| 1 | https://teams.microsoft.com/l/meetup- |
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| 2 | join/19%3ameeting MjMzZjg1MzMtZWNhZS00Yzl3LTg2MDltYzAwZGM0ZjdiNDVk%40thread.v |
| 3 | 2/0?context=%7B%22Tid%22%3A%224b2a4b19-d135-420e-8bb2- |
| 4 | b1cd238998cc%22%2C%22Oid%22%3A%220bb698ef-7d87-46c5-9dd6- |
| 5 | 1e40607d2783%22%2C%22IsBroadcastMeeting%22%3Atrue%2C%22role%22%3A%22a%22%7 |
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| 7 8 | THE UNIVERSITY OF SOUTH CAROLINA FACULTY SENATE |
| 9 | THE CHIVERSHIT OF SOCIAL CHROCKINITH COLLINITE |
| 10 | Wednesday, September 13, 2023 |
| 11 | This session was held in person at the Close-Hipp Building |
| 12 | PRESIDING CHAIR WAYNE OUTTEN |
| 13 | CHAIR Wayne Outten called the meeting to order at 3:00pm EST. |
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| 15 16 | Called Meeting of the Faculty Senate |
| 17 | CHAIR OUTTEN welcomed the members to the Faculty Senate. |
| 18 | Approval of the June 7, 2023, Faculty Senate meeting minutes: The minutes were approved. |
| 19 | Report of President Amiridis |
| 20 21 22 23 24 | PRESIDENT AMIRIDIS stated that it was good to see the Faculty Senate again. At the last meeting (June 2023), all indicators for research and fund raising were positive for the last year. The State of the University address will be held next Tuesday. President Amiridis will be talking about these numbers. All are invited to this address. This address will be held at the Russell House. |
| 25 26 27 28 29 30 31 32 33 34 35 36 37 38 | Toward the end of the summer, an announcement was made that all South Carolina high school graduates who are in the top 10% of their graduating class will be automatically accepted to the University of South Carolina (provided the student meets the minimum CHE requirements). This decision was discussed and "blessed" by the Admissions Committee. The reason for this decision is that USC wants to be acceptable to excellent graduates through South Carolina. In some parts of the state (approximately 10 counties), the university receives very few applications. The reason there are very few applications from certain areas around the state is because a) some students tend to be from low-income counties, and b) the students don't believe the university wants them to attend the university. The university wants these excellent students to attend USC. When a student is in the top 10% of the class, it is the best indicator that the student will succeed in college. It is not a test that you take for a few hours (e.g., SAT). It is interesting that earlier this week, the University of Tennessee followed the exact same model. PRESIDENT AMIRIDIS anticipates that additional universities will follow suit soon. Two major AAU institutions have contacted USC asking about the procedure for accepting the top 10% of students. Access without affordability is meaningless. USC has kept tuition the same for the fifth year in a |
| 39 40 | row for in-state students. For out-of-state students, tuition was increased by 3% after four years |

- of no increases and significant inflation. This 3% is a fairly low number given the inflation.
- 42 Tuition and fees have also not been increased over the past five years for in-state students. There
- 43 is some rhetoric out there that the university is increasing fees; this is untrue. The university is
- looking at how it can do more along these lines. A lot of time is being spent examining the
- 45 concept of affordability, especially for low-income students.
- Over the past few months, PRESIDENT AMIRIDIS wrote editorials for the *The State* and *Post*
- 47 & Currier focusing on a) economic development, and b) workforce. The economic development
- part was a result of the effort the university made to have SC designated as a regional innovation
- 49 hub. This is the outcome of the Chips and Science Act that was bipartisan. The Department of
- 50 Commerce is asking for applications to select 20 of these regional innovation hubs across the
- 51 country. This can be a gamechanger for the state. It would allow us to move beyond
- 52 manufacturing and beyond low-income wages to an area where we can attract design centers,
- R&D centers and eventually headquarters of corporations. USC is looking to create an
- 54 environment where start-ups are comfortable in the state. This will help to retain the best talent
- in the state. One problem is that most of the good students leave the state. Part of the reason is
- opportunity. The largest number of alumni are living in Richland and Lexington Counties (an
- estimate of 60,000). The second largest population of alumni is in Charlotte (NC). The reasons
- 58 they go to Charlotte are because it is close to home, more opportunities, and higher salaries.
- 59 USC put together a very good proposal (i.e., for a regional innovation hub) together with
- 60 Clemson, SC State, technical colleges, and the Department of Commerce. Confirmation (yes or
- 61 no) regarding the proposal will be known in a few weeks. If granted, this regional innovation hub
- will open the doors for USC to apply for significant grants (e.g., \$50-\$100 million and beyond).
- The second editorial was about work force development and what the university offers students.
- PRESIDENT AMIRIDIS promises students and parents that if they come to USC, we will help
- 65 them a) become engaged citizens, and b) competent professionals. In today's environment, some
- 66 types of skills are necessary. The certificate, the first was approved last year, builds those skills.
- 67 President Amiridis desires more certificate offerings, without flooding the market with types of
- 68 certificate offerings. Key characteristics of certificate offerings include a) Project and team
- 69 management, b) Communications, and c) Data analytics.
- 70 The President and Provost are working to obtain additional tenure track faculty members.
- 71 PRESIDENT AMIRIDIS is confident that during the fall there will be an announcement to hire
- 72 additional faculty members.
- 73 It will be an interesting year because there will be a lot of political activity. Universities will find
- 74 themselves in the middle being sought from both sides. There were a series of articles, two from
- 75 the Wall Street Journal, that talked specifically about flagship universities and a) how they have
- 76 incredibly increased the costs of tuition and b) were spending so much money on projects that
- may not be needed. PRESIDENT AMIRIDIS wondered why the Wall Street Journal was
- 78 publishing old news. Increases in tuition happened in 2018-2019 or even earlier. President
- Amiridis has been in this position (president) for nine years (at USC or Chicago) and has only

- 80 increased tuition one time; the increase was 1%. The comment on the increase in tuition is old
- 81 news.
- A few days later, *The Atlantic* printed a story about how flagship universities are becoming elitist
- and not admitting students in our states and admitting only high-income students. As you look at
- the USC demographics, this is not the case. Many of our sister institutions were named in these
- articles. USC was not named. There is the reality of West Virginia. You can see what happens
- when enrollment decreases; you build and they come, but they never come.
- 87 USC is very careful. We are not elitists. We accept students and want students from all socio-
- 88 economic backgrounds. USC will not increase costs for at least for a number of years. USC is
- very careful about projects that are implemented. USC is not building or implementing initiatives
- 90 without having the financial background that is needed to support the initiatives.

91 Report of Provost Arnett

PROVOST ARNETT is entering her second year. Provost Arnett provided a rundown of year 1.

93 *Hires*

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- Seven deans were hired.
 - The Office of the Provost was restructured,
- There is an interim Vice Provost for Faculty Affairs and Dean of the Faculty, DR.
 MARY ANN FITZPATRICK
- DR. LORA LOMICKA ANDERSON (Humanities) was hired as to oversee Undergraduate Programming,
- DR. ROBIN DIPIETRO (HRSM) was hired as Faculty Ombuds,
 - DR. DONNA SCHMITT (Darla Moore School of Business) Faculty Civility Officer,
- DR. DAVID CARDENES (HRSM), interim Vice Provost for Global Affairs

Initiatives

- A listening tour was conducted throughout the year. This resulted in a) setting a minimum salary for tenure-track faculty, b) setting a minimum salary for professional-track faculty that mirrors Richland County 1 and 2 school districts, c) made facility upgrades, and d) conducted an extensive classroom utilization examination.
- Continued upgrades in classrooms.
- Dealt with Title IX issues.
 - Implemented Imagine Carolina for Faculty.
 - Started a transition for four-year advising model.
- Implemented the first interdisciplinary studies certificate (digital studies).
- Created a graduation retention network; this is a group of 18 different offices (e.g.,
- bursar, mental health, advisors, student housing) that touch students and identify what are the barriers for retaining student from year 1 to year 2 as well as retaining to graduation.
- One of the largest dropout rates occurs during year 3 and year 4 when students drop
- below a 3.0 GPA and lose a merit scholarship or reach four years and are no longer

- eligible for financial aid and have debt and can't register until the debt is paid. As a result, a completer program was developed. There are eight students enrolled in the fall semester; 11 will be enrolled in the spring semester. The debt for these students will be cleared out and the students will graduate.
 - A new focus on faculty development has been initiated. The first ever Associate Provost
 for Faculty Development will be hired. This person is exclusively devoted to faculty
 development. Based on information gained from the listening tours, Provost Arnett is
 concerned is the stagnation at the associate professor level. The first task for the VP of
 Faculty Development to tackle is a program for mid-career faculty along the mid-career
 path to full professor.
- For 2023-2024, the Office of the Provost is making plans based in part on information from the Vice President for Student Affairs and Academic Support REX TOLLIVER Incoming students are classified as Gen Z, born in the mid-1990s early 2010s. The following is a list of expectations of Gen Z students:
- They want easy access to information.

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- They want the information to be speedy and integrated into one platform, ideally the smartphone.
- They are highly dependent on smartphones for social media.
- One in two students have been diagnosed or are being treated for a mental health condition.
- With the above information in place, The Office of the Provost began a four-year advising model in which students will have a relationship with an advisor that will last more than four years and is more than just transactional. The hope is that the advisor becomes knowledgeable about the unique desires of the student and the unique mental health challenges, and aspirations for their careers. PRESIDENT AMIRIDIS provided almost \$2 million to hire advisors that will be housed in the colleges. It will be a partnership between the University Advising Center and the Colleges.
- The work of Garnet (graduation retention network) will continue. The goal is to exceed 90% 1st
- and 2nd year retention rate and 70% graduation rate. PRESIDENT AMIRIDIS will be focusing
- on affordability. Another focus will be on first-generation students. One in five (20%) of USC
- students are first-generation. These students arrive on campus with no experience from the
- family regarding what it means to be on a college campus and how to navigate a college campus.
- PROVOST ARNETT just met with new faculty and heard their stories of how they navigated
- HR, parking, getting an email address, and these individuals have a Ph.D. Imagine students who
- are first generation and navigate a big complex university campus system.
- The Office of the Provost is also looking at reducing curriculum complexity. One in three
- programs have more than 120 credit hours. This means the programs require more than four
- 154 years to graduate (in theory). An advisor is coming in to create a program called Curricular
- Analytics. Issues to be analyzed include hidden pre-requisites. They are also trying to make clear
- some of the bottleneck courses. These are courses that have a high proportion of "D", "W", "F"
- and/or withdrawals. "D", "F", "W" rates and withdrawals significantly impact first generation

- and under-represented students; it delays graduation. The university is partnering with a
- company called CircleIn. They are funded by an NSF grant. It is being implemented now in
- accounting and calculus courses. It is a program that allows students in that course along with the
- 161 faculty members to create study groups, share notes, and share answers to questions.
- Engagement is at 75%. The hope is that peer-to-peer support will help the students and improve
- 163 the "D", "F", "W", rates.

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- PROVOST ARNETT met with INDEV. They are looking at how to improve teaching
- evaluations. Currently more than one platform is being used for course evaluations. USC's
- 166 contract for that platform expires in June 2024. They are looking to see if something can be
- integrated into the LMS which will make the execution of student evaluations process easier. In
- UNIV 101, students are taught how to complete an evaluation. This is positive. Currently the
- response rate of evaluations is 23%. This rate is too low to make meaningful inferences.
- 170 The Office of the Provost is also looking at how to evaluate and improve the online course
- offerings. This is important for two reasons:
 - 1) More than 15,000 students took at least one online course in spring 2023. Up to six different LMS have been used. It is important that our online students use the same LMS across courses.
 - 2) The university supports Blackboard and Blackboard Course View. Blackboard is no longer being updated. Blackboard Course View is only being managed by Anthology (the company that purchased Blackboard). The university is working on a transition to one LMS initiated in Fall 2024 and that will be Blackboard Course View. The Office of the Provost is working with the IT Committee and the INDEV Committee to look at how we could evaluate in the future other different LMS. The challenge is that USC's contract with Blackboard ends this year. The university can't change it at this time; it will be a 3-year extension. The university will work together with faculty to look at other potential platforms. The other challenge is that the platform serves our whole system (e.g., USC Beaufort, Aiken, Upstate, as well as all the Palmetto campuses). It is important to navigate the platform with our system partners. An Exception Committee will be created to review possible exceptions to using the Blackboard Course View for pedagogical reasons.
 - Three interdisciplinary certificates have been added. Separate and independent from these certificates, the Office of the Provost is exploring a partnership with Google who will offer certificates. If this partnership goes through, it will be executed through Continuing Education.
- 191 Other initiatives through the Office of the Provost include:
 - Classrooms are being updated.
 - New programs for faculty are being developed. A "first-year faculty onboarding" program is being developed by DR. MARY ANNE FITZPATRICK, KIM PRUITT, and MARY ALEXANDER.
 - PROVOST ARNETT will start the faculty hiring initiative; this was discussed by PRESIDENT AMIRIDIS.

- The second bridge-to-faculty; faculty-to-fellow program was just launched. Forty-five people attended the introductory meeting.
- A focus on communication as well as cascading communication will continue. Bi-weekly check-in Provost calls will continue. The provost's monthly newsletter goes to the deans.

 Deans are supposed to cascade the information down to faculty.
 - An internal provost's newsletter site has been developed.
- SENATOR ABBAS TAVAKOLI (Nursing) asked if the D, F, W courses were the result of large
- class size (e.g., 200 size enrollment). He also commented on teaching evaluations. The graduate
- 206 nursing program is completely online. Is DoIT considering this fact during the course evaluation
- 207 discussions? Regarding course evaluation response rate, Senator Tavakoli stated that the
- 208 graduate nursing courses have a much better response rate. Senator Tavakoli also made a
- request: Please make whatever evaluation system you change to be as easy as Class Climate.
- 210 PROVOST ARNETT responded to the question regarding math. The section sizes average 20
- students per section. The lecture is larger, but the breakout section is small.
- 212 SENATOR MARCO VALTORTA (Computer Science and Engineering) thanked the provost for
- 213 the excellent report. Senator Valtorta noticed that the faculty gateway has been changed. Some
- links have been taken off. He contacted a person that perhaps could help. Some initial positive
- 215 feedback was received. One link that was missing was restored. The change to Faculty Gateway
- without faculty notification was a little unsettling. It wasn't just a matter of looks. Some links
- 217 were deleted.

- 218 PROVOST ARNETT appreciated the feedback and will pass the information on to the new
- 219 interim director of IT.
- 220 SENATOR ABBAS TAVAKOLI (Nursing) stated that the College of Nursing conducts research
- using the software Red Cap. It seems the university technology thinks it is spam. Senator
- Tavakoli has been trying to work with DoIT but there are still issues.
- PROVOST ARNETT stated that IT is working on Blackboard to automatically upload final
- 224 grades.
- 225 Guest Speaker Christian Anderson: 150th Anniversary of Reconstruction
- MR. CHRISTIAN ANDERSON thanked Faculty Senate for allowing him to speak at the
- meeting. On October 7, 1873, HENRY HAINES walked through the doors DeSaussure College
- and enrolled as the University's first Black student. This was a remarkable event coming just
- shortly after the civil war. Our university was the only one in the South to desegregate after the
- civil war and the only university in the country to fully integrate during this period. RICHARD
- T. GREENER arrived on campus as the first Black professor on campus the next month and soon
- the majority of students were African American. The Normal School to train teachers was
- opened. It served mostly Black women including Celia Dial Saxon for whom a residence hall
- was named earlier this year. The list of accomplishments of the reconstruction era alumni is long.

- 235 Reconstruction, for those who are not familiar with this history, is a period of rebuilding of the
- 236 nation after the civil war and reintegrating the former confederate states into the union after the
- abolishment of slavery. Citizenship and voting rights were extended to all citizens during this
- time. However, reconstruction came to a close in 1877.
- This history has not been well-known, understood or acknowledged at USC. When the university
- celebrated its centennial the reconstruction era was mentioned only in passing, and then only to
- downplay or denigrate its importance. For the university's bicentennial in 2001, a play was
- commissioned about RICHARD T. GREENER and performed during that time, but it hasn't
- been performed since. Other than that, there have been very few references to the reconstruction
- in the year-long celebration.
- An effort is being launched to study and celebrate the reconstruction era at the University of
- South Carolina for its sesquicentennial. On October 7, 2023, we will gather on the Horseshoe at
- 2:00pm to mark the 150th anniversary of HENRY HAINES enrolling at the university. This event
- 248 is being organized by the Association of African American students. Everyone is welcome and
- 249 invited.
- An important part of this story comes before the desegregation of the student body. In 1869 there
- 251 was the appointment of two Black trustees; one was Francis Cardozo. He is the subject of this
- year's RICHARD T. GREENER lecture, which takes place in Harper College (September 15,
- 253 2023, at 4:00pm).
- 254 This initiative is a collaborative effort led by faculty, students, alumni, staff and with
- 255 administrative support by CHRISTIAN ANDERSON and JULIAN WILLIAMS. Departments
- and programs on campus are invited to organize events related to reconstruction and its legacy.
- 257 Please reach out to Christian Anderson or Vice President Julian Williams with questions and
- 258 ideas.
- 259 At the start of this year, a marker was unveiled on Sumter Street to commemorate USC during
- reconstruction. MR. ANDERSON encourages everyone to pause and read the marker the next
- 261 time you walk past the gate to the Horseshoe. Ask yourself "what do you know, and more do you
- 262 want to know about the reconstruction era?" To understand American History, you need to
- 263 understand the history of reconstruction. To understand the history of USC, you need to
- understand what happened here during reconstruction and how and why it ended.

REPORTS FROM FACULTY COMMITTEES

Committee on Admissions

- DR. LAURA HERBER, Chair of the Committee on Admissions, provided advance notice for an
- amendment to a previous motion that was approved in 2021. This motion approves the adoption
- of test optional admissions through Fall 2023. Based on data collected from two admission
- 270 cycles, the Committee on Admissions recommends continuing "test optional" for the foreseeable
- future. This is subject to the committee's periodic review. A formal motion will be made at the
- 272 October 4, 2023, Faculty Senate meeting.

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Committee on Curricula & Courses

DR. BRIAN HABING, co-chair of Curricula & Courses, presented the proposals. There is an addendum to the report; GEOL 335 is being withdrawn and will not be considered during this meeting. This withdrawal was at the request of the proponents.

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| College of Education | 1 |
| College of Engineering & Computing | 18 |
| College of Information & Communications | 11 |
| School of Pharmacy | 3 |
| Arnold School of Public Health | 1 |
| School of Medicine – Columbia | 1 |

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SENATOR STERN made a motion to "unbundle" the proposals from the College of Information & Communications from the rest of the proposals. A second was made.

The proposals from the College of Information & Communications were unbundled from the package (Public Relations and Mass Communications).

SENATOR MARCO VALTORTA requested an amendment to have the names of the colleges and schools listed on page 1 corrected; the names were to be written as the official names.

No objections were made to this amendment.

A motion was made to pass the bundle of proposals (minus the two proposals that were unbundled). There was no need for a second.

The proposals of the bundled proposals passed.

SENATOR STERN (English) made a motion to return the proposals from Journalism School (i.e., Public Relations, Mass Communications) for greater clarification. The justification is because they are not perceived as transfer friendly. Senator Stern asked the College to reevaluate the proposals. There was a second to the motion.

The motion passed.

Secretary's Report: Nothing to report.

Chair's Report

- 298 CHAIR WAYNE OUTTEN invited outgoing Faculty Senate Chair AUDREY KORSGAARD to 299 the podium. Chair Outten stated that Dr. Korsgaard has been a great mentor and a great asset to 300 Faculty Senate. Even though she is not the chair anymore, Chair Outten has been relying on her 301 quite a bit. As a token of the Faculty Senate's appreciation, a gavel has been presented. The 302 inscription on the base of the gavel says Dr. Audrey Korsgaard, Chair Faculty Senate, 2021-2023 303 for exemplary service and dedication to governance.
- 304 CHAIR OUTTEN stated that he is brand new. There were some changes to the Faculty Manual.
- 305 Senators are encouraged to review the changes.

- Faculty are evaluated on three areas: teaching, scholarship, and service. Governance touches on
- each of the three areas. Our standing committees, which are not technically Faculty Senate, but
- 308 interact with Faculty Senate. CHAIR OUTTEN'S goal for the fall is to continue to improve
- faculty experiences in those three areas both through faculty governance and shared governance.
- 310 Chair Outten would also like to continue that work that DR. KORSGAARD started (i.e.,
- improving communication down to the unit level). Dr. Korsgaard prompted the creation of unit
- caucuses of faculty senators. Chair Outten has been reaching out to these caucuses and updating
- 313 the list. Chair Outten would like to use the list within each unit to distribute information to keep
- 314 people informed throughout the month.
- One of the last rounds of changes was the development of a budget committee in each college or
- unit. The role of this committee is to advise the dean or director on budgetary issues at the unit
- 317 level. SENATOR MARK MINETTE (English) is the President of the AAUP chapter. Senator
- 318 Minette developed a document for "Tips for Establishing and Working with Newly Required
- 319 Unit-level Budget Committees". See below.

"Tips for Establishing and Working with Newly Required Unit-level Budget Committees".

321 <u>Steps to Elect Budget Committee Members:</u>

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- Step One: "The faculty of each college shall decide on the appropriate size and makeup" of its Budget Committee
 - Faculty Manual Minimum Requirements: The committee shall be "representative" and "shall have no fewer than five members and be made up of a majority of elected faculty members."
 - Suggested Process: Solicit proposals from the faculty, followed by a vote to select a structure.
 - O Useful Questions: Should a new committee be formed, or can an existing committee fulfill the duties of a Budget Committee? Are five members enough, or does this unit require a larger committee? How many committee members will be elected vs. appointed, or ex officio, and who would they be? Will any non-elected members of the committee be able to vote on any items? How long will committee members serve in their role?
 - Step two: The election of faculty committee members
 - Suggested Process: Solicit nominations and self-nominations, gather and distribute candidate statements, and hold an election.
 - O Useful Questions for Candidates: what relevant experience would you bring to this role? What budget-related issues seem particularly important for the committee to take up? Do you have thoughts on how the committee might best fulfill its responsibilities?

Required Duties of the Faculty Budget Committee:

• "The committee shall meet regularly with the Dean or other administrative officer(s) of the college to discuss financial matters and collaborate in the development of budgetary processes and plans."

- "The committee shall report on its work to the faculty of the college and solicit feedback and input from the faculty on budgetary matters."
- "The committee shall be properly oriented and trained in the details of the USC-Columbia and college budgetary processes."
 - "The committee shall have access to all relevant budgetary data to fulfill its purpose, including, but not limited to, analyses of past budgetary experience, reports on current budgets, and budgetary projections."
- 353 **Old business**: none
- 354 New business:

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- 355 SENATOR ABBAS TAVAKOLI (Nursing) inquired if a centralized COVID testing site is in
- place (in reference to COVID). PROVOST ARNETT stated that a centralized testing site is not
- in place. Students may go to the Student Health Center. Faculty were referred to the CDC
- website for further information.
- 359 CHAIR OUTTEN stated that at the October meeting, a motion will be presented to allow
- 360 changes to the Faculty Senate meeting times if there is a conflict such as a religious holiday or as
- in this year the meeting falls during spring break.
- 362 CHAIR OUTTEN stated that Faculty Senate needs a secretary. SENATOR MARIANNE
- 363 BICKLE'S term ends in May. To be secretary-elect, you need to be a voting member of Faculty
- 364 Senate and a tenured member.
- 365 Good of the order:
- My Carolina Health and Wellness Expo (Tuesday September 26th) will be held at the Russell
- 367 House. This is the benefits fair.
- The meeting adjourned at 4:10pm