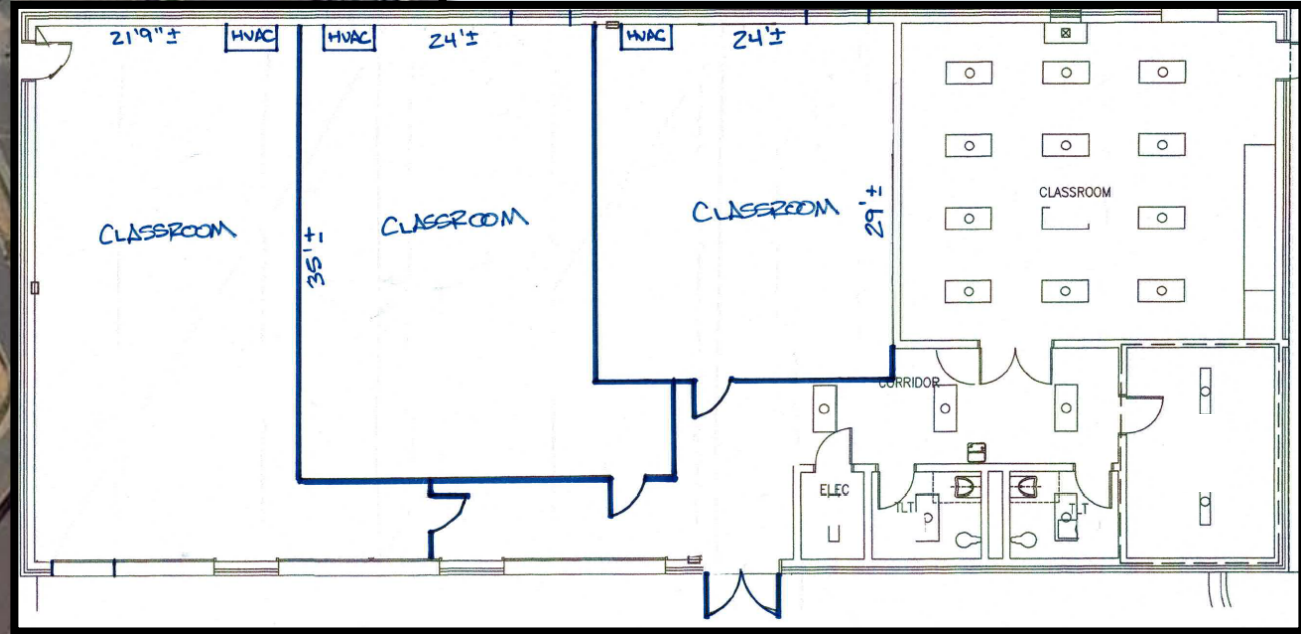
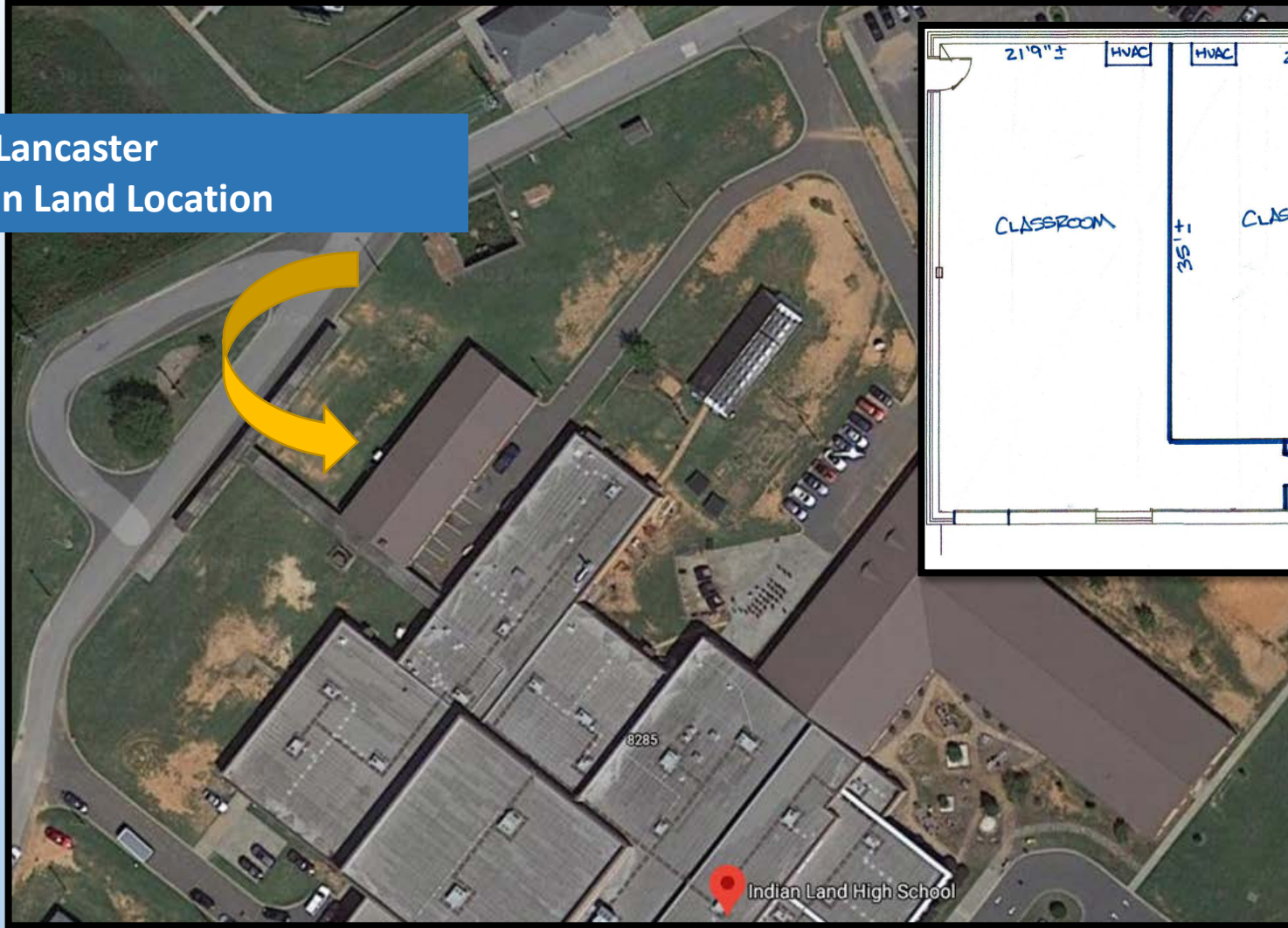
To better serve the fast-growing northern part of Lancaster County, (due to explosive growth of the metropolitan Charlotte, NC region), USC Lancaster established a site in Indian Land, SC, in Fall 2018. The location is set to serve a variety of student types from traditional-aged college ready students to returning students who work in nearby business and industry to retirees as well as dual credit students.





Indian Land Location

USC Lancaster
Indian Land Location





Other items

USC Lancaster Players will present *The Brothers Grimm Spectaculathon Bash!* on April 23-25 and May 1, 2021. There will be live outdoor and virtual performances.



The **Town-Gown Advisory Group** met on Thursday, April 15. The conversation was again focused on arts and creativity with a discussion around hiring a grants writer to seek funding for community collaborations in the creative economy.

Our **2021 May Commencement Ceremony** at USC Lancaster will be virtual this year. Dr. Deborah Cureton will be our guest speaker. The link for the commencement will be posted online and shared with faculty and staff on Saturday, May 1, 2021 at 2:30 pm.

USC Lancaster is preparing to launch an **eSports program in Fall 2022** and looking to hire a graphic design instructor and coach/sponsor next academic year in preparation.



Other items

USC Lancaster is working with The Arras Foundation to organize a summer internship program focused on Diversity, Equity, Inclusion, and Access. The overview description of the experience notes that “Over the course of eight weeks, a group of college students or recent graduates will be selected to learn and grow with partners and the community and will serve as a catalyst for continued diversity, equity, inclusion, and access (DEIA) research, education, and learning in our area. ... Our goal is to host a meaningful experience that enables interns to work collaboratively with the communities we serve to focus on topics of diversity, equity, and inclusion. Interns will work and learn alongside community partners and residents to foster a healthy community that prioritizes inclusivity and appreciation for all people.” There will be paid opportunities for USCL faculty and staff to be involved as facilitators.

June-July 2021

A Summer of Shared Learning

Arras Foundation + USC Lancaster

diversity | equity | inclusion | access

Other Items




USCL Research Club
February 11 at 10:00 AM · 🌐

Did you have a chance to check out Taylor's Interview yesterday? Today, she is sharing her GLD Research ePortfolio. This gives an overview of the major epiphanies Taylor had as a result of her undergraduate research!

Head over to our YouTube Channel to check out Taylor's ePortfolio tour or click this link: <https://www.youtube.com/watch?v=zyhcXTUoQ4>

Want read Taylor's ePortfolio more closely? Go directly to her ePortfolio here: <https://tmeadows88.wixsite.com/eportfolio...> See More



Like Comment Share




uscl_research_club_ Now back to work!! Data entry on our newly updated computers!
#usclresearchclub #usclanclaster #researcher #undergrad #undergradresearch #data #dataentry #beyondthe classroom #integrativelearning #studentlife #studentengagement #professorlife

50w

❤️ 💬 📍 📌

Research Club's Virtual Conference



uscl_research_club_ Today, Dr. Peter Seipel, an Assistant Professor of Philosophy at USCL will be sharing a presentation on Effective Altruism.

Effective altruism is based on the idea that we should do the most good we can. As a social movement, it has experienced considerable success in recent years. As a philosophical theory, it has been defended by a

❤️ 💬 📍 📌

Liked by sarahhuntsellhorst and others

FEBRUARY 3



Other items

The **USC Lancaster Players** participated in the recent annual college festival of the South Carolina Theatre and Speech Association. **Thanks to sponsors Prof. Marybeth Berry and Mr. Tyrie Rowell for their support and encouragement.** Congratulations to the following students for their accomplishments:

- Technical Design

- 2nd-Tanner Groves
- 3rd-Mary Mac Adamson

- -Duet Acting

- 1st-Kayla Caulfield & Jacob Moore
- 2nd-Jada Cannady & Abbey Hunter

- -Triathlon Award

- 2nd-Mary Mac Adamson



The W. Brent Burgin Lunch & Learn Series at the NASC

- Limited reopening as of 4/15
- By appointment
- Virtual Exhibits
- Virtual Lunch and Learn each month



Native American Studies Center
UNIVERSITY OF SOUTH CAROLINA LANCASTER
2021 W. Brent Burgin Lunch and Learn Lecture Series

FRIDAY
May
21

All are invited to attend these free monthly lectures which usually cover topics related to local and regional culture and history. To join the program, please send an email to uclnasp@mailbox.sc.edu and we'll send you the password and ID required to join the meeting.
Virtual Lecture noon to 1:00 p.m.

"Finding Fish Weirs in East North America: Preliminary Findings from the North Carolina Fish Weir Archaeological Project"
Dr. David J. Cranford, NC Office of State Archaeology



Stone fish weirs are relatively common features in many waterways above the fall-line in the Eastern United States. These usually "V" or "W"-shaped stone alignments reflect both pre-colonial and historic methods of fish procurement and represent an often overlooked component of the cultural landscape. Due to several factors they have received only intermittent archaeological attention and are rarely the subject of systematic survey. Relatively recent advances in the quality of satellite based imagery, like Google Earth, have made the identification and recording of fish weir sites possible on a regional scale. This talk will provide some initial findings and insights of the North Carolina Fish Weir Archaeological Project.

Please direct any questions or comments regarding the series to Brent Burgin at 803-313-7063 or wbburgin@sc.edu. Mr. Burgin welcomes suggestions and ideas for future talks and speakers.
sc.edu/lancaster/nas



UNIVERSITY OF
South Carolina
LANCASTER

Native American
Studies Center
USC LANCASTER



Thanks to Chairperson Jenkins and the USC Lancaster Senators for your work this year through Faculty Senate.





USC Salkehatchie Dean's Report

Palmetto College Campuses Faculty Senate

April 16, 2021

COVID Updates

- No cases reported from students, faculty, or staff for a few weeks now.
- We have hosted four vaccine clinics on the Allendale campus, with the last one scheduled for April 20. Many of our nursing students participated in the clinic giving shots.
- We continue to provide testing every week on campus, every other week with USC Columbia Student Health Services, and provided by our local campus on the alternate weeks.

Enrollment Updates

- Our Continuing Enrollment (fall to spring) was the highest percentage of Total Enrollment among all the campuses at 43%.
- Salk had the highest number of New Freshman among all campuses for spring 2021.
- Our New Enrollment number was up spring 2021 by 46% over spring 2020.
- We have the largest percentage of traditional, on-campus (non-dual) students at 57%.

Campus Updates

Facilities

- Commencing soon, resurfacing parking lots in Allendale adjacent to the Student Center and the Library and Academic Support Building.
- Razing of three buildings in Allendale (Faculty House, Art House, and Athletics Building).
- Electrical upgrades to Education and Professional Studies Building in Allendale.
- Bids are out for roof replacement on libraries in Allendale and Walterboro.
- Walterboro Student Commons renovation will begin this summer with the first phase (demolition) of the project.

Campus Events

- Commencement will be April 30, in Allendale, outdoors. 139 degrees to be awarded: 107 associate's degrees, 21 Palmetto College degrees, 8 BSN degrees and 3 education degrees.

- The USC Salkehatchie women's basketball program, under the direction of Coach Olivia Gaines, won the NJCAA Region X tournament. They are ranked #10 in the nation and remain undefeated going into the NJCAA National Tournament (first game 4/20/2021).
- We have a campus send-off for the team on April 18 at 4:30 pm.

Faculty Updates

2021 RISE Recipients

- **Dr. David Hatch** -- "Samuel Beckett's Dialogues: 'Three Dialogues/Three Exhibitions,' Philosophy, and Theatre"
- **Dr. Justin Mogilski** -- "Testing the longitudinal validity and reliability of the Multi-partner Relationship Maintenance Scale (MRMS)"
- **Dr. Lokendra Paudel** -- "Valuation Overrings of Polynomial Rings and Group of Divisibility"
- **Dr. Marquita Watkins** -- "Investigation of Pristine and Functionalized Carbon Nanotubes (CNTs) Adsorption on Select Persistent Organic Pollutants"
- Overall, Salk faculty garnered 4 out of the 10 grants awarded to Palmetto College faculty this year.

Dr. David Dangerfield

-
- Published: "Just Beyond the Reach of Servitude: Free Person of Color Farmers in Antebellum South Carolina's Upcountry," *American Nineteenth Century History*.
- Op-Ed: "Black Farmers have Always Faced Injustice. Will the American Rescue Plan Help?" - *The Washington Post*, "Made-by-History," April 1, 2021
- "Testing the Limits: Free Persons of Color and Antebellum South Carolina Law," *Proceedings of the South Carolina Historical Association*, (Forthcoming).
- Conference presentations: "Soldiering and Citizenship: Free Persons of Color and Military Service in Antebellum South Carolina." South Carolina Historical Association Conference. Held in Virtual Format. March 27, 2021
- - - "Fighting on the Line: Military Service, Citizenship, and Free Black Identity in Antebellum South Carolina," USC-Beaufort Interdisciplinary Conference, Held Virtually. Feb. 16, 2021
- **Dr. Bryan Lai**
- Awarded the USC Salkehatchie Faculty Organization Faculty Member of the Year Award for Service.

Dr. Lokendra Paudel

-
- Conference presentation: "The Group of Divisibility of a Finite Intersection of Valuation Overrings of Affine Domains." Presented in the Southern Regional Virtual Algebra Conference (SRAC 2021), March 19 -21, 2021.

Dr. Justin Mogilski

- Panelist on consensual non-monogamy at the Society for Personality and Social Psychology (SPSP) Sexuality pre-conference. February 9, 2021.

Dr. Melissa Rack

Appendix 7

- Presented at the USC Salkehatchie Research Forum, “Neo-Caullan basia (kisses) in sixteenth-century English poetry,” April 14, 2021.

Dr. Rodney Steward

- Presentation at the USC Salkehatchie Research Forum, “Red Tails; Spit Fire: the Story of the Tuskegee Airmen,” March 8, 2021.

Thank you,

Chris Nesmith, Dean



Palmetto College Campuses Faculty Senate Report
April 16, 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 (February 5, 2021), 12 faculty produced 31 publications, presentations, or other scholarly works, or won awards and other recognition for scholarly work or service:

Mary Ellen Bellanca

- "Dorothy Wordsworth's Poems in Nineteenth-Century Anthologies: Misattribution and Omission." *European Romantic Review*, 32 pp. (under review).
- Invited reviewer: Article submitted to journal *Medical Humanities*: "Overcoming 'the Poverty of Language': Vocabularies of Illness in 18th-Century Women's Writing." Submitted 13 April 2021.
- Invited reviewer: Fellowship proposal for Freiburg Institute for Advanced Studies and the University of Freiburg, Germany: "Nineteenth-Century Languages, Literatures and Ideologies of the Gift." Submitted 23 Feb. 2021.

Sher Chhetri

- Recipient of Palmetto College Campus RISE (Research Initiative for Summer Engagement) Grant -2021 for the project "Statistical Inference for Stochastic Climate Models with Lévy Jumps".
- Chhetri, S., Toussaint, M. & Hillman, R. (2021). "A Comparative Study of a Partially Flipped Model to Traditional and Fully Online Introductory Statistics Course." In E. Langran & L. Archambault (Eds.), [Proceedings of Society for Information Technology & Teacher Education International Conference](#) (pp. 1379-1387). Online, United States: Association for the Advancement of Computing in Education.
- Conference presentation: Chhetri, S., Toussaint, M. & Hillman, R. "A Comparative Study of a Partially Flipped Model to Traditional and Fully Online Introductory Statistics Course" in the SITE (Society for Information Technology and Teacher Education conference), March 29-April 1, 2021.
- Judge, UofSC 65th Region II Science and Engineering Fair, Friday, March 26, 2021.
- Reviewer, SIGMAA on RUME (Special Interest Group of the Mathematical Association of America on Research in Undergraduate Mathematics Education) 2021 Reports.

Kajal Ghoshroy

- "Lead Uptake by Germinating Seeds of Mustard" has been awarded funding through the Magellan Scholar Program, including student Ngaru Ngom

Kristina Grob

- Presented the paper "Simone de Beauvoir's Anti-Essentialism as Antidote to White Feminism" at the 2021 Meeting of the Southeast Women's Studies Association (SEWSA), Saturday, March 13, 2021.
- Led the workshop "Using Daily Preparatory Writing Exercises to Teach Students How to Become Independent Learners" APA Committee Session: Workshops on Teaching Philosophy. Pacific Division Meeting of the American Philosophical Association, April 8, 2021.
- Invited panelist. APA Committee Session: Teaching Positions at 2-Year Colleges and Teaching Demonstrations. Pacific Division of the American Philosophical Association, April 9, 2021.

Rebecca Hillman

- Chhetri, S., Toussaint, M. & Hillman, R. (2021). "A Comparative Study of a Partially Flipped Model to Traditional and Fully Online Introductory Statistics Course." In E. Langran & L. Archambault (Eds.), Proceedings of Society for Information Technology & Teacher Education International Conference (pp. 1379-1387). Online, United States: Association for the Advancement of Computing in Education.
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Laura Hughes

- Article published - "Bread and Oysters", British Food Magazine

Daniel Kiernan

- Dan Kiernan had the opportunity recently to present and/or judge in the area of STEM in our local community (Wilder Elementary school, Thomas Sumter Academy, Alice Dr. Middle School, USC Science and Engineering Fair).

Ray McManus

- Poem "Diehards" will be published in the June 2021 issue of POETRY Magazine.

Santosh Nandi

Cases Articles in Peer-reviewed Journal

- 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](#).
- Nandi, M.L., & Nandi, S. (2021). ERP Implementation at ABC Mining Company: Making a Business Case. [Emerald Emerging Markets Case Studies, Vol. 11, No. 1](#).

Conference Presentation

- Nandi, S., Sarkis, J., Hervani, A., & Helms, M. (2021, May). The Renaissance of Agile Virtual Enterprises and the COVID Crisis. Accepted for presentation in the 2021 Production and Operations Management Society (POMS) Annual Conference.
- Nandi, S., Kaynak, H., Erkul, M., & Wu, X. (2021, Apr). Sustainable Approaches for Resilient Supply Chains. Presentation/Panel discussion in the 2021 SUSTEX Summit, Texas A&M University.
- Nandi, S. (2021, Mar). The role of asset specificities and complementarities in crafting useful business models: A GPS Industry Perspective. Presented virtually in the 76th SAM International Business Conference 2021.

Invited Presentations

- Speaker at Emerging Leaders Program for High School Juniors and Seniors. "The Circular Economy". Presented virtually; 04/2021

Advisement, Mentoring and Judging

- Judge, 61st Annual RGV Regional Science & Engineering Fair, University of Texas Rio Grande Valley, 2021.
- Scholarship Mentor – Discover UofSC (2021), Darrell Craig – BSBA Management.
- Scholarship Mentor – Discover UofSC (2021), Audrey Winters – BSBA Management.
- Scholarship Mentor – UofSC Annual South Carolina Upstate Research Symposium (2021), Audrey Winters – BSBA Management.
- Advisor, USC Sumter Student Competition Team, SAM International Business Conference (2021). USC Sumter students won 8 awards in total.

Damien Picariello

- USC Office of the Provost Faculty Author Spotlight (for The Politics of Horror, Palgrave Macmillan, 2020), March 10, 2021

Michele Reese

- "Moon of Faith" (poem), Atlanta Review, Fall/Winter 2020, p. 48.

Bianca Rowlett

- Discussant/member of the roundtable panel, "Conservative White Women in Politics", at the 2021 Annual Organization of American Historians (OAH) Conference on April 15, 2021. The panel was solicited by the OAH Committee on the Status of Women in the Historical Profession and includes USC Columbia Emeritus Professor of History, Marjorie Spruill, along with Stacie Taranto and Erin Kempker.

Lukasz Szatkowski

- Recipient of Palmetto College Campus RISE grant, topic: "Influence of polyethylene glycol (PEG) on the enzyme reactions with phenol derivatives catalyzed by horseradish

peroxidase (HRP). Substage I: Docking of PEG to the HRP and influence of PEG on the structure and dynamic of HRP"

Campus

- The parking lots near the Administration building are being resurfaced.
- Phase I of a mechanical upgrade has been completed in the Student Union Building. The building's chiller has been replaced with a rooftop HVAC system.
- Our new Nursing Lab addition will be completed this month and nursing classes will begin in the Fall 2021 semester.

Hiring

- Robin Boyd – 3/29/2021 COVID-19 Contract Tracer
- Sandra Rhyne – 4/12/2021 Registrar
- James Washington – 4/12/2021 Regional Admissions Representative
- Karika White – 4/1/2021 Nursing Lab Assistant
- Judd Wisener – 3/16/2021 Women's Volleyball Head Coach

Athletics

- Men's and Women's Tennis teams have qualified for nationals. Women will compete in Arizona in April and the Men will compete in Texas in May.
- Individual Women's Golfer has qualified for the national tournament.
- Coach for our new volleyball program was hired in March.

Enrollment

- Spring 21 HDCT = 1148 vs. Spring 20 HDCT = 1090 (5.3% increase)

Randy Lowell, USC Union
Dean's Report
April 16, 2021

COVID Update

- We continue to provide regular free COVID testing in Truluck gym every Tuesday morning, alternating between staff from Columbia Health Services and some of our own Union staff, which is now the saliva testing rather than the nasal swabs. This will remain in place through the end of the semester, and then over the summer sessions Columbia staff will not be traveling out to the campuses for the testing, but we will continue to have it available through our staff here in Union.
- We have tentatively arranged for vaccine distribution on campus in Union in Truluck on Monday, April 26. We are awaiting confirmation on the start and end times, but this will be for the majority of the day, will be open to the community and the campus, and will include pre-registration appointments and walk-ins. The provider had already been receiving the Johnson & Johnson vaccine and will administer that one for us if it has been cleared to resume being administered by then; if not, they should have a supply of Moderna vaccine to use instead. They will return to the Union campus a number of times over the summer as well to continue to provide this access to our campus and community, which will likely line up with new student orientation dates.

Students

- For Spring 2021, we ended with 1,138 in headcount (635 FTE), which is down 2% from last Spring's all-time semester high for the campus, but still the third highest semester enrollment for the campus. As of yesterday (4/15), we have 26 students enrolled for summer (19 FTE), down a bit from this time last year. For Fall registrations, however, we have 53 students enrolled for classes, which is up 3.9% compared to this time last year; and this reflects 50 FTE, which is up 13.6% compared to this time last year.
- Congratulations to our BOL student, Myriam Castaneda, who has been named as this year's David L. Burggraf Award winner, as the adult Palmetto College student with the highest GPA across the campuses. Also, congratulations to Union alum, Allen Hopkins, who will be entering into USC Columbia's M.A. in Studio Art program next year.
- Recent graduate Tomi LaChance, and current student Caden Jackson, recently had their research with Dr. Lowell on Meditation, Personality, and Social Media featured as part of the CEPO virtual poster session during the March annual meeting of the Southeastern Psychological Association. And congrats to Caden Jackson for being awarded a Magellan Scholar Grant from the Office of Undergraduate Research in Columbia this latest cycle, in the amount of \$2,900, for his newest research with Dr. Lowell on meditation and implicit bias.
- Our first cohort of 16 Upper Division BSN students has been confirmed after applying through Aiken's admissions committee. We were able to fill all 16 of the spots that we were allotted from Aiken with our own Union students. Excited to see them all roaming campus in their scrubs in the Fall.
- Great job by our students who participated in last week's campus tour for President Caslen, Dr. Bon, and Chancellor Elkins. Caden Jackson demonstrated a portion of his experiment with President Caslen on the eyetracker and then talked through that study with him. Brianna

Fish had some rifle practice with them in the gym and displayed her skills there. In the Morris Lab, Blaine Newton talked through the shrunken head research and Travis Wendel walked them through his Magellan Mini-Grant funded crayfish research with plenty of live specimens on hand. Blaine and Travis also did a great job in presenting their research recently for the last Research Club Virtual Lunch & Learn of the semester. Travis and Caden also did a great job presenting their research during yesterday's Research Club Virtual Colloquium.

- Bantam baseball had a huge win earlier this week, defeating the #2 ranked NJCAA team in the country, Walters State Community College, in the first game of a doubleheader, 9-8. This snapped a 31-game winning streak for Walters State, capped by Bantam Ethan Frasca's 3-run homer that earned him Player of the Day honors. Walters State has sent 45 players to the majors, and 145 players to the minors, in the past 10 years. Earlier this month, baseball player Mason Melton, was named Palmetto State Player of the Day for April 5th, with two triples and 6 RBIs in a 25-3 victory over Limestone JV. Additionally, on March 4, baseball player Chandler Moeller, was honored as Palmetto State Player of the Day following a 4-game stretch that featured going 12 for 14 at the plate with 8 RBIs and 2 HRs.
- Bantam softball revealed their new Stokes-Revels scoreboard earlier this season in honor of the players who we lost last year in a tragic car accident. The softball team also raised \$2,500 recently in partnership with the local WBCU radio station, through a 5K run held over Easter weekend.
- Brianna Fish recently competed in an open event in Walhalla in March where she shot in the mid-580's out of a possible 600 points, again finding herself in the top tier of competitors there.
- We continue to work with the high school and the district to promote and recruit for the new nursing and elementary education focused dual enrollment tracks and a small group of interested students will be on campus on the evening of April 22nd to tour campus.

Faculty & Staff

- We have wrapped up our faculty search for a full-time Instructor of Spanish, and are in the process of hearing from the finalists in our Assistant Professor of African-American Studies search.
- Congratulations to Dr. Aziz, as one of this year's recipients for the Distinguished Research Service Award from the Office of the Vice President for Research in Columbia.
- Congratulations to this year's USC Union Distinguished Teacher of the Year, Kevin Torres, and to runners-up Dr. Avery Fouts and Dr. Steve Lownes. Also congratulations to our recipient for the Adjunct Instructor of the Year, Chad Ulmer, and runners-up Lynn Edwards and Doc Lipsey. Last but not least, congrats to our Outstanding Staff Member of the Year, Christen Mayes, and runner-up Bobby Holcombe.
- Special thanks to Dave Hudson and Lynn Edwards for facilitating the virtual reality lab demonstration for the President's visit last week; to Nick Jeter and Payton Moss for running the e-sports demonstration; to Anita Whitney for covering the rifle practice demonstration; to Dr. Lee Morris for organizing her students' presentations; along with the many, many other contributions from faculty and staff in the preparation and execution of a successful campus tour.

- Dr. Helene Maire-Afeli, *Assistant Professor of Chemistry*
 - Awarded a grant from the Center of Integrative and Experiential Learning to create a new Chemistry course “Liberte, Egalite, Cuisine: The Chemistry of French Food” for non-science majors. January 19th, 2021
 - Reviewed a textbook “Forensic Chemistry” by Dr Susanne Bell, 3rd edition. January 20th 2021
 - Presented to USCU faculty a new pedagogical tool: Gimkit. March 19th, 2021
 - Invited to talk about USCU to our local French community, especially parents with children currently in HS. March 2021
 - Completed the certification for Global Learning Experience (GLE) via USC. Winter break or January
 - Finished Master Class Series: *Student Metacognition and How to Cultivate It*. April 8th 2021

- Randy Ivey, *Senior Instructor of English*
 - As of February 2021, had two poems published in the national magazine *Chronicles: A Magazine of American Culture's*, March 2021. The poems are titled "Night Reading" and "Geraldine Page."

- Jennifer Emswiler, *Assistant Professor of Fine Art*
 - Acceptance of a piece from collection *Composite Neurology: Lichens and Mental Illness* titled “*Dichotomy of Brain Chemistry*” into the international virtual show, which was open theme, through A Contemporary Art Room. Notified on 3/12 and the show was live on the website later that weekend. The website is: https://www.artroomgalleryonline.com/exhibitions/2021/march_2021.html

- Dr. Christine Rinehart, *Professor of Political Science*
 - PUBLICATIONS (Book Chapters)
 - Rinehart, Christine Sixta. (2021). “Targeted Killing: The Constitutionality of Killing American Citizens.” Chapter accepted for an edited volume (Title to be determined), Peter Finn and Rob Ledger, Eds. Manchester, England, UK: Manchester University Press.
 - PUBLICATIONS (Peer-Reviewed Articles)
 - Rinehart, Christine Sixta. (May 2021). “Escaping Atonement in Sunni Islam: Death by Jihad for Deliverance.” *Expeditions* (Marine Corp University).
 - PUBLICATIONS (Book Reviews)
 - Rinehart, Christine Sixta. (Forthcoming 2021). “Homegrown: ISIS in America.” By Alexander Meleagou-Hitchens, Seamus Hughes, and Bennett Clifford. *The Strategy Bridge*.
 - Rinehart, Christine Sixta. (June 2021). “Moral Responsibility in Twenty-First-Century Warfare: Just War Theory and the Ethical Challenges of Autonomous Weapons Systems.” By Steven C. Roach and Amy E. Eckert (Eds). *Perspectives on Politics* 19(2).

- PUBLICATIONS (Published Commentary)
 - Sixta Rinehart, Christine. “Pentagon Wants Its Budget to Remain Secret.” *Indus News* with Waqar Rizvi Episode 231. April 3, 2020. https://www.youtube.com/watch?v=F9nbcQbkujQ&feature=emb_logo
- GRANTS, HONORS & AWARDS
 - Affiliate Faculty, Institute for Southern Studies, USC College of Arts and Sciences.
 - Affiliate Faculty, Rule of Law Collaborative, USC School of Law.
- Kevin Torres, *Instructor of Spanish/French/Italian*
 - Selected to serve a cohort of international students in the preparation of various academic disciplines in agreement with the Republic of Panamá and Brenau University.
- Dr. Steve Lowe, *Professor of History*
 - USC Union Research Colloquium on 4-15-21 - “The People and the Law: Civil Rights in South Carolina.”
- Dr. Lee Morris, *Assistant Professor of Biology*
 - Dr. Morris’s research student Travis Wendel presented his research “Survey of Crayfish of Union County” at USC Union Research Club’s Lunch and Learn, to President Caslen during his campus visit, the USC Union Research Club Spring Colloquium, and will present it at Discover USC.
 - Dr. Morris’s research student Blaine Newton presented his research “Analysis of Hair for Ethnicity of a Shrunken Head” at USC Union Research Club’s Lunch and Learn, to President Caslen during his campus visit, and will present it at Discover USC.
- Dr. Emily Schafer, *Assistant Professor of Psychology*
 - Received a grant (\$4000) from the National SEED project (Seeking Educational Equity and Diversity) to participate in Leadership training that will bring the first SEED seminar to the state of South Carolina. This project will be in partnership with the local Carnegie Library where the community conversations will be held monthly during the 21-22 school year. From the website: <https://nationalseedproject.org>
 - Invited speaker for the Union County Community Remembrance Project (UCCRP) Virtual Lecture Series. This is a local chapter funded by Equal Justice Initiative (EJI). Presentation will focus on the historical trauma and toxic stress of racism.
- Dr. Steve Lownes, *Assistant Professor of Spanish/Portuguese*
 - Submitting another grant to PRAGDA for another film series for Fall 2021.

Facilities

- The new campus food pantry has gotten off to a good start in providing students with food and hygiene items and continues to receive local donations and remain very well stocked, so big thanks to Anita Whitney and everyone who has been helping her make that available.

- The old library renovation project is still awaiting the back-ordered storefront to come in so that they can replace the main entryway door to that space, and circle back to resolve a few remaining items that surfaced when they recently ran through their final punchlists for the space before we can begin moving people down into that renovated space. We have been able to move faculty back into the back offices in that space, which has opened the spaces for our remaining coaches to move out of the Founders House. So, we will soon begin the work on getting Founders converted into a Fine Arts space.
- Project to create new Sim Labs for the BSN program on campus launched at the end of March, so those crews are at work on that in anticipation of having it ready for the Fall 2021 semester.
- ADA restroom and additional HVAC work will begin on May 10 and completed this 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.

Commencement

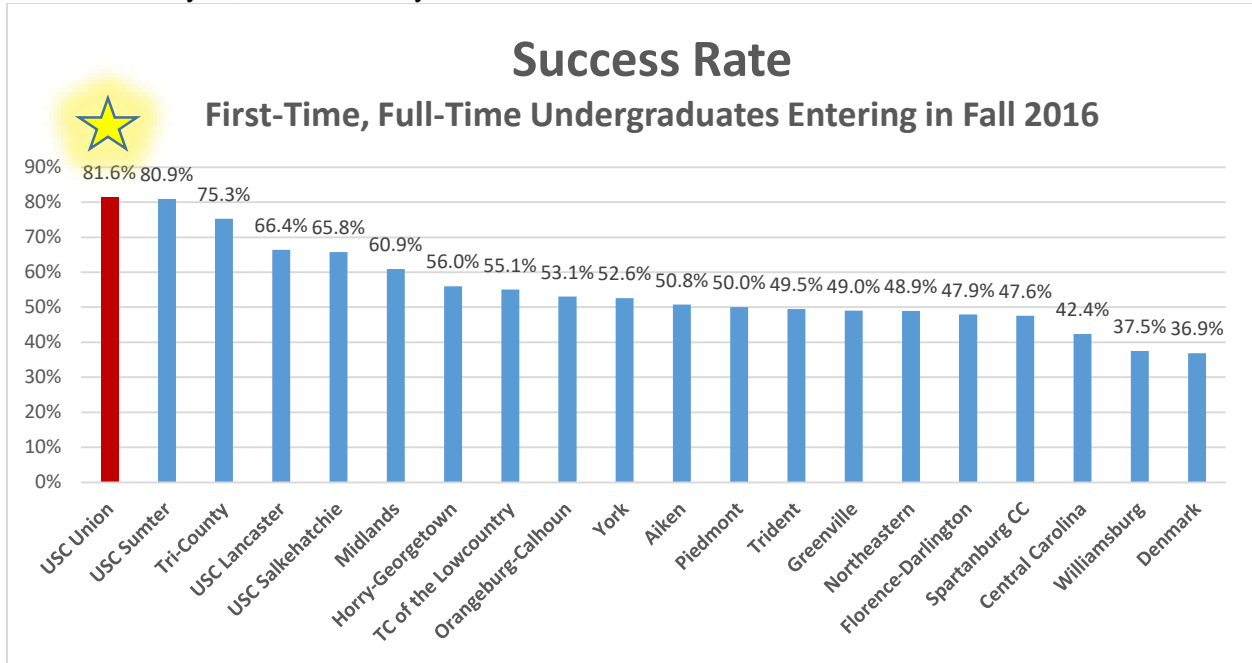
- Our Commencement ceremony on May 1 at 6:00pm will be held at Union County Stadium outside on the football field there. There will not be an indoor back-up plan for this ceremony, as there is not an indoor space large enough to accommodate everyone with sufficient spacing between people. We have invited last year's graduates to participate in this ceremony as well since they did not have an opportunity to walk last year. Our Commencement Speaker will be Representative Doug Gilliam.

Budget

- As of February 28, we were 67% of the way through the budget year. Our expenses at that point were at 69.52%. However, this also includes expenditures for COVID related items that we have been reimbursed for or will be reimbursed for at a later time, so taking those expenditures out of the equation, we are well within our budget projections for this time of the year.
- We expect to be about 3% behind on Spring tuition revenue projections, but our 2020 Summer (July session) revenue was ahead of budget, which has put us right within budget for revenue. The tuition revenue budget projection for Summer 2021 (May & June sessions) is \$180,000. Last year's actual was \$189,000.

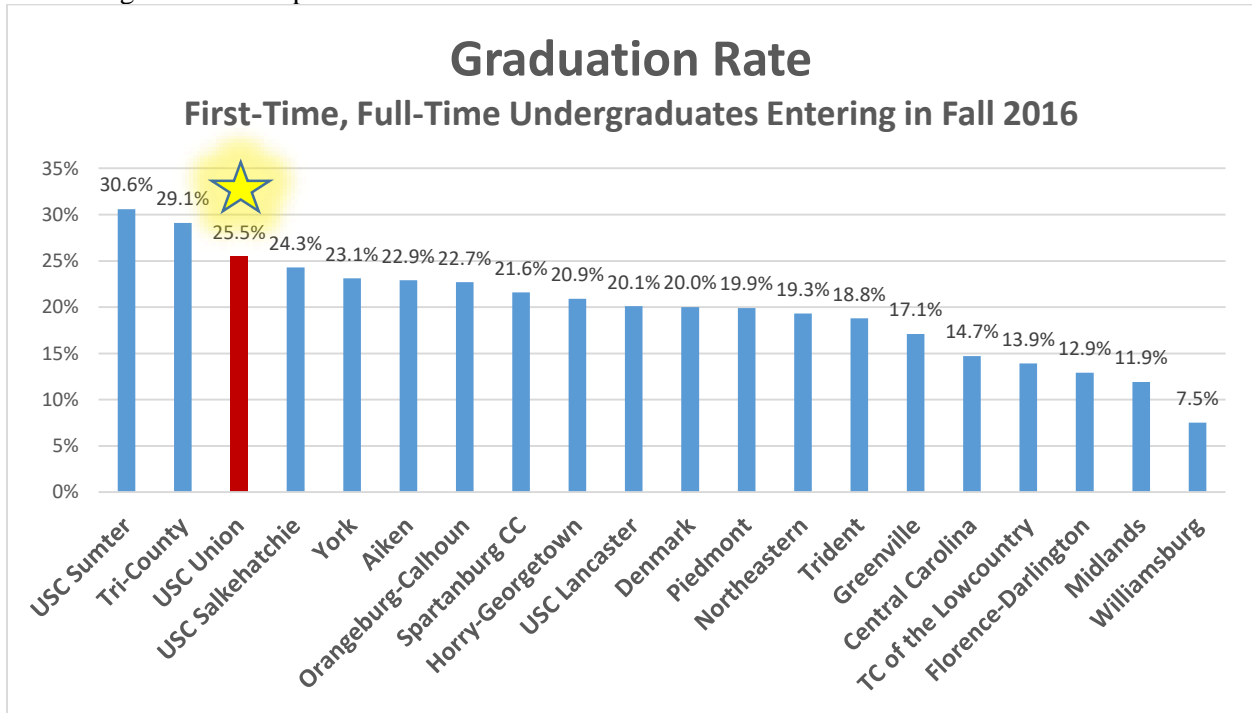
Good News!

- Top in the state for a second year in a row among two-year institutions in Success Rate, up from 80.2% last year, to 81.6% this year!



*The CHE success rate, in addition to the graduates included in the graduation rate cohort, includes as part of the completion group those students who are still enrolled at the same institution during the Fall term following 150% of program time and students who transfer to other institutions before 150% of program time.

- Also an increase in Graduation Rate, moving up from 19.8% to 25.5% and from #9 to #3 in the state among all 4 PC campuses and 16 technical schools!



- Graduating within 150% of Program Time

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

Brief Title of Proposed Change	Clarification of Grievance Process
Committee Proposing Revision	Rights and Responsibilities
Date of Presentation to Senate	February 5, 2021
Senate Approval Date	April 16, 2021

Rationale for Proposed Revisions

- To clarify the steps of the grievance process
- To include all local administrative levels in the process

Summary of Proposed Revisions

- These revisions clarify the grievance process by moving general information to the beginning of the sections (rather than the end) and add possible steps to assure that division chairs, deans of academic and student affairs, and campus deans are all included in the process as required.

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

Current	Proposed
Page 67-69 Procedure for General Grievance	Procedure for General Grievance <u>Below, the procedures for grievance are outlined, divided into two categories. The second category, Grievance Related to Denial of Tenure and Promotion is the formal procedure which may occur after the usual tenure and promotion process. The first category, General Grievance applies to all other grievances. Individual Palmetto College Campuses may have their own local grievance procedures for General Grievance. In this case, those procedures may replace steps 1 of the General Grievance procedure outlined below. If a grievant is not satisfied with the results of their local grievance procedures, or if their local procedures are failing to progress, they may at any time move to step of the General Grievance process below and file their grievance with the Palmetto College Chancellor.</u>

1. Grievant formally requests oral and written explanation from immediate supervisor. The supervisor has 15 days in which to respond.

2. Within 30 days of receiving response from supervisor, the faculty member may file a grievance with the next administrative official (Dean or Palmetto College Chancellor). In tenure and promotion grievances, the official is expected to supply written summary of evaluations and reason for action. The official has 15 days to respond.

All requests and responses in both grievance procedures are to be in writing. All days referred to in this procedure are calendar days, however, when the last day of such a period falls on a weekend or University holiday, the effective date shall be the next regular business day. The day following the actual day of notification shall be the first day in the series. Since dates are critical to these procedures, requests and responses should be sent by registered/certified mail.

The grievance procedure may be lengthy, and the grievant who initiates a grievance procedure is advised to maintain a file of dated correspondence sent and received as well as dates and notes of conferences held concerning the case. Failure of any administrative official or reviewing authority to comply with the deadlines for action specified herein shall not operate to reverse or modify a tenure and promotion decision, but shall permit the grievant to proceed directly to petition the Palmetto College Campuses Grievance Committee or the next higher level in the Grievance Procedure.

1. Grievant formally requests oral and written explanation from immediate supervisor. The supervisor has 15 days in which to respond.

2. Within 30 days of receiving response from supervisor, the faculty member may file a grievance with the next administrative official (Dean of Academic and Student Affairs, Dean of Campus or Palmetto College Chancellor). ~~In tenure and promotion grievances, the official is expected to supply written summary of evaluations and reason for action.~~ The official has 15 days to respond. If this official is the Dean of Campus, step 3 below is skipped. If this official is the Chancellor, steps 3 and 4 below are skipped.

3. Within 15 days of receiving response from the Dean, or the Palmetto College Chancellor, the grievant may request a review by the Provost. A response is due in 15 days.

4. Within 10 days of receiving response from the Provost, the grievant may submit the case to the Grievance Committee. The request for a hearing by the Grievance Committee should be sent to the Palmetto College Campuses Grievance Committee.

5. The Grievance Committee will make its recommendation to the Palmetto College Chancellor within a 30-day period. A response from the Chancellor to the grievant relative to the Grievance Committee's recommendation is due within 15 days.

6. Within 15 days of receiving response from the Palmetto College Chancellor, the grievant may request a final review by the President. The President has 20 days to respond.

Procedure for Grievance Related to Denial of Tenure or Promotion

1. Grievant files a written request for the vote and justifications of all levels of review. This request is filed with the Palmetto College Chancellor and should not be submitted

3. Within 15 days of receiving response from the Dean of Academic and Student Affairs, the grievant may request a review by the Dean of Campus. A response is due in 15 days.

4. Within 15 days of receiving response from the Dean of Campus, the grievant may request a review by the Palmetto College Chancellor. A response is due in 15 days.

54. Within 10 days of receiving response from the Palmetto College Chancellor, Provost, the grievant may submit the case to the Palmetto College Campuses Grievance Committee. The request for a hearing by the Grievance Committee should be sent to the Palmetto College Campuses Grievance Committee.

65. The Palmetto College Campuses Grievance Committee will make its recommendation to the Palmetto College Chancellor within a 30-day period. A response from the Chancellor to the grievant relative to the Palmetto College Campuses Grievance Committee's recommendation is due within 15 days of receiving this recommendation.

76. Within 15 days of receiving response from the Palmetto College Chancellor, the grievant may request a final review by the President. The President has 20 days to respond.

Procedure for Grievance Related to Denial of Tenure or Promotion

1. The gGrievant files a written request for the vote and justifications of all levels of review. This request is filed with the Palmetto College Chancellor and should not be submitted before the letter of notification from the President is received. Upon receipt

before the letter of notification from the President is received. Upon receipt of the President's letter, the faculty member has 15 days within which to submit a written request for justification to the Chancellor.

2. The Palmetto College Chancellor has 20 days within which to respond. The response should include a written summary of the vote and justifications of each level of review.

3. Within 15 days of receiving a response from the Palmetto College Chancellor, the grievant may request a review by the Provost. A response is due within 15 days.

4. Within 10 days of receiving a response from the Provost, the grievant may submit the case to the Grievance Committee. The request for a hearing should be sent to the Chair of the Palmetto College Campuses Grievance Committee in care of the Palmetto College Chancellor, who should deliver this request to the Grievance committee that was elected at the same time as the Palmetto College Tenure and Promotion Committee which reviewed the grievant's tenure and promotion file initially.

5. At the conclusion of deliberations, the Grievance Committee may recommend that the case be remanded to one or more faculty committees or administrative levels for reconsideration. The Grievance Committee will make its recommendation to the Palmetto College Chancellor within a 30 day period. A response from the Palmetto College Chancellor to the grievant relative to the Grievance Committee's recommendation is due within 15 days. In the event the case is remanded to a faculty committee or administrative level for reconsideration, the results of that reconsideration should be communicated in writing to the Chancellor within 15 days. Results of any referral for reconsideration will be communicated to the

of the President's letter, the faculty member has 15 days within which to submit a written request for justification to the Chancellor.

2. The Palmetto College Chancellor has 20 days within which to respond. The response should include a written summary of the vote and justifications of each level of review.

3. Within 15 days of receiving a response from the Palmetto College Chancellor, the grievant may request a review by the Provost. A response is due within 15 days.

4. Within 10 days of receiving a response from the Provost, the grievant may submit the case to the Grievance Committee. The request for a hearing should be sent to the Chair of the Palmetto College Campuses Grievance Committee in care of the Palmetto College Chancellor, who should deliver this request to the Grievance committee that was elected at the same time as the Palmetto College Tenure and Promotion Committee which reviewed the grievant's tenure and promotion file initially.

5. At the conclusion of deliberations, the Grievance Committee may recommend that the case be remanded to one or more faculty committees or administrative levels for reconsideration. The Grievance Committee will make its recommendation to the Palmetto College Chancellor within a 30 day period. A response from the Palmetto College Chancellor to the grievant relative to the Grievance Committee's recommendation is due within 15 days. In the event the case is remanded to a faculty committee or administrative level for reconsideration, the results of that reconsideration should be communicated in writing to the Chancellor within 15 days. Results of any referral for reconsideration will be communicated to the grievant within 10 days of the date the response is received by the Chancellor.

grievant within 10 days of the date the response is received by the Chancellor.

6. Within 15 days of receiving a response from the Palmetto College Chancellor, the grievant may request a final review by the President. The President has 20 days to respond. The decision by the President is final within the University.

Notes:

All requests and responses are to be in writing. All days referred to in this procedure are calendar days, however, when the last day of such a period falls on a weekend or University holiday, the effective date shall be the next regular business day. The day following the actual day of notification shall be the first day in the series. Since dates are critical to these procedures, requests and responses should be sent by registered/certified mail. The grievance procedure may be lengthy, and the grievant who initiates a grievance procedure is advised to maintain a file of dated correspondence sent and received as well as dates and notes of conferences held concerning the case. Failure of any administrative official or reviewing authority to comply with the deadlines for action specified herein shall not operate to reverse or modify a tenure and promotion decision, but shall permit the grievant to proceed directly to petition the Palmetto College Campuses Faculty Grievance Committee or the next higher level in the Grievance Procedure

6. Within 15 days of receiving a response from the Palmetto College Chancellor, the grievant may request a final review by the President. The President has 20 days to respond. The decision by the President is final within the University.

Notes:

~~All requests and responses are to be in writing. All days referred to in this procedure are calendar days, however, when the last day of such a period falls on a weekend or University holiday, the effective date shall be the next regular business day. The day following the actual day of notification shall be the first day in the series. Since dates are critical to these procedures, requests and responses should be sent by registered/certified mail. The grievance procedure may be lengthy, and the grievant who initiates a grievance procedure is advised to maintain a file of dated correspondence sent and received as well as dates and notes of conferences held concerning the case. Failure of any administrative official or reviewing authority to comply with the deadlines for action specified herein shall not operate to reverse or modify a tenure and promotion decision, but shall permit the grievant to proceed directly to petition the Palmetto College Campuses Faculty Grievance Committee or the next higher level in the Grievance Procedure~~

Proposed Course Revision
Palmetto College Campuses Faculty Senate
University of South Carolina

Brief Title of Proposed Change	Proposed Changes to PCAM 101
Committee Proposing Revision	System Affairs
Date of Presentation to Senate	April 16, 2021
Senate Approval Date	April 16, 2021

Rationale for Proposed Revisions

- In the Summer of 2019, USC Salkehatchie requested the creation of a new course, PCAM 101, to fill a key role in its then-new Nursing Program partnership with USC Beaufort. The USC Beaufort Nursing Program required the following course from the USC Beaufort course catalog:
- NURS B105: CONCEPTS, COMMUNICATIONS, AND CALCULATIONS (2). (Prerequisite: Declared Pre-Nursing Concentration or admittance into the Nursing Honors Program) [Note: The PCAM 101 current course description below is the same as the original description for NURS B105.]
- This course is typically taken the second semester of the freshman year and it is required before a student is accepted into the upper division of the nursing program. In its Memorandum of Understanding with USC Beaufort (and in keeping with its commitment to its students), USC Salkehatchie assured it will offer all required lower-level nursing courses as Salkehatchie classes. As there was no USC Columbia equivalent for the USC Beaufort NURS B105, we created the PCAM 101 course as an equivalent for our campus. Very recently, the University of South Carolina Beaufort moved to change the credit offered within its comparable course from 2 credit hours to 3 credit hours.

Summary of Proposed Revisions

- USC Salkehatchie seeks to incorporate course credit hour and description changes to match changes made by USC Beaufort for its comparable course. Increasing the credit for this course builds upon the students' prior knowledge of written communication and expand it to understanding professional Nursing writing. This will establish a firm foundation for students as they move into courses that require searching for and writing about specific Nursing literature.

Course description for proposed revisions

Current	Proposed
PCAM 101: Nursing Concepts, Communications, and Calculations	PCAM 101: Nursing Concepts, Communications, and Calculations
2 credit hours	3 credit hours
Course Description: This course introduces concepts essential to basic nursing practice. Nursing's historical evolution as a profession through theory, concept and role development will be presented. An overview of medical	Course Description: This course introduces concepts essential to basic nursing practice. Nursing's historical evolution as a profession through theory, concept and role development will be presented. An overview of medical

<p>terminology and medication calculations is provided as rudimentary skills that promote effective interpretation and communication within the health disciplines, and the mathematical calculations required to administer pharmaceutical agents.</p>	<p>terminology and medical calculations is provided as skills that promote patient safety within the health disciplines. Written communication skills for the professional nurse will be presented. Students will be introduced to the difference between scholarly and non-scholarly sources.</p>
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Palmetto College Campuses Faculty Senate
April 16, 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: Feb 22, 2021; Special Called Meeting March 8, 2021; March 29, 2021

The main discussion at the February 22 meeting was on the Columbia campus' merit raise initiative, which does not apply to Palmetto College. Faculty Senate Chair Mark Cooper also addressed the creation of an ad-hoc committee on freedom of expression, as well as an ad-hoc committee on professional conduct that will revise the patchwork of faculty conduct policies so that they are cohesive and actionable.

The called meeting on March 8 included invited guest Lisa Hammond, Director of Faculty Affairs in the Office of the Provost, who proposed a change in terminology concerning tenure and promotion calendars that replaces the phrases "regular cycle" and "midyear cycle" with the semester in which the candidate was hired, for example "Fall 2020" or "Spring 2021." Dr. Hammond noted that there are efforts underway to add a "penultimate year" field to PeopleSoft.

The meeting on March 29 included a discussion of the stalled efforts to revise the University's current Intellectual Property policy, which has become more urgent in the wake of the proliferation of online offerings due to COVID. The committee voiced concerns over how much say faculty have in the modality and ownership of their courses. The committee's co-chair Andrea Henderson-Platt will reach out to Eric Robinson, the Chair of the Intellectual Property Committee, for details on their progress and report back next meeting.

Also, the Provost will join the committee's next meeting. If you have any concerns you would like me to voice with Provost Tate, please contact me.

Finally, at its March meeting, the Columbia Faculty Senate approved the motion to revise the manual description of the Columbia Faculty Welfare Committee, which means that Palmetto College will now have permanent representation on the Columbia Faculty Welfare Committee. The Columbia Faculty Manual will read, "In addition to the six elected faculty members, there will be one faculty member from the regional Palmetto Colleges elected by the Palmetto College Campuses Faculty Senate and two members appointed by the provost." Palmetto College is now bound by Columbia's term limits stating that "No voting member of a committee, whether elected or appointed, may serve more than three consecutive years on the same faculty committee" (Columbia Faculty Manual, page 6).

**Report from the Governance Committee: Faculty Leadership Roundtable Discussion
Board of Trustees of the University of South Carolina
Palmetto College Campuses Faculty Senate
April 16, 2021**

On April 9 I and my Faculty Senate Chair colleagues from across the University of South Carolina System attended a meeting of the Governance Committee of the Board of Trustees. The President of USC Columbia's chapter of the American Association of University Professors also attended this meeting. We were invited to participate in a discussion on shared governance. We submitted written responses to two questions posed to us on the daily experiences of shared governance on our campuses and our vision for shared governance with the trustees. We prepared those responses in the context of a 2017 white paper from the Association of Governing Boards.

The committee was interested in hearing examples from us about times when shared governance worked well. We had a brief, informative discussion on this topic. Actually, our time with the committee was brief. Following a short exchange with us, our discussion with the committee concluded and they moved on the next item on their agenda.

This was the first of what may be a series of opportunities for engagement with the Governance Committee and the Board of Trustees. They appear to be interested in improving our governance connections across the USC system. They also appear to be interested in improving the general connections of the trustees to the USC system. Both of these are important goals for all of us. I look forward to having more opportunities to report to you on the improving health of our connections to our colleagues across our system, and of course, to the Board of Trustees itself.

Respectfully submitted,
Ernest Jenkins
Chair, Palmetto College Campuses Faculty Senate
Associate Professor of History
University of South Carolina Lancaster

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	Bianca Rowlett, Sumter
Secretary	David Dangerfield, Salkehatchie
Executive Committee Member-at-Large	Steve Lownes, Union

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)	Shelley Jones, thru 2021
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)	Noni Bohonak, thru 2021
Committee on Instructional Development	Stephen Criswell, thru 2021