



PALMETTO COLLEGE

Palmetto College Faculty Senate

Microsoft Teams

Friday, February 9, 2024

Morning Session 9:30 - 10:30 AM

Welcome, Dr. Andy Yingst

Report from the Chancellor, Dr. Susan Elkins

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

Standing Committees 10:30 - 12:00 PM

I. Rights and Responsibilities

II. Welfare

III. System Affairs

Executive Committee 10:30 - 12:00 PM

Deans Meeting 10:30 - 12:00 PM

Break 12:00 - 12:30 PM

Afternoon Session 12:30 - 3:00 PM

AGENDA

- I. Call to Order at 12:30pm
- II. Attendance
- III. Correction/Approval of Minutes: November 10, 2023
Microsoft Teams
- IV. Reports from Standing Committees
 - A. Rights and Responsibilities – Professor Rebecca Freeman
 - B. Welfare – Professors Katie Klik & Emily Schafer
 - C. System Affairs – Professor Jerrod Yarosh
- V. Executive Committee
 - A. Chair - Professor Andy Yingst
 - B. *Palmetto College Faculty Manual* Liaison Officer – Kajal Ghoshroy
- VI. Reports from Special Committees
 - A. Committee on Libraries – Professor Mac Jones
 - B. Committee on Curricula and Courses – Professor Allen Kanapala
 - C. Committee on Faculty Welfare – Professor Katie Klik
 - D. Faculty-Board of Trustees Liaison Committee – Professor Andy Yingst
 - E. Palmetto College AOE Council – Dean Ron Cox
 - F. Palmetto College Research and Productive Scholarship Committee – Professor Matt Rashotte
 - G. Other Committees
 - Conflict of Interest Committee – Professor Yasmina Vallejos-Moreno
 - Provost’s Palmetto College Campuses Advisory Council – Professor Sarah Miller
- VII. Unfinished Business
- VIII. New Business
- IX. Announcements
- X. Adjournment

Minutes of the Palmetto College Campuses Faculty Senate

Meeting Date: February 9, 2024

Conducted via Microsoft Teams

Morning Session

I. Chair Andy Yingst called the meeting to order at 9:30am.

II. Report from the Chancellor, Dr. Susan Elkins

A. Full report appended to minutes.

B. The highlights of the Chancellor's report include:

- 1) Enrollment: Highest enrollment numbers for a Spring semester in Palmetto College's history, with an overall increase of 13% and inching toward 7000 at 6876. One area that is slightly down in enrollment in the Bachelor of Organizational Leadership (BOL).
- 2) Salary Updates: Palmetto College leadership is committing an additional \$100,000 for faculty and staff increases in 2024. The 2018-2019 Salary Study Committee will be reconvened in Spring 2024 to review and update the plan for allocating these increases. Running the data may take through the end of 2024.
- 3) Leadership Hirings: Dr. Walter Collins hired as Executive Vice Chancellor for Academic and Student Affairs/Associate Provost. Dr. Courtney Cartledge is in place as Interim Dean at Lancaster. Buddy Faile stepped into the Director of Finance role after the retirement of Ralph Summer and Michele Lee.
 - (i) Dr. Collins is serving on TTRFT, Provost's Council, Deans Council, and CHE.
- 4) Legislative Updates:
 - (i) Palmetto College requested \$111 million, both one-time and recurring, including capital projects.
 - (ii) The Governor has renewed suggestions of higher education mergers. The Governor has asked for \$3 million for the Education Oversight Committee to study the state of higher education in South Carolina. In an AP article, the Governor gave as examples the potential to merge USC Sumter and Central Carolina Tech and to merge Winthrop with the USC system. Links in appended slides. The Chancellor emphasized that these are proposals that may not make their way into the final budget. She will keep us informed.
- 5) Transfer Initiative: Led by the South Carolina Commission on Higher Education (CHE) to improve the transfer process, similar to SC Tracks, and the legislature has proposed bills for seamless transfer among South Carolina institutions. The USC Columbia and Clemson transfer agreement has been adopted to show a good faith effort to work on improving the transfer credit process, but this agreement does not allow full credits for a two-year program.

- (i) Secretary Jones asked whether Palmetto College is beholden to this agreement. Chancellor Elkins would like faculty to review the agreement before formal adoption.
 - (ii) Secretary Jones offered that the Columbia Faculty Senate Chair and Columbia Faculty Senate Steering Committee was apprised that these agreements cull already existing practices of transfer without any additions or changes. Secretary Jones also reminded Senate that USC Columbia has convened a committee, on which Dean Collins sits, to revise the Carolina Core, which will affect the transfer agreement.
 - (iii) Chair Yingst added that the agreement is the same as SC Tracks.
- 6) Faculty and Staff Welfare. Chancellor Elkins and the Strategic Planning Committee are working to embed the four recommendations from the faculty welfare survey within the strategic plan so that they are paramount to Palmetto College's goals. The recommendations are in the appended slides.
 - 7) Social Events: USC Union will host Spring 2024 event, and USC Lancaster will host Fall 2024.

III. Campus Deans and Associate Provost reports appended to minutes.

IV. Adjourn to standing committees at 10:03am.

Afternoon Session

I. Chair Andy Yingst called the afternoon session to order at 12:30pm.

II. The Secretary called roll for attendance and to be sure technology for each representative was functioning.

A. PC Columbia

Elliot Vittes, Matt Rashotte, and Chris Nesmith in attendance.

B. Lancaster

Stephen Criswell, Kim Richardson, Jerrod Yarosh, Sahar Aghasafari, Deborah Rowell, Rebecca Freeman, and Brittany Taylor-Driggers in attendance.

Evan Noe attended as an alternate.

C. Salkehatchie

Brian Lindmark, Kirsten Iden, Lokendra Paudel, and Yasmina Vallejos-Moreno in attendance.

D. Sumter

Hayes Hampton, Andrew Kunka, Soumyadip Acharyya, Kajal Ghoshroy, Mark Roberts, and Sher Chhetri in attendance.

E. Union

Andrew Kettler, Tekla Johnson, Emily Schafer, and Katie Klik in attendance.

F. Executive Committee

Andy Yingst (Chair, Lancaster), Steve Lownes (Chair Elect, Union), Shelley Jones (Secretary, PC Columbia), Carmella Gottesman (Member-at-Large, Salkehatchie), and Sami Varjosaari (Member-at-Large, Sumter) in attendance.

III. Correction/Approval of Minutes from [November 10, 2023](#).

Approved as submitted.

IV. Reports from Standing Committees

A. Rights and Responsibilities, Chair Rebecca Freedman

- i. Distribution of senators is currently based on FTE student enrollment. R&R will send a proposal to change how the number of senators is calculated based on full-time faculty members to Fos for input.
 - a. The proposal is appended to the minutes.
 - b. Dr. Elliot Vittes asked whether the existing minimum and maximum numbers of senators will be retained. Chair Freedman responded that yes, the minimum number of 3 and the maximum number of 7 will be retained.

B. Welfare – Professor Chris Nesmith presented for Professors Katie Klik & Emily Schafer

- i. The ad hoc awards committee has been convened. All campuses have 2 representatives. Communication with the committee will begin this week.
- ii. The T&P workshop was a success and well-received. The Welfare Committee has an internal recommendation to secure a response, whether yes or no, from those invited to be presenters so that planning can happen in a timelier manner.
- iii. The committee is considering standardizing and streamlining the criteria and promotion processes for senior instructors for the benefit of the instructors. The Committee will reach out to FO chairs to find out the existing process on each campus.
- iv. The committee discussed a concern brought by faculty members regarding the need to publicize hiring searches so that all faculty are aware of, and able to apply for, these positions. The committee will make a recommendation to Palmetto College leadership to have a minimal process in place that will also be encoded in the faculty manual for all campuses.
 - a. Secretary Jones asked whether the searches were within the law and University HR policies.
 - b. Senator Hayes Hampton responded that the searches were within the bounds of law and policy. The faculty concerns were about the bare minimum being done to involve faculty participation in searches.

C. System Affairs, Chair Jerrod Yarosh

- i. Discussion of grievance procedures not related to T & P. The committee agrees that the language needs to be updated, clarified, and formatted more clearly. The committee will work over the next few weeks to come up with revisions and recommendations to present to Senate in April.

V. Executive Committee

A. Chair Andy Yingst

- i. EC worked on finalizing the language of a motion that will be introduced today by the Faculty Manual Liaison Officer Dr. Kajhal Goshroy.
- ii. EC also discussed other issues that will be forthcoming in the announcements.

B. *Palmetto College Faculty Manual* Liaison Officer

- i. EC worked on revising two sections of the faculty manual (pages 7 and 83) to update the System Faculty Leadership Council description because their bylaws have changed. There will be a new motion under New Business.

VI. Reports from Special Committees

A. Committee on Libraries – Professor Mac Jones

- i. Submitted report to Secretary. Appended to minutes.
- ii. Of particular importance is that the Thomas Cooper Library has reinstated the practice of culling books from its shelves every five years to make room for new purchases. Before the culled books are destroyed, a list of these books has been shared with Columbia departments who can request to own and house the books themselves. Palmetto College campuses did not receive the list, but Steve Lownes will distribute his copy of the list. All requests must be made by the 15th. We are working to have Palmetto College included as part of their formal policy moving forward.
 - a. Dr. Freedman said that the list is also required to be sent to participating libraries in PASCAL, which includes Palmetto College libraries.
 - b. Dr. Tekla Johnson asked if this culling of books has anything to do with the recent banning of books to which Secretary Jones replied that, no, this is a common library practice that had not been done in decades. The books that are culled are those that have not been used.
 - c. Dr. Andrew Kettler shared that Hether Heckman is the contact at Thomas Cooper.

B. Committee on Curricula and Courses – Professor Allen Kanapala

- i. No report

C. Committee on Faculty Welfare – Professor Katie Klik

- i. No report.

D. Faculty-Board of Trustees Liaison Committee – Professor Andy Yingst

- i. No report.

E. Palmetto College AOE Council – Dean Ron Cox

- i. Submitted report to Secretary. Appended to minutes.
- ii. House 4653 pre-filed in December to prohibit the promotion of DEI. No movement on the legislation thus far.
- iii. Palmetto College is working on consistent use of our agreed upon language – Access, Opportunity, and Engagement – in keeping with University’s rebranding as a whole.
- iv. All Palmetto College campuses will have Black History Month events which Dean Cox will compile and share with the Columbia campus.
- v. CADO ceased to meet during the language transition and has not reconvened. Dean Cox will meet with the Associate Director of Access and Opportunity, Michelle Bryant, on Monday to discuss the future of CADO and Palmetto College’s role in this new phase.
- vi. The Palmetto College AOE Council will meet February 16, 2024.
- vii. In the report appended to the minutes are two recently received documents: a draft of search plan template from the Provost’s Office and the role and responsibilities of the Excellence Advocate, formerly an Affirmative Action Advocate, on all search committees.

F. Palmetto College Research and Productive Scholarship Committee – Professor Matt Rashotte

- i. No Report.

G. Other Committees

Conflict of Interest Committee – Professor Yasmina Vallejos-Moreno

- i. No Report.

Provost’s Palmetto College Campuses Advisory Council – Professor Sarah Miller

- i. Submitted minutes to Secretary. Appended to minutes.

VII. Unfinished Business

No unfinished business.

VIII. New Business

Motion from Executive Committee:

- A. Motion to update the language in the faculty manual to reflect the changes to the SFLC bylaws.
 - a. As a manual change, voting on this motion will occur next meeting.

IX. Announcements

Chair Yingst shared the ballot that will be voted on in April with vacancies for Secretary, the Columbia Welfare Committee, the Conflict of Interest Committee, and the System Faculty Leadership Council. Please reach out to Chair Yingst if you are interested in serving.

Blackboard Ultra will be required for all classes in Fall 2024. There are major changes to the system. Seek out training sessions. The deadline to file a waiver is March 1, 2024.

https://sc.edu/about/offices_and_divisions/provost/academicpriorities/blackboard_learn_ultra_transition/index.php

https://uofsc.co1.qualtrics.com/jfe/form/SV_escL8APFC55EfDU

The Academic calendar is changing next year, with a full week off for Thanksgiving. This means that there will be 2 days between the start of classes and start of work, with only 1 day between in Fall 2025, which may affect new hires gaining access to University systems. The Provost's advice was for new hires and those involved with the hiring process to check spam folders as emails will come from a different email address and submit paperwork as soon as possible, preferably by August 1, 2024.

X. Adjournment at 1:11pm.

USC Palmetto College Update

Presented to

**Palmetto College Campuses
Faculty Senate**

by

Dr. Susan Elkins

Chancellor, Palmetto College

February 9, 2024



Palmetto College Campuses Faculty Senate

Chancellor's Report –February 9, 2024 - Susan Elkins

- **Thank YOU for your service to the Palmetto College Campuses Faculty Senate!**
- **Spring 2024 Student Headcount Compared To Same Day Last Year – 02/08/2024**
 - **Palmetto College Overall:** Headcount up from 6,076 to 6,876 (+800, +13.2%)
 - **Palmetto College Campuses Associate Degrees:** Headcount up from 4,634 to 5,395 (+761, +16.4%)
 - **Palmetto College Campuses Baccalaureate Degree Completion Programs:** Headcount currently up from 136 to 147 (+11, +8.1%)
 - **Palmetto College Columbia:** Palmetto Pathway – 96 (86-Spring 2023); BLS – 113 (92, Spring 2023); BOL – 81 (102 – Spring 2023)
 - **Palmetto College Online Baccalaureate Degree Completion Programs:** Headcount up from 1,306 to 1,334 (+28, +2.1%)
- **2023-2024 Priorities/Fall Semester Planning and Actions**
 1. **Recruitment/Enrollment/Retention/Budget**
 2. **New Palmetto College Strategic Plan**
 3. **Faculty and Staff Welfare/Staff Senate Development and Implementation**



Student Headcount / FTE Report

Comparison of Spring 2024 to Spring 2023 (dates as specified below)

			Headcount					FTE				
			Spring 2023		Spring 2024			Spring 2023		Spring 2024		
Campus Type	Campus	Level	Prelim Mar 16, 2023	Freeze Mar 16, 2023	Prelim Feb 8, 2024	WY-WY Change +/-	WY-WY Change %	Prelim Mar 16, 2023	Freeze Mar 16, 2023	Prelim Feb 8, 2024	WY-WY Change +/-	WY-WY Change %
Flagship Campus	USC Columbia	Undergraduate	25,627	25,627	26,980	1,353	5.28%	25,314	25,314	26,780	1,466	5.79%
		Law	616	616	596	-20	-3.25%	645	645	630	-15	-2.33%
		Medicine (Columbia)	377	377	393	16	4.24%	377	377	393	16	4.24%
		Medicine (Greenville)	413	413	419	6	1.45%	413	413	419	6	1.45%
		PharmD	416	416	382	-34	-8.17%	438	438	406	-32	-7.31%
		Masters	4,065	4,065	3,871	-194	-4.77%	2,997	2,997	2,842	-155	-5.17%
		Doctoral	2,264	2,264	2,254	-10	-0.44%	1,307	1,307	1,300	-7	-0.54%
	USC Columbia - Total		33,778	33,778	34,895	1,117	3.31%	31,491	31,491	32,770	1,279	4.06%
Flagship Campus - Total			33,778	33,778	34,895	1,117	3.31%	31,491	31,491	32,770	1,279	4.06%
Comprehensive Campuses	USC Aiken	Undergraduate	2,721	2,721	2,707	-14	-0.51%	2,343	2,343	2,380	37	1.58%
		Masters	731	731	711	-20	-2.74%	342	342	334	-8	-2.34%
	USC Aiken - Total		3,452	3,452	3,418	-34	-0.98%	2,685	2,685	2,714	29	1.08%
	USC Beaufort	Undergraduate	1,857	1,857	1,960	103	5.55%	1,625	1,625	1,718	93	5.72%
		Masters	59	59	63	4	6.78%	21	21	19	-2	-9.52%
	USC Beaufort - Total		1,916	1,916	2,023	107	5.58%	1,646	1,646	1,737	91	5.53%
	USC Upstate	Undergraduate	3,949	3,949	3,851	-98	-2.48%	3,518	3,518	3,422	-96	-2.73%
		Masters	458	458	354	-104	-22.71%	233	233	189	-44	-18.88%
		Doctoral		0	6				0	0		
	USC Upstate - Total		4,407	4,407	4,211	-202	-4.58%	3,751	3,751	3,611	-140	-3.73%
Comprehensive Campuses - Total			9,775	9,775	9,652	-129	-1.32%	8,082	8,082	8,062	-20	-0.25%
Palmetto College Campuses	USC Lancaster	Undergraduate	1,790	1,790	2,022	232	12.96%	1,100	1,100	1,252	152	13.82%
	USC Lancaster - Total		1,790	1,790	2,022	232	12.96%	1,100	1,100	1,252	152	13.82%
	USC Salkehatchie	Undergraduate	622	622	708	86	13.83%	355	355	393	38	10.70%
	USC Salkehatchie - Total		622	622	708	86	13.83%	355	355	393	38	10.70%
	USC Sumter	Undergraduate	1,366	1,366	1,421	55	4.03%	824	824	859	35	4.25%
	USC Sumter - Total		1,366	1,366	1,421	55	4.03%	824	824	859	35	4.25%
USC Union	Undergraduate	984	984	1,244	260	26.42%	573	573	726	153	26.70%	
USC Union - Total		984	984	1,244	260	26.42%	573	573	726	153	26.70%	
Palmetto College Campuses - Total			4,762	4,762	5,395	633	13.29%	2,852	2,852	3,230	378	13.25%
Overall - Total			48,315	48,315	49,942	1,621	3.36%	42,425	42,425	44,062	1,637	3.86%

Palmetto College

Enrollment Trends | Spring 2008 - Spring 2024 (As of 02/08/2024)

HEADCOUNT

Associate Degree Programs through Palmetto College Campuses (100-300)	PC Launch											SC Online Launch					
	2008	2009	2010	2011	2012	2013*	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
USC Lancaster	1,197	1,281	1,343	1,391	1,356	1,321	1,368	1,289	1,470	1,511	1,495	1,361	1,414	1,624	1,696	1,790	2,022
USC Salkehatchie	783	825	915	1,077	1,022	935	858	852	888	928	878	835	872	781	689	622	708
USC Sumter	1,053	1,146	1,062	1,068	902	824	734	796	777	683	815	912	1,090	1,148	1,212	1,366	1,421
USC Union	397	400	470	602	567	496	560	631	758	834	888	1,054	1,162	1,138	1,228	984	1,244
SUBTOTAL	3,430	3,652	3,790	4,138	3,847	3,576	3,520	3,568	3,893	3,956	4,076	4,162	4,538	4,691	4,825	4,762	5,395
2+2 Onsite Bachelor's Degree Completion Programs Offered by Palmetto College Campuses, Conferred by USC Flagship and Comprehensive Campuses	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Liberal Studies - Columbia (Palmetto College Campuses)	45	93	145	202	192	*	*	*	*	*	*	*	*	*	*	*	*
Organizational Leadership - Columbia (Palmetto College Campuses)		4	45	78	113	*	*	*	*	*	*	*	*	*	*	*	*
Business - Aiken (Sumter)	66	62	64	48	42	38	32	21	22	31	28	17	10	4	1	0	0
Education - Aiken (Salkehatchie)	10	10	10	4	7	12	10	10	10	10	9	9	10	7	27	8	4
Education - Aiken (Sumter)	-	-	-	-	-	-	-	-	-	-	-	-	2	26	18	16	24
Education - Upstate (Sumter)	79	72	69	59	42	44	21	21	22	32	19	6	0	-	-	-	-
Industrial Process Engineering - Aiken (Salkehatchie)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	1	0
Nursing - Aiken (Sumter)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	15	19
Nursing - Aiken (Union)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	17	17
Nursing - Beaufort (Salkehatchie)	-	-	-	-	-	-	-	-	-	-	-	-	16	30	41	30	25
Nursing - Columbia (Lancaster, Salkehatchie)	16	32	57	60	67	73	78	78	71	38	60	66	70	**	**	**	0
Nursing - Columbia (Lancaster)														52	39	49	58
Fort Jackson	39	27	44	31	23	9	19	19	10	12	6	9	9	**	**	**	**
Concurrent Students (Not in Cohort, but taking classes on Regional Campus)																	
SUBTOTAL	255	300	434	482	486	176	160	149	135	123	122	107	117	119	142	136	147
2+2 Online Bachelor's Degree Completion Programs Offered by	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Applied Computer Science, Cybersecurity - Aiken	-	-	-	-	-	-	-	-	-	-	-	-	-	11	30	39	60
Business Administration, Accounting - Aiken	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	94	78
Business Administration, Finance - Aiken	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6
Business Administration, Management - Aiken	-	-	-	-	-	-	40	88	122	158	191	189	221	269	267	146	173
Business Administration, Marketing - Aiken	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16
Communication - Aiken	-	-	-	-	-	-	-	-	-	-	-	-	-	16	23	27	19
Communication, Public Relations - Upstate	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	46
Criminal Justice - Upstate	-	-	-	-	-	-	23	70	78	82	105	99	101	113	102	83	98
Criminal Justice Crime Analysis - Upstate	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	5
Elementary Education - Columbia	-	-	-	-	-	-	11	25	40	47	37	35	41	44	52	57	62
Emerging Media - Aiken	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	7	7
Engineering Technology Management - Upstate	-	-	-	-	-	-	-	-	-	-	-	-	41	43	34	25	33
English - Upstate	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	27
Health Informatics - Upstate	-	-	-	-	-	-	-	-	-	-	15	24	30	49	47	20	13
Hospitality Management - Beaufort	-	-	-	-	-	-	-	-	-	5	18	24	27	34	38	16	16
Human Services - Beaufort	-	-	-	-	-	-	14	49	61	70	86	82	60	54	69	50	47
Information Management and Systems - Upstate	-	-	-	-	-	-	-	-	-	9	39	57	54	55	42	30	41
Liberal Studies - Columbia	-	-	-	-	-	-	186	205	216	191	181	184	155	146	118	93	113
RN-BSN Program - Upstate	-	-	-	-	-	-	150	138	123	157	172	163	152	165	159	112	131
Organizational Leadership - Columbia	-	-	-	-	-	-	118	130	118	124	122	148	145	144	133	103	81
Political Science - Upstate	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	4
Psychology - Aiken	-	-	-	-	-	-	-	-	-	-	-	-	-	22	33	36	41
Psychology - Beaufort	-	-	-	-	-	-	-	-	-	-	-	-	-	10	58	57	95
Public Health (Formerly Health Promotion) - Beaufort	-	-	-	-	-	-	-	-	-	10	24	30	37	39	42	32	69
Public Health - BA Beaufort	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	5
Sociology - Beaufort	-	-	-	-	-	-	-	-	-	-	-	-	-	1	14	11	16
Special Education - Aiken	-	-	-	-	-	-	-	-	-	1	12	11	12	22	24	27	32
SUBTOTAL							542	705	758	854	1,002	1,046	1,076	1,237	1,285	1,087	1,334
GRAND TOTALS	3,685	3,952	4,224	4,620	4,333	3,752	4,222	4,422	4,786	4,933	5,200	5,315	5,731	6,047	6,252	5,985	6,876



UNIVERSITY OF
South Carolina
PALMETTO COLLEGE

Additional Important Updates 2023-2024 Priorities

• Salary Updates

- State Legislated General Salary Increase - 3% beginning FY23
- Palmetto College Salary Study Implementation - Second \$100k implemented beginning of Fall Semester 2022
- State Legislated Bonus - \$1,500 Bonus on October 31, 2022
- USC Market Titles/Market Pay Structure - Effective January 1, 2023, USC Market Pay Structure second phase implemented following the Market Title implementation October 31, 2022, when each employee's position was assigned a Job Family, Function, Title, and Level specific to the work they perform. New Market Titles priced compared to external market, USC internal hierarchy, and in compliance with State classification system. Palmetto College had 56 employees impacted, totaling \$278,784 to align their salaries with the new market range minimum.
- New Institutional Minimal Rate - Effective January 1, 2023, the university moved to a new institutional minimum rate of \$14/hour for staff employees.
- USC Market Titles/Market Pay Structure – Continues to be evaluated across USC System
- State Legislated General Salary Increase – 5% beginning FY24
- PC Leadership is committing an additional \$100k for faculty and staff increases in 2024; PC Campuses 2018-2019 Salary Study Committee will be reconvened in Spring 2024 to review and update the plan for allocating increases.

• Retirement Transitions

- PC Assoc. Provost, Dr. John Catalano, and IR Director, Dr. David Hunter, both retired in Dec. 2023; Dr. Walter Collins hired as Executive Vice Chancellor for Academic & Student Affairs/Assoc. Provost as of 1/1/24; Dr. Collins has also filled committee roles like the Teaching Technology Review Task Force (TTRTF).

• Legislative Update

- FY25 Budget Submitted; Governor's Budget presented in early January; USC budget request presented to House Ways & Means Committee on 1/17/24 and will be presented to Senate Finance on 2/15/24; Palmetto College total request \$111,278,249. See requests at ([link](#))
- Governor's Budget includes proposed plan to study SC Higher Education. See full report at ([link](#)) and related Associated Press article re: USC Sumter ([link](#))

• South Carolina Commission on Higher Education (SCCHE) Transfer Initiatives Update

- SCCHE Transfer Action Plan issued in February 2024 ([link](#)) by the SC Transfer Excellence Center ([link](#))
- Legislature Discussion on Transfer ([H.4060](#)), Articulation Agreements ([S.316](#)), Dual Enrollment ([H.3326](#)) and CHE Report on Proviso 117.139 ([link](#))
- USC Columbia/Clemson Transfer Plan with Technical College System ([link](#))

• Strategic Planning Updates

- USC Columbia Strategic Plan facilitated by Huron complete; USC System Strategic Plan facilitated by Kennedy & Company to be presented to BOT 2/23/24.
- USC Palmetto College Strategic Plan facilitated by Kennedy & Company/Huron; final drafts by 1/31/24, followed by final review and input in Feb. 2024.

• Staff Senate Development

- PC Staff Senate Committee continuing their work, with the final plan to be completed during Spring 2024 and implemented in Fall 2024.



2023 Faculty Welfare Survey: Systems Report



Kathleen Klik, PhD, USC Union, Assistant Professor of Psychology
Emily Schafer, PhD, USC Union, Associate Professor of Psychology

Research conducted by the co-chairs of the PC College Senate Faculty Welfare Committee,
Drs Katie Klik and Emily Schafer, with input from the 2022-2023 campus representatives sitting on

1.5 Key Recommendations from Executive Summary

PC administrators will work with the PCCFS Welfare Committee to develop and prioritize actions to address the following recommendations.

1.5.1 Enhance Campus Climate

Shared Values and Approach. It is recommended that administrators at Palmetto College assess, align, and transparently communicate core values, missions, and approaches while regularly engaging faculty in strategic discussions.

Enhancing Faculty Relations. It is recommended that campuses establish mentorship programs, recognize faculty achievements, and promote open dialogue, clear communication, and conflict resolution. Additionally, supporting professional development, collaboration, and diversity initiatives will strengthen faculty cohesion.

1.5.2 Professional Development Opportunities

Bridge the Disconnect. It is recommended that PC leadership implement listening groups for faculty to voice concerns. Further we recommend that transformational leadership training be implemented across PC.

Professional Develop Programs. It is recommended that comprehensive professional development programs encompassing feedback, recognition, skill sharing, mentorship, networking, and collaborative learning are developed and implemented, as well as ensuring accessibility across Palmetto College to the Center for Teaching Excellence (CTE).





Thank YOU!!!

PCCFS Chair Yingst and members of the Faculty Senate --

THANK YOU for your outstanding leadership and collaboration!!!!



Dr. Walter Collins
Executive Vice Chancellor/Associate Provost

Report to the Palmetto College Campuses Faculty Senate
February 9, 2024

I began serving as Executive Vice Chancellor for Academic and Student Affairs and Associate Provost on January 1, 2024. After 21 and a half years at USC Lancaster as a tenured faculty member and administrator, it is an honor to continue to serve Palmetto College in this capacity.

Here at the beginning, I have assumed aspects of the positions held by Dr. John Catalano and Dr. David Hunter with eventual tweaking to those responsibilities to take place as time passes. I am attending and taking part in the various committee meetings where Dr. Catalano represented Palmetto College, notably the South Carolina CHE and its 5 committees, the Provost's Council of Academic Deans and the Provost's Advisory Council, the University Emergency Management Team, the Academic Program Liaison Committee, the Teaching Technology Review Task Force, the Chancellor's Cabinet, and the PCC Academic Deans Group among others.

Similarly, I am assisting the Chancellor with the final aspects of the new strategic plan for PC, coordinating the Academic Blueprint Process with the campuses, coordinating the campuses' Commencement Scholarship award program, and several other matters that fall squarely in the academic and student affairs or Provost's Office spaces.

Please feel free to reach out to me if you have questions related to any of the areas where I represent you and our colleagues. I will be happy to help you with any information you need.

The following are some items that I have been working on so far:

- **Academic Blueprint** work has begun, Provost's memo distributed to the campuses/units two weeks ago. The report deadline for me is March 12, and I will submit it to the Provost by March 15.

- **Commencement Scholarship Information and Instructions** have been disseminated to the campuses for these awards that will be presented at each campus's commencement ceremony.
- **Met with representative of the newly established department – Graduation and Retention Network (GARNET)** – to discuss PC inclusion in new certificates program in development.
- Have attended **several meetings**—OIRAA, Provost, Academic Programs, SC CHE, and others—in the process of orienting myself to the aspect of this new position.
- **PC Tenure and Promotion:** The Tenure and Promotion process is ongoing with the PC committee members recently completing their work. The files will soon be going to the Office of the Chancellor for her review.
- **REACH Act:** Most all the syllabi have been collected for legislative compliance.
- **Much gratitude to Chris Rinehart and Bob Dyer** for their assistance with assessment duties for PC. Please see this update from Dr. Rinehart:

Palmetto College Assessment

1. Departments Being Assessed in Spring 2024: ASTR, CSCE, ENGL, GEOG, HIST, Languages, and MATH
2. BOL/BLS: Consistently gathering data. Please submit artifacts from Summer and Fall 2024 if you have not already.
3. Carolina Core Report has been moved from due date of May 1, 2024 (Group 2, Cycle 3) to Fall 2024 as Columbia is behind on reporting.
4. Spring 2024 Training for Assessment Contributors will occur on February 12th from 1-2 virtually and will be recorded.

Submitted by Dr Christine Sixta Rinehart, Director of Academic Program Assessment for Palmetto College



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

**Report to the Palmetto College Faculty Senate
09 February 2024**

I. BA in Liberal Studies/BA in Organizational Leadership

- The admissions criteria for BLS & BOL have now been amended to permit students to apply and enter the programs with a minimum of 30 college credit hours earned. (Previously the number was 45 hours.) This will go into effect in the 2024-2025 Academic Bulletin. This will allow us to broaden our marketing and recruiting efforts with transfer students, both from within the USC system as well as from other institutions.
- Enrollment in the two programs remains steady year-to-year (194 total), with BLS showing a rise in enrollment from last year and BOL showing a similar decline. We are exploring the factors involved in this interesting phenomenon and continue to work with students who may potentially enroll in the programs for SPRING II.
- FALL 2023 graduates – 12 BLS; 16 BOL.
- SPRING 2024 graduation applications – 13 BLS; 14 BOL.
- The setting up of schedules for Summer & Fall 2024 is in progress and will be done by the time pre-registration begins (around March 11).

II. Fort Jackson & Palmetto College Military Programs

- Ended FALL 2023 with 15 classes and 38 students enrolled. For SPRING 2024, we currently have 08 classes with 42 students enrolled. This includes 03 classes scheduled for SPRING II into which additional students may enroll.
- At the direction of the CHE and the Provost, the AA/AS degree programs through Fort Jackson are being discontinued. PC Columbia will continue to offer classes to students currently enrolled in the degree program through completion, but effective Summer 2024 all sections will be designated as “P” instead of “Z” and will be open to students in all Palmetto College degree programs, as well as to military students completing the AA/AS degree.
- Discussions are underway to re-develop the program into a broader category of “Palmetto College Military Programs” which would be marketed and available to active-duty personnel, reservists, National Guard, etc. (all the categories eligible for admission to the FJ program) regardless of where they may be stationed or deployed.

- The ideal goal is to make the Palmetto College bachelor degree programs (especially BLS & BOL) available to all military students regardless of previous credit hours earned.

III. Palmetto Pathway

- As of today, 22 students of the 54 students from the FALL 2019 cohort of Palmetto Pathway have completed and been awarded their bachelor's degree from USC. This includes six students who graduated with honors (3 magna cum laude, 3 cum laude). Eight (8) additional students are still enrolled with USC, six of whom are seniors and could potentially graduate in SPRING 2024. (One of these students is in the PharmD program.)
- Of the 49 students in the FALL 2020 cohort, one (1) has already graduated (BA Public Health – cum laude), 20 are seniors (19 @ Columbia; 1 @ Upstate) and could potentially graduate in SPRING 2024, 8 are continuing with USC with junior status (6 @ Columbia, 1 @ Beaufort, 1 @ Upstate).
- We continue to monitor and track students from the FALL 2021 and FALL 2022 cohorts, and will monitor students from the first two cohorts as well so long as they fall within the “150% degree completion” period of six years (which demarks the “success” rate for students according to CHE).
- For the FALL 2023 cohort (current year), 96 of the 98 students have registered for SPRING 2024 classes and are continuing with the program. This is a retention rate of 98% from fall to spring. Students in this cohort will be asked to complete their system transfer application in late March or early April.
- We have been notified by the USC Columbia Office of Admissions that it will be releasing its invitations for the FALL 2024 Pathway cohort in late February or early March. Again the cohort is estimated to be approximately 100 students from across the state of South Carolina. We plan to work with USC Columbia Admissions to take part in an “admitted students” day in February or March to introduce students to the program (prior to their summer orientation sessions).

As always, my sincere appreciation to the PC Faculty Senate for this opportunity to share some of the goings-on at Palmetto College Columbia.



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



UNIVERSITY OF
South Carolina
LANCASTER

Dr. Courtney B. Catledge DNP
Regional Palmetto College Interim
Dean

Report to the Palmetto College Faculty Senate
February 19, 2024

People

Enrollment

As of February 7, 2024, Spring enrollment stands at 2020. We are again on the path to historic Spring semester enrollment.

Faculty/Staff searches in progress:

Assistant Librarian – Director of Archives

Assistant Professor of History and African American Studies

Custodian

Travel Study

7 Students and 2 faculty will travel to **Greece in May 2024**. They will visit Athens, the Saronic Islands, Olympia, and Delphi. The course is entitled "Greek Philosophy and the Art of Living Well" and will focus on Greek philosophy in the fifth and fourth centuries BC as an attempt to understand the nature of a good human life.

3 students from USC Lancaster and 3 students from USC Union with a faculty from each campus will travel to England in June 2024. They will be studying "Literature and Tourism in England."

Athletics

Below is updated information for the Fall 2023 semester:

We had 56 total student-athletes achieve a 3.0 or better in the Fall 2023 semester.

Breakdown by sport:

Women's Volleyball: 8 student-athletes at a 3.0 or better

Women's Soccer: 10 student-athletes at a 3.0 or better

Men's Soccer: 11 student-athletes at a 3.0 or better

Baseball: 27 student-athletes with a 3.0 or better and 3 student-athletes with a 4.0

Baseball is in season. Upcoming game schedule can be accessed at [this link](#).

ESPORT Update:

- USCL currently has 11 players competing in a two year university league
- Live Streaming games to Twitch- see stats below:
 - 76 hours streamed
 - 10 hours watched by individual viewers
 - 20 new followers
 - At 50 followers we will join affiliate program with Twitch.
- Social media channels for our esports team on Facebook, YouTube and Instagram.
- Esports is being used as a recruitment tool: 8 students from spring 2024 interested in joining USCL from dual enrollment programs to compete with our esports team. Currently recruiting them to continue at USCL as traditional students upon high school graduation.

Faculty Accomplishments

Sahar Aghasafari published an article: Aghasafari, S. (2023). Visual Arts Integration as a Way of Meanings: Centering Emergent Bi/Multilingual High Schoolers through Graphic Story and Biology. Visual Inquiry Journal,12(1), 21-41.https://doi.org/10.1386/vi_00085_1

Stephen Criswell was recently awarded a grant from the USC Racial Justice and Equity Fund to conduct documentation of cultural traditions and oral histories among South Carolina's recognized tribes. In December, Stephen gave a talk on Catawba Nation Pottery at the James K. Polk Historical Site.

Ernest Jenkins was recognized by the Lancaster Breakfast Rotary Club as a Paul Harris Fellow +3 in January. During the Lancaster Breakfast Rotary Club meeting on January 31, he gave a presentation on "The Great Wagon Road."

Bettie Obi Johnson arranged for two USCL students enrolled in the SC LEND program to attend a statewide virtual leadership conference on January 19. SC LEND is a program dedicated to leadership development education in neurodevelopmental and related disabilities. USCL and Furman are the state's only two universities with students participating in an undergraduate version of the program which was developed originally for graduate professionals seeking advanced training in this area. Thanks to Bettie for her leadership in this program.

Todd Lekan, Patrick Lawrence, and Suzanne Penuel presented on a panel for an event entitled "CTRL Your Future: AI @work" on Friday January 26th at the Gateway Conference

Center in Chester County. The event was organized by the Chester County Chamber of Commerce.

Evan Nooe's second book is under contract with the University Press of Florida and invited to be a part of the "Florida in Focus" series. The manuscript is tentatively titled *Florida Reveries: the Three Histories of Walt Disney's Disney Springs and the Re-Creation of Florida's Past*.

USC Lancaster in our Communities

Please welcome Breana Jones and Kasie Faulkenberry, full-time recruiters for USC Lancaster. They both bring ideas and energy to the role. They presented at the Guidance Counselor luncheon on January 23, 2024, and represented USC Lancaster well.

We will connect with residents at **Sun City Carolina Lakes for a second 8-weeks course on Archaeology in the Olde English District by Professor Chris Judge.**

W. Brent Burgin Lunch and Learn on February 23 2024 at the NASC- a lecture by Dr. John M. Coggeshall, Professor of Anthropology at Clemson University. "Something in These Hills: The Culture of Family Land in Southern Appalachia"

Dr. Dwayne Brown and Dr. Patrick Lawrence are hosting an ACT/SAT Test Preparation Workshop in Collaboration with Lancaster Promise Neighborhood on February 17, 24, March 2, & 9.

Other items...

W. Brent Burgin Lunch and Learn on January 26, 2024 at the NASC- a lecture by Dr. Ero Aggelopoulou-Amiridis, First Lady of the University of South Carolina. "Breaking Barriers: Navigating College and Future Career as a First-Generation Student"

Black History Month—Popcorn & Movie Series scheduled for February 14 & 28 in TRiO at 10:00 am and 2:00 pm.

There is an upcoming production by the Lancaster Players- "**Fences**" **by August Wilson.** Come out and support on **February 16th and 17th at 8 pm and February 18th at 2 pm**

Our 2024 Commencement ceremony will take place on Saturday morning, April 27 at 11:00 outdoors near the Crawford Rose Garden. This year's speaker will be Dr. Walter Collins III, Executive Vice Chancellor, Academic & Students Affairs & Associate Provost, Palmetto College. The pre-ceremony and post-ceremony receptions will both take place in the Arnold Special Events Room in Bradley.



UNIVERSITY OF
South Carolina
SALKEHATCHIE

**Palmetto College Faculty Senate
February 9, 2024
Campus Dean's Report**

Campus Highlights:

- Recruiting and enrollment continue to be the primary focus at USC Salkehatchie. As of today, headcount enrollment is 710, which is 130 (22.4%) over where we were on this day last year (580) and 88 (14%) over last year's freeze headcount enrollment of 622.
- The spring freeze date of March 13 allows us approximately 5 more weeks to recruit for spring 2, which begins March 11.
- Summer applications are up by 111% and fall applications and admissions are also up by 17.4% and 89%, respectively.
- Enrollment services staff continue to focus on recruitment for summer and fall 2024 by conducting retargeting campaigns and hosting multiple recruiting events.
- The Leadership Salkehatchie kick-off event was held on Jan. 25th. We welcomed 19 new members into the 2024 class and recognized members of the 2022 and 2023 cohorts.
- Remaining matching funds (\$25,000) to complete the forensic lab project have been secured from Savannah River Nuclear Solutions.
- Give4Garnet will be March 20-21. Dr. Craig Ward, previous medical director at Colleton Medical Center's Emergency Department, committed a \$10,000 matching gift that will go toward the USC Salkehatchie Fund (unrestricted).
- USC Salkehatchie will be represented at Carolina Day on Tuesday, February 13 by 22 students and staff.
- The PURE Theatre will be performing their Septima Play on February 27 at the Carolina Theatre. Approximately 80 students from Allendale County Schools will attend the 11am performance, and there will be an evening performance for the community at 6pm.
- USC Salkehatchie had 24 student-athletes named to the Fall 2023 President's and Dean's list.
- We are working with Hampton County Friends of the Arts (HCFA) to provide a community drawing course at their location in Hampton. The instructor (provided by HCFA) and the proposed course have been approved. We plan to begin course in spring 2 and are hopeful that we will enroll approximately 10 students.

HR Updates:

- New Hires:
 - Leadership Institute Director – Shelby Broomfield
- Currently interviewing for:
 - Admissions Counselor/Recruiter
 - Associate Dean for Academic and Student Affairs
 - Athletic Director
 - OSP Director

- Women's Soccer Coach

Facilities Updates:

- Continuing to work with USC facilities to begin the next phase of the Student Commons Building project on the Walterboro campus.
- Environmental studies have been completed and several dilapidated buildings on the Allendale campus are anticipated to be demolished by May/June.
- New campus directional signage has been installed and we will begin working on designing new monumental signs on both campuses.

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

- Dr. David W. Dangerfield, Associate Professor of History, has continued to provide consulting for South Carolina's State Museum, as it interprets a Bible that belonged to abolitionist William Turpin. Turpin and his business partner, Thomas Wadsworth, freed nearly 60 enslaved people in South Carolina between the 1790s and 1830s. Turpin kept a record of those emancipations in his Bible, which was recently acquired by the state museum.
- Dr. David Dangerfield and the State Museum's Curator for African American History and Culture, Dr. Ramon Jackson, were invited to write an op-ed about William Turpin for Christianity Today. Their piece, "They Changed Their Minds about Slavery and Left a Bible Record," was published on December 22, 2023.
- Dr. Sarah Miller, Professor of History, was the keynote speaker at the dedication for the historic marker commemorating the Battle of Parker's Ferry on February 3, 2024, hosted by the Daughters of the American Revolution.
- Dr. Wei-Kai Lai and student Vignesh Chinnasami presented at the Joint Mathematics Meetings in January. Dr. Lai presented "Digital Root of Power Tower" and Vignesh presented "On the Rotation and Reflection of Magic Square Type Sliding Games."
- Another of Dr. Lai's students, Nishant Chinnasami, presented "A Study of Tricolor Towers of Hanoi" at UNC Greensboro Regional Mathematics and Statistics Conference.
- Dr. Lokendra Paudel's research "Finite intersection of valuation overrings of polynomial rings in at most three variables" has been accepted into the Journal of Algebra and Discrete Mathematics.
- Dr. Yasmina Vallejos-Moreno's paper "Performance y las dinámicas del poder en Páradais de Fernanda Melchor" has been accepted by the Southeast Coastal Conference on Languages and Literatures to be held on April 11-12, 2024, in Savannah, Georgia.
- Dr. Yasmina Vallejos-Moreno's paper titled "Verdades silenciadas y el efecto del tiempo en Los amantes de Estocolmo de Roberto Ampuero" has been accepted by the Kentucky Foreign Languages Conference (KFLC). The conference will take place on April 18th, 2024, at the University of Kentucky, Lexington, KY.

Respectfully submitted,



Dr. April Cone
Dean



OFFICE OF THE
DEAN

PC Faculty Senate Report
February 9, 2024
Eric Reisenauer, Ph.D.

Faculty

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

Mary Ellen Bellanca

- Article accepted for publication: "J. C. Shairp [""sharp""] and the Victorian Publication of Dorothy Wordsworth's 'Recollections of a Tour Made in Scotland.'" By journal ""Studies in Scottish Literature"" (forthcoming).

Sher Chhetri

- Article--Chhetri, S., Long, H. & Ball, C. (2024). Parameter Estimation for Geometric Lévy Processes with Constant Volatility. *Annals of Data Science*. <https://doi.org/10.1007/s40745-024-00513-8>

Sher Chhetri and Becky Hillman

- The following manuscript has been accepted for presentation and publication at the Computing Conference to be held in London, UK on July 11-12, 2024.

Chhetri, S., Toussaint, M., Mdziniso, N. & Hillman, R. (2024). A Comparison of Student Engagement Across Three Teaching Modalities in an Introductory Statistics Course, Computing Conference 2024.

The proceedings of the conference will be published in the Springer series "Lecture Notes in Networks and Systems."

Vincent Frontero

- Poem "The Morning" has been accepted for publication in *The Meadow*.

Laura Hughes

- USC Honor's College course approved and will run this May as a study abroad. ""Greek Art and Architecture from the Neolithic period to the Age of Pericles""
- Gave 4-week lecture series on the Art of Italy from the Roman Empire to The Baroque at the Lourie Center/Senior Resource Center in Columbia

Hennie van Bulck

- The manuscript “Comparing early COVID-19 experience in South Carolina long-term care facilities: Insights from Marascuilo method” was accepted for publication in the SAM Advanced Management Journal. This paper was coauthored by Sher Chhetri, Luisa Melo, Hennie van Bulck and three of Sher’s students, Christian Sterner, Kaitlin Kiser, and Antonio Turner.

Campus/Accolades

- The Auditorium and Gymnasium Grand Re-Opening Celebration was held January 11, 2024 to showcase all the renovations.
- USC Sumter hosted the 24th Annual Dr. Martin Luther King, Jr. Dream Walk, which is a 3-mile walk that is open to the community and honors the life and legacy of Dr. King.
- Sumter area high schoolers were welcomed to campus for a Teacher Cadet recruitment day. The program seeks to introduce and encourage high schoolers to explore the teaching profession.
- The Fire Ant Esports team welcomed a new member to their team. Hunter is an 11-year-old from Mississippi that is battling cancer. He joined the Fire Ant Esports team through the Adopt-A-Child Program, which is part of the Friends of Jaelyn Foundation (FOJ). The FOJ program provides a great way for children to connect with mentors in their field of interest and find other avenues of support during the most challenging time of their lives.
- "The USC Sumter Esports - Rainbow Six Siege team won the NJCAA OS Fall National Championship. USC Sumter defeated Finger Lakes Community College 3-1 in the NJCAA OS Finals on Friday, Dec 8th.

Athletics

- The softball field construction is underway and on schedule.
- Softball, baseball, women's tennis, and men's tennis have officially started their spring seasons.
- Men's and women's golf start at the end of February.
- Men's tennis has new student athletes from Ecuador and Africa for spring 2024.
- Women's Tennis has new student athletes from Venezuela and Germany for spring 2024.
- Men's golf has a new student athlete from Finland for spring 2024.
- Our new softball coach is Miguel Justiniano.
- Currently searching for a head coach for women's soccer and a head coach for men's soccer.
- Plans for covered batting cages to be placed between the baseball and softball fields.
- USC Sumter put in a bid to host the 2026-2028 NJCAA Women's Tennis National Championship Tournament. Will know results in April.
- Men's soccer finished the fall with their highest region ranking in program history.

Spring Enrollment (as of 2/7/24 v. 2/8/23):

Spring 2024 HDCT=1421 v. Spring 2023 HDCT= 1357 a 64-student increase.

Randy Lowell, USC Union
Dean's Report
February 9, 2024

- Pillar of the Union community, Barbara Rippy, received recognition at the State House in Columbia last month, with resolutions read in her honor on the floor of the Senate and the House. She was also presented with the highest civilian honor in the state on the floor of the Senate, the Order of the Palmetto award, for the extensive philanthropy that she has engaged in across the state for many years, benefiting USC Union, MUSC, and the School of the Deaf and Blind, to name a few. They also wished her a happy 90th birthday, which she celebrated at the end of January.
- The City of Clinton will be highlighting our USC Union Laurens Location, which recently relocated from the town of Laurens to the town of Clinton, as their business of the week.

Faculty/Staff News

- Congrats to Annie Smith, Director of Marketing and Development, on a recently successful grant submission to the Lutz Foundation on behalf of the nursing department that will fund USC Union \$15,500 this semester for the purchase of the MATT Auscultation Task Trainer.
- Thanks to Dr. Aziz for her work with USC Upstate and Union County School District to complete the Union County Fast-Track to Teaching MOU. This agreement will make it easier for students in Union to earn bachelor's degrees in early childhood education, elementary education, and middle-level education, incorporating elements of dual enrollment, USC Union associates coursework, and USC Upstate upper level bachelor's coursework to seamlessly/affordably move through those requirements. Also born from this partnership was collaboration on a SC CHE Centers of Excellence grant proposal that was submitted last week. Dr. Aziz also completed an MOU with the South Carolina Afterschool Alliance (SCAA) regarding USC Union's partnership with them to work toward improving afterschool education for K-12 in the state, including through an internship class that places our students at local afterschool programs to work directly with those children.
- Congrats to Caden Jackson, Academic Success Center Coordinator, on his article that was recently published in USC Columbia's *Carolina CrossTalk* magazine, entitled "Investigating Implicit Racial Biases." In the article, he summarizes his undergraduate experiences at USC Union and the different research projects that he engaged in with Dr. Lowell, and with Dr. Lownes and Dr. Aziz. It can be found here:
https://sc.edu/about/offices_and_divisions/undergraduate_research/documents/crosstalk_issue7_sp3.pdf.
- Macy Petty continues to do a great job spearheading the campus newspaper, the *Bantam Gazette*. After a few Fall issues, she has now pushed out two more Spring issues already, featuring articles written by student contributors on a variety of topics.
- Multiple full-time staff and faculty searches are in progress, including Palmetto College Coordinator, Disability Services Coordinator, Bursar, Psychology, Art, Statistics, Sociology, Chemistry, Mathematics, and English.
- Randy Ivey, Senior Instructor of English:
 - o Tribute to the late NC poet laureate Fred Chappell appeared on the Abbeville Review of Books website.
 - o Story "The Precious Head of Junie Ray Byrd" has just been accepted by STILL: THE JOURNAL.
- Dr. Andrew Kettler, Assistant Professor of History:
 - o Submitting contracted manuscript, *Disenchanting the Senses: Sulfur and the World System*, to Cambridge University Press.
 - o Submitting manuscript for review at Verso, entitled: "Deny the Future: Artificial Intelligence, Epistemological Imperialism, and the Return of the Bicameral Mind."

- Publishing “Dispersing the Devil’s Stench: Shifting Perceptions of Sulfuric Miasma in Early Modern English Literatures,” *Partial Answers: Journal of Literature and the History of Ideas*. Volume 22, Number 1 (January 2024): 27-53.
- Publishing for the *Journal of World History*. “Graphic Worlding: Radical Histories and the Narrative Form in Recent Works from Graphic Mundi,” Volume 34, Number 4 (December 2023): 651-660.
- Publishing for the *Journal of World History*: a review of *The Deepest Dye: Obeah, Hosay, and Race in the Atlantic World*, by Aisha Khan. Volume 34, Number 4 (December 2023): 661-663.
- Submitting for the *Routledge Encyclopedia of Sensory Criminology*, “I’ll Make You Shit!’: Olfactory Othering, Bourgeois Percepticide, And the Necropolitical Regime of the Colonialists,” forthcoming 2024.
- Provided comments for panels at the Southern Historical Association and the Southern Conference on British Studies in November, and Chaired a Panel at the Modern Language Association in January.
- Dr. Steve Lowe, Professor of History:
 - Currently a judge for the George C. Rogers award for the best book of South Carolina history for the SC Historical Society.
 - Reviewing a manuscript on former SC Attorney General Daniel McLeod for Clemson University Press.
- Dr. Andrew Pisano, Associate Professor of English:
 - Continuing Guest Editor and reviewer for the peer-reviewed journal, *Humanities*, currently reviewing manuscripts for: Special Issue: “Gothic American Imaginaries: The Gothics of Race in American Literature and Film.” Publication is expected in Spring 2024.
- Dr. Emily Schafer, Associate Professor of Psychology:
 - Traveling with two students to present research they participated in over the summer via the PURE grant, presenting “Adverse Childhood Experiences and Young Adult Attachment on a rural two-year campus” at the International Humanities, Education, and Social Sciences conference in San Francisco in April.
 - Applied for, and was awarded, the Humphrey Community College Residency Program Fellowship. This grant affords the travel, lodging, and board expenses plus a small grant for two international scholars to visit our campus for one week to present their work, network with local community and nonprofit groups, and exchange cultural experiences. Two African scholars will be visiting USC Union during the end of March.

Students

- Spring enrollment numbers for this semester are already ahead of last year’s final Spring numbers, with the freeze date not until next month. This includes a Spring record high headcount of 1,244 as of this week (up 26% over last Spring’s 984), and FTE of 726 (up 26% over last Spring’s 573). This includes being up both in traditional student and dual enrollment student populations. Additionally, Fall applications and admits for new freshmen are well up over what they were at this time last year for the coming Fall semester.
- Our nursing program with USC Aiken was featured in a story in the magazine *Carolinian Health*, which goes out to USC alumni, including an interview with recent BSN grad, Makenzie Edwards.
- The Research Club, in partnership with the African American Alliance student organization and SGA at USC Union, are hosting Dr. Devon Carter this week for a series of presentations and meetings on campus and with K-12 students from around the Union County School District. Dr. Carter has a background in Special Education and Psychology and is an Assistant Professor of Practice, Intervention Specialist in the LeBron James Family Foundation School of Education at the University of Akron, where he has developed an

educational intervention program called REAL (Recognize Education and Learning) that aims to increase the awareness of the value of education for all ages.

- Bantam Softball had a good trip down to Clearwater, Florida to kick off their Spring season, playing against top teams from around the country at the JUCO Classic. They logged their first win of the season against the USAF, 12-5. Three of the girls, Madison “Goose” Goossens, Brianna Compton, and Abby Benfield, appeared with Coach Royce on WBCU Radio last week to talk about the Bantams success in recent years, the upcoming season, and the upcoming summer invitational travel ball for three of our Bantams in Italy.
- The Bantam Anglers have also gotten out to a fast start this Spring, including at the College Bass Series event at Lake Murray, where the duo of Tanner Hadden and Caleb Hudson finished in 4th place against 250 of the best teams in the country, which qualified them for the 2024 Bassmaster College National Championship event later this year. Also, anglers Mark Kershaw and Jacob Butts wrapped up competition in Kissimmee, Florida last week in the MLF5 College National Championship meet, finishing in 39th place out of 135 of the best teams in the country. As a team, the USC Union Anglers were sitting in 14th place nationally in the MLF5 college trail standings as of the end of January; as well as 28th nationally in the current Bass Pro Shops Collegiate Bass Fishing Series rankings.
- Bantams Baseball has opened their Spring season strong, winning 4 of their first 6 games against teams from Roane State Community College and Limestone University JV, scoring a total of 44 runs in the process.
- Rifle team member, Keagan Dean, performed well at the Junior Olympics Qualifiers meet in Charleston, winning the Silver in the Women’s Air Rifle U21 division.

Facilities

- Recently completed capital projects include work in the Whitener Central Building, the new wet lab in the Nursing Simulation Lab building, and a new roof, paint, and renovated bathrooms in Truluck Gym.
- The Main Building on campus in Union was cleared out in December to prepare for the major renovation work that has now begun in that building, which will include removing the boiler/chiller and installing VRV central HVAC system; an elevator upfit; ADA compliant restrooms, new fixtures, tile, and paint; and finishes to include carpet, paint, and fixtures. This project is estimated to take approximately 360-400 days to complete.
- Other projects that have already received state funding that are in various stages of preparation or progress, include new overflow parking areas, Jonesville Gym bathroom remodel and weight room equipment, new softball and baseball facilities at existing locations, campus security house upgrades and camera upgrades, Truluck Gym flooring, Rippy Courtyard student area expansion, campus signage updating, Laurens Location updating, new roofs on the Student Services Building and on the Jonesville gym, and soccer field upgrades in Jonesville.
- Obtained new golf cart for campus and working to finalize acquisition of two additional campus vehicles to begin to use as well.

Budget

The campus met budget projections for FY23 and ended the year with a positive fund balance. For FY24, tuition and fees are once again frozen, with no increases for the 5th year in a row. We have submitted budget requests to the Governor’s Office for additional deferred maintenance and operating funding for FY25, as well as continued tuition mitigation funds so that tuition and fees can remain the same next year. Fall 2023 tuition revenue from both Union/Laurens and Palmetto College programs is on target.

Palmetto College Campuses Senate
Rights and Responsibilities Committee

Report

2/9/2024

The Rights and Responsibilities Committee discussed changing the distribution of senators from being based on the full-time enrolled students to being based on the number of full-time faculty. The minimum number (3) and the maximum number (7) of senators per campus would stay the same. The committee will be presenting this potential change to their individual Faculty Organizations. Listed below is a rough draft of what the committee discussed the change might look like.

The Palmetto College Campuses Faculty Senate shall consist of a minimum of three senators from the Faculty of each Palmetto College campus. (See Appendix IV, Article II, Section 2.) Distribution of senators is determined by the number of full-time faculty (Instructors, Senior Instructors, Assistant Professors, Associate Professors, and Full Professors) on each campus in the fall, as follows:

Below 15 = 3 senators

15-24 = 4 senators

25-34 = 5 senators

35-44 = 6 senators

45+ = 7 senators

No Palmetto College campus shall have more than seven senators. If the number of full-time faculty decreases, compliance shall be accomplished by attrition.

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

Brief Title of Proposed Change	Updating descriptions of the System Faculty Leadership Council
Committee Proposing Revision	Executive Committee
Date of Presentation to Senate	February 9, 2024
Senate Approval Date	

Rationale for Proposed Revisions

- Update the purpose and membership of the System Faculty Leadership Council

Summary of Proposed Revisions

- Update the purpose and membership rules of the System Faculty Leadership Council to reflect recent changes made to their bylaws.

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

Current	Proposed
System Faculty Leadership Council, Page 7 <u>Representation in Faculty Governance at the System Level</u> System Faculty Leadership Council (one three-year term elected by the Columbia Faculty Senate; two two-year terms elected in alternate years by the Palmetto College Campuses Faculty Senate, as well as the Palmetto College Senate chair, or designee)	System Faculty Leadership Council, Page 7 <u>Representation in Faculty Governance at the System Level</u> System Faculty Leadership Council The Palmetto College Faculty Senate chair serves on the System Faculty Leadership Council, along with three other representatives elected by the senate annually. Representatives should have leadership experience in faculty governance, such as time served on senate executive committee, chairing standing committees, or in local faculty organization leadership roles, etc.

System Faculty Leadership Council, Page 83

The University of South Carolina System Faculty Leadership Council provides a representative voice in system affairs and facilitates collaboration among the faculty organizations in the University of South Carolina system. With respect to functions the Board of Trustees delegates to university administration, the council has a consultative function: it represents the will of the system's faculties to such bodies as may be established to administer system affairs and serves as a means by which system administrators may communicate with faculty. The council coordinates faculty governance in those areas where the Board of Trustees delegates legislative powers to the faculties of individual campuses, including but not limited to standards of admission, granting of earned degrees, and curriculum. In no instance will the council usurp authority previously delegated to campus faculties by the Board of Trustees.

The Palmetto College Campuses Faculty Senate will provide three representatives to the University of South Carolina System Faculty Leadership Council. The USC Columbia Faculty Senate will elect one of these representatives in consultation with the Palmetto College Campuses Faculty Senate. This representative will serve a three-year nonrenewable term. The PCC Faculty Senate will elect its other two representatives. These representatives will serve two year renewable terms. The PCC Faculty Senate will elect any other representatives as required by the bylaws of the council. The chair of the Faculty Senate (or designee) will also serve on the council.

System Faculty Leadership Council, Page 83

The University of South Carolina System Faculty Leadership Council, hereby known as "The Council," serves as a representative body in system affairs and promotes collaboration and thought sharing among the faculty organizations within the University of South Carolina system. The Council serves in a consultative capacity regarding delegated functions by the Board of Trustees to the University administration. It represents the collective desires and perspectives of the system's faculties to any established bodies responsible for administering system affairs. Additionally, it serves as a channel through which system administrators can communicate with faculty.

The Council evaluates faculty governance in areas where the Board of Trustees grants decision-making authority to the system faculty. These areas include, but are not limited to, matters like admission standards, degree-granting, and curriculum development. In no instance will the Council usurp authority previously delegated to campus faculties by the Board of Trustees.

The USC Columbia Faculty Senate will elect three representatives to the University of South Carolina System Faculty Leadership Council and any other representatives as required by the bylaws of the Council. The chair of the USC Columbia Faculty Senate (or designee) will also serve on the Council.

Additional membership from system campuses are as follows: four representatives each from Aiken, Beaufort, Upstate, and Palmetto College, one of whom is the chair (or designee) of each system faculty senate.

The faculty senate/organization of USC Columbia, Aiken, Beaufort, Palmetto College and Upstate will select representatives and establish in writing a procedure for that selection. Selection criteria should favor faculty governance experience in such areas as curriculum approvals, faculty welfare, and policy development.

Report from Committee on Libraries
02/09/2024

The Committee met 01/23/24.

The Committee discussed the possibility of developing an “Adopt-a-Book” program to help raise funds to procure books, gauging public response to recent special exhibit, programs or events, and the reimagining of the Diversity, Equity and Inclusion (DEI) Committee to the Access, Belongingness and Community (ABC) Committee. But the most pressing concern was the upcoming removal of books from the library shelves. The Committee sought to better understand the reasons and methods for removal. Dean Banush provided clear explanations for which books would be removed – those books that had never been checked out or not checked out in many years and are also available through online resources and interlibrary loan. The Committee asked that the Library provide statistical data about the books to be removed.

Several solutions for the disposal of the removed books have been introduced. But the departments will be offered the removed books, first, as well as bookshelves, to set up “reading rooms” that could be managed by the department. The Chair of the Committee, Dr. Melanie Palomares, also contacted the Humanities Collaborative concerning guidance for humanities-specific criteria for book removal.

The next meeting date is TBA, pending the budget report from the Library.



M. Ron Cox, Jr., Ph.D., Dean
USC Palmetto College Columbia
Associate Dean for Access, Opportunity, and Engagement

AOE Report to the Palmetto College Faculty Senate 09 February 2024

The Palmetto College Access, Opportunity, & Engagement (AOE) Council met on Friday, 05 January, via TEAMS.

The primary point of discussion was H.4663, a bill “to prohibit... promoting diversity, equity, and inclusion” in all State agencies. This bill was pre-filed on 14 December 2023 and was referred to the House Judiciary Committee on 09 January 2024. As of this week (08 February) there is no indication of any further action on the legislation.

Additional discussion focused on ensuring consistent use of the agreed-upon language (“access, opportunity, and engagement”) across the Palmetto College campuses, in keeping with the University’s re-branding efforts. For example, USC Columbia now has the “Office of Access and Opportunity” (https://sc.edu/about/offices_and_divisions/access_and_opportunity/index.php) which is led by Vice President Julian Williams.

All PC campuses indicate that they will be holding, sponsoring, or hosting events related to Black History month. A list of these events is being compiled to share with the USC Council of Academic Diversity Officers (CADO), as Palmetto College and the PC campuses) have always been a driving force in making the university accessible to all the State’s citizens (and beyond).

I will be meeting with Dr. Michelle Bryan, Associate VP for A&O, on Monday, February 12 to discuss the future of the Academic Diversity Officers (ADO) group, as well as Palmetto College’s role, vision, and ideas about the direction USC’s efforts might consider taking.

The AOE Council is scheduled to meet again on Friday, 16 February.

I have included two recently-received document along with this report – a Draft of the USC Search Hiring Plan template AY 23-24 and the job description (role & responsibilities) for the “Excellence Advocate” who should be present on every search committee. These are offered for information purposes.

Respectfully submitted,

A handwritten signature in blue ink that reads "M. Ron Cox, Jr.".

M. Ron Cox, Jr.

ATTACHMENT 1 - DRAFT

Introduction to the Search Plan Template AY23-24

The Provost expects all faculty searches to be conducted in a manner consistent with the University's goal of *recruiting and retaining research-active faculty who reflect the demographics of our student body*. Consequently, after a faculty search has been approved by the Provost's Office, a detailed search plan is now required before the position can be advertised.

Search Plans provide search committees the opportunity to offer details regarding how inclusive strategies will be taken up in the search process and to provide context for understanding the preparations made to ensure the new faculty member's success.

Please upload: a) a completed Search Plan template, b) a draft of your job announcement, and c) your *Recruitment Plan and Outreach Tracker* to: facultysearchplans@sc.edu. Allow 2-3 days, based on volume, for your search plan and job announcement to be reviewed by OCRTIX and OAO after submission. Once approved, your unit HR contact will initiate the process through the Division of Human Resources. Your posting will launch three days after receipt.

USC Search Plan Template

Italic text is instructional - it does not require a direct response. Please directly respond to all non-italic questions/prompts.

1. What is the anticipated search timeline?

Provide expected dates for a-f below. Estimates should incorporate the timeline outlined above.

- a. Target date for USCJobs posting to go live:
- b. Due date for complete applications to be submitted to USCJobs (or, if open until filled, date that committee will begin reviewing submitted applications):
- c. Review of candidates completed, and semifinalists short list developed:
- d. Proposed screening interviews (e.g., video or conference interviews):
- e. Proposed finalists on-campus interviews (if applicable):
- f. Search completion goal date:

2. Please list your search committee members and note who will serve as Search Chair and who will serve as Excellence Advocate¹.

3. The Provost expects for each search committee to be inclusive and reflect the diversity of our faculty. How will you go about establishing your committee?

You are not required to address all of the prompts below. Use your judgment to describe how a diverse and inclusive committee was created.

- a. Describe how you arrived at the composition of your search committee, including how you considered diversity (identity, rank, position type, etc.) in determining its makeup.
- b. In what ways have you ensured that URM faculty will not be overburdened by this service commitment?
- c. In what ways have committee members contributed to inclusive excellence in scholarship, teaching, advising, or service?
- d. Explain how your committee represents different areas within the field.
- e. How might committee members' professional networks contribute to effective and varied outreach regarding the position?

¹ The Excellence Advocate replaces the former "Equity & Diversity" advocate. The role and responsibilities of the Advocate are covered in the "Conducting Inclusive Searches" session. See #3 above.

4. How will committee members familiarize themselves with the Provost's expectations for conducting inclusive searches?

- a. Which bi-monthly "Conducting Inclusive Searches" session will your Search Committee Chair and Excellence Advocate attend [\[insert link to session offerings on Provost's Faculty Recruitment & Hiring webpage\]](#)? *This needs to occur before any applications are reviewed.*
- b. When and how will you communicate the expectation that each committee member review the *Conducting Inclusive Searches: Expected Practices for Tenure-Track Faculty Searches* [\[hyperlink to document on Provost's Faculty Recruitment & Hiring webpage\]](#)?
- c. When and how will you discuss expected practices to ensure clear expectations are set for all members during the process?

5. What challenges do you anticipate during the search process and how will you mitigate them?

For example, in what ways might your faculty struggle to assess the work of candidates whose productivity was significantly impacted by family circumstances during the pandemic? What challenges do you anticipate experiencing relative to expected search practices, including the need to ensure that all who interact with a candidate must be aware of permissible and impermissible questions? Are there any challenges identified for which you require additional resources to address? (please describe)

6. Each Search Hiring Plan is expected to reflect the committees use of [field availability estimate data](#). If your discipline has data on potential applicants by demographic that is more comprehensive or better reflects those who are available for positions (e.g., postdocs) than these data, please provide your recommended data, its source, and an explanation of why it is preferred over the field availability data.

- a. What is the availability data for your field? What field(s) did you identify for this role?
- b. What assumptions do you have about the likely applicant demographics?
- c. How will you use these data to inform your outreach to any underrepresented groups?
- d. Are there additional discipline or degree areas that might be relevant to your search and outreach?

7. Active recruitment is the process of "generating a pool [of applicants] rather than merely tapping it" (NSF ADVANCE Michigan, 2007). Drawing upon your "Recruitment Plan and Outreach Tracker" [\(hyperlink to document on Provost's site\)](#) (which must be submitted along with your Search Plan), please address the following questions.

- a. Please describe the actions you will take to actively grow the pool of potential candidates for this search. Please provide specific examples, such as names of professional organizations or conferences at which the job announcement will be shared.
- b. Describe your plan for advertising in at least two locations beyond the online outlets where USCJobs will automatically cross-post (i.e., Inside Higher Ed, Insight Into Diversity, and LinkedIn). Please specify if these locations are standard for your discipline or if they are being added in response to the review of the availability data to attract a diverse applicant pool.

8. Studies point to the role that non-inclusive academic contexts play in negatively shaping the experiences of faculty members (Inside Higher Ed, 2022). Creating inclusive cultures at the program and department levels are not only vital for faculty recruitment, but also for their retention, support, and advancement. Please respond to the following questions.

- a. How will the program ensure there is a welcoming climate that enables the new faculty member to feel that they belong there and can achieve their potential at USC?
- b. How would you/have you assess(ed) existing climate (e.g., extent to which faculty, students and staff feel respected and supported) and address(ed) areas of concern.
- c. Discuss how the unit would support the new hire to ensure they are successful.

ATTACHMENT 2

The Role and Responsibilities of the Excellence Advocate

Excellence Advocate

Aligned with USC's goal of *recruiting and retaining research-active faculty who reflect the demographics of our student body*, the Office of the Provost expects the membership of every search committee to include an **Excellence Advocate (EA)** (formerly "Affirmative Action Advocate")

The primary function of the EA is to ensure that best practices in fair, open, and inclusive searches are followed. Specifically, the EA is responsible for confirming that the recruitment process was exhaustive, that all applicants were given due consideration and reviewed equitably, and that search processes were fair to all candidates, semi-finalists and finalists.

Although all members of the search committee must be knowledgeable about inclusive hiring practices as well as affirmative action/EEO requirements, the EA helps the committee stay focused on these efforts. Importantly, the EA need not be an underrepresented minority. Indeed, a unit's attentiveness to the disproportionate burden faculty of color experience regarding service work might encourage others to step forward.

A critical role the EA plays is serving as liaison between the search committee and the unit's HR office for the purpose of requesting demographic reports on the applicant pool to ensure adequate representation of women, underrepresented minorities, and members of other protected classes.

The **Excellence Advocate** is responsible for upholding the University's commitment to inclusive excellence throughout the search

- Ensures that new job announcement is created that widens rather than limits the applicant pool
- Actively promotes recruiting strategies to increase the diversity of the candidate pool
- Communicates the committee's data needs to the unit's HR office
- Ensures that an evaluation form, based on the stated criteria, is consistently used to assess all candidates
- Ensures that all semi-finalists and finalists are treated fairly throughout their experience with USC

During the search process, the Excellence Advocate may also aid in the following areas:

- Ensuring that a new job announcement is created (no replication of old announcements) that is not so specific as to discourage qualified candidates from applying, includes various subdisciplines within the field, and invites candidates with an interest in new and emerging fields that can contribute to the program/department.
- Reviewing the diversity of the availability pool (e.g., through resources such as the *Survey of Earned Doctorates*) and the applicant pool. If the diversity of the applicant pool does not reasonably reflect the diversity of the availability pool, suggest proactive measures to enhance the diversity of the applicant pool.
- Offering suggestions to ensure proactive practices are used for recruiting candidates as well as seeking out multiple venues for the job advertisement that will attract a diverse pool of applicants.
- Reminding search committee members of the research on how selection bias occurs during applicant review as well as strategies to address it.

Palmetto College Campuses Provost's Advisory Council
January 23, 2024, Osborne Building C107, USC Columbia
Minutes

Present: Sarah Miller (Salkehatchie), Chair; Shelley Jones (PC Columbia); Stephen Criswell (Lancaster); Andy Yingst (Lancaster); Bryan Love (Salkehatchie); Andrew Kunka (Sumter); Kristina Grob (Sumter); Andrew Kettler (Union); Lee Morris (Union); Donna Arnett (Executive Vice President for Academic Affairs and Provost); Mary Anne Fitzpatrick (Vice Provost for Faculty Affairs and Dean of the Faculty)

The meeting began with introductions.

Questions submitted to Provost Donna Arnett and Vice Provost Mary Anne Fitzpatrick prior to the meeting focused the discussion. Below are the questions asked at the meeting and a summary of Provost Arnett and Vice Provost Fitzpatrick's replies.

1. The Palmetto College Campuses, formerly regional campuses, were created to reach South Carolina citizens unable to attend college because of distance or circumstances. That is our goal today as well. Our communities support our campuses. Our faculty are primarily teachers – although many faculty members produce exceptional scholarship and are leaders in their fields. Most faculty are contracted with a 4-4 teaching load. Tenure-track faculty are assigned a 4-3 teaching load. On some campuses, tenured faculty with an active research agenda can also apply for a 4-3 teaching load. For many science/math instructors, this is a 12/12 contact hours or 12/9 contact hours with research. Our teaching requirements are higher than requirements at the main campus. Would you share your expectations of faculty at the Palmetto College Campuses regarding Teaching, Scholarship, and Service?

Provost Arnett believes in faculty governance and follows the guidelines for tenure based on each unit's faculty manual. Teaching loads are controlled by the campus administration and faculty.

When asked about the scholarship of teaching and learning, Provost Arnett supports the scholarship of pedagogy as an avenue for tenure.

Provost Arnett commented on the importance of finding peer institutions for outside reviews, stating that external reviewers from undergraduate-granting institutions would be best. Discussion ensued about the lack of peer institutions that grant tenure for Palmetto College Campuses, and she offered to work with her staff to develop a supplemental list of undergraduate-granting peer institutions that grant tenure.

(Note: At the Provost’s request, Lisa Hammond, Director of Faculty Affairs in the Office of the Provost, distributed a list of 2-year tenure granting institutions and 4-year tenure granting institutions in South Carolina to Palmetto College faculty senators, deans, and the Chancellor via email on February 13, 2024.)

2. Over the years, this council has discussed the possibility of including Palmetto College faculty members on the department websites. Our faculty are approved by the departments and accredited with USC Columbia. We are scholars and experts as well as teachers. What would be needed to include our faculty on department websites – even under the category of Palmetto College faculty?

Provost Arnett supported this idea and recommended the council contact Associate Provost Collins to request Columbia departments add PC faculty to their departmental websites. Vice Provost Fitzpatrick mentioned ~~that she had advocated for this inclusion in the past. that during her tenure as Dean of the College of Arts and Sciences, she had required academic units to include Palmetto College faculty in their department rosters.~~

3. We understand that there will no longer be classes the entire week of Thanksgiving. This leaves only one full week of instruction (in most years) after the break. Will there be policies in place about students returning for their classes and for faculty to also be on campus for classes? Are there concerns that the semester will essentially end before Thanksgiving?

Provost Arnett and Vice Provost Fitzpatrick did not have concerns that students would not return for the remainder of the semester given that faculty will be holding classes and exams. Faculty control their class schedule and the enforcement of the attendance policy. The attendance policy could be applied to students who missed classes after Thanksgiving.

The council was reminded that with the change in the schedule, Fall 2024 classes will start on August 18th. This leaves little time to make sure new faculty are acclimated and fully onboarded. Provost Arnett mentioned that hiring paperwork will come from a new email address that may be routed to spam folders and stated that receiving completed paperwork by August 1st would be ideal.

4. Similar to the question above, when we met with Provost Gabel a few years ago, we were told “Given a consistent pattern of USC school closings in recent years due to inclement weather, the Registrar is now building make-up days into the

schedule. For instance, Election Day or Reading Day might be used as a make-up day. Faculty will be urged to include in their syllabi the possibility that these days might be used to make up classes.” Will this be enacted? And if so, when? Since Covid and the use of online technology, most faculty are able to make up material in this way rather than manipulating the calendar.

Since the pandemic, this has not been a topic of discussion.

5. This is a carry-over question from two-years ago. We have a number of PC Faculty who went to graduate school at USC and were made to have their dissertations published online on the "USC Scholar Commons Page." (1) This is a disservice to those of us who want to publish from our dissertations, (2) it has caused foreign websites to steal our intellectual property by duplicating the dissertation text and this open format, but as vulnerable graduate students were made to do so as a graduation requirement. Can this be reversed?

Dissertations should be able to be embargoed for at least 2 years, potentially longer. Thomas Cooper Library would be the point of contact to request an embargo, although the meeting discussion suggested that digital publishing of dissertations does not appear to be a major concern, as scholars commonly publish on their graduate research when their dissertations are available through ProQuest.

6. This semester, the Columbia English department chose to make the switch to Blackboard Ultra for English 101 and 102 classes earlier than other departments. Columbia English faculty were provided with advance warning, resources, and other training in preparation for the change. The Palmetto College campuses faculty, however, were not informed about this switch, which makes significant changes to the tools and functionality of Blackboard. First-year composition courses are commonly taught on the Palmetto College campuses and in our dual enrollment classes, and our faculty was caught completely unprepared. This has resulted in many last-minute adjustments, revisions to assignments, and, in many extreme cases, radical changes to long-standing practices. We are still discovering new issues more than two weeks into the semester. These problems could have been prevented if Palmetto College campuses had been informed about the change at the same time as Columbia faculty and either provided with the same resources for preparation or at least given time to come up with our own. Unfortunately, this lack of communication has been a perennial problem for us, and it is a topic we bring up with regularity at these meetings. What recommendations do you have to help improve communication when Columbia departments and offices make changes that affect the PC campuses and is there something the Provost's office can do to help facilitate this?

Provost Arnett and Vice Provost Fitzpatrick were unaware that the English department had made this change and noted the council's concern as a definite indication that there was a disconnect in communication between the English department and the PC Campuses.

Provost Arnett suggested that PC faculty should be on their relative departmental listservs and suggested that Vice Provost Collins could facilitate PC faculty's inclusion.

7. Recently Governor McMaster has been discussing consolidation of higher education. In an post on WYFF Channel 4 news website (<https://www.wyff4.com/article/south-carolina-population-booms-governor-wants-fixed-bridges-extra-budget-money/46300862>), the Associated Press states: "McMaster proposed \$3 million for national and state experts to examine possibilities such as merging the University of South Carolina Sumter with Central Carolina Technical College, or absorbing Winthrop University into the USC system." Would you briefly discuss what McMaster's consolidation ideas may mean to the University of South Carolina and specifically Palmetto College?

Provost Arnett responded that she did not have any information and anything she said would be speculation.

Submitted by
Sarah E. Miller, chair
February 20, 2024

In consultation with
Andrew Kunka, Sumter
Shelley Jones, PC Columbia