

2016-2017 ANNUAL REPORT

Faculty Advisory Committee

Meeting Dates: 8/29/16, 9/19/16, 10/24/16, 11/21/16, 1/23/2017, 1/23/2017, 2/13/2017, 3/20/2017 and 4/17/2017.

Members: Jed Lyons, Harold Friedman, Eva Monsma, Marco Valtorta, Scott Price, Camelia Knapp, Bill Sudduth, Cheryl Addy (ex officio Provost's office), Augie Grant (Faculty Senate Chair)

At the first meeting new members Camelia Knapp, Scott Price and Marco Valtorta (filling a one-year term for Erin Connolly) and Cheryl Addy were welcomed. Eva Monsma and Marco Valtorta accepted positions of Co-Chairs. FAC members were encouraged to review the Faculty Manual. They were also invited to raise possible agenda items for the year.

The following items comprise ongoing or new issues brought to the 2016-17 committee and recommendations where relevant:

1. **FAC Membership Expansion:** To fulfill the 2015-16 BOC approved increase of two additional faculty members, announcements for the vacancies were made in September. Based on approval by the Steering Committee, Bill Sudduth was appointed to the committee in November and the second vacancy remained unfilled throughout the year. In March, the Faculty Steering Committee reviewed nominees and approved
2. **Carolina Core Overlay** – Overlay courses are approved courses that meet Carolina Core components in one single course. The Carolina Core Committee recently revised the 10 core components and different colleges are handling the revisions in different ways. The final recommendations included changing 9 courses to meet the Overlay criteria. These will go to Courses and Curriculum or Scholastic Standards and Petitions. Reports were shared by the Senate Faculty Chair in the fall semester
3. **Faculty Manual Revisions** – The FWC discussed timely communication and follow through with revisions. FWC can provide oversight by reviewing the time frame for communications regarding policies, approved changes and posting of changes on the Provost webpage.
4. **Policy Making Process** – Regular reports about the university auditing process for policies including creating, updating, implementing, notifying and security were provided by the Provost Office beginning at the September meeting. This type of review should be done every 5 years.
5. **Parking** – In the fall the FAC received reports about parking fee implementation that went into effect in the fall of 2016 and anecdotal notes about the relative improvement of parking availability stemming from the Budget Committee and Faculty Senate Chair. The vetting process of the fee implementation, ever-changing open parking times, communication and the elimination of parking space amidst many other issues that arose were discussed throughout the year. Seminal issues included:
 - 1) the cost burden for staff, adjunct faculty and contractual workers
 - 2) a possible tiered fee schedule based on salary administered by at the university or college level
 - 3) who should be involved in parking-related decision making
 - 4) faculty input opportunities
 - 5) the importance of timely notification to faculty and staff regarding changes

- 6) communication of parking changes around games and other events
- 7) communication of the long-term Master Plan for an Urban Campus
- 8) working with Derrick Huggins, VP for Facilities and Transportation, other Senate Committees and the Provost's Office to develop and refine amendments

Currently, the open parking start time remains unclear. It is imperative to communicate this time across campus, especially if it has changed from the longstanding 2 pm time familiar to faculty and staff. It would also be necessary to update policy VMPS 1.00, which permits faculty and staff to park in any faculty/staff zone with a valid faculty/staff permit after 2:00 p.m.

Accordingly, together with the Faculty Steering Committee, the FAC drafted a change to VMPS 1.00 specifying that Parking consult with faculty before making changes to fees or rules in future. This was shared with the Provost's Office. With the looming extension of remote parking, it will be important to consider the value of "time" for faculty—anyone forced to park remotely has to give up additional time in order to do so. The question for the organization should be whether there is a loss of productivity that results directly from well-intentioned but misguided parking rules. FWC should facilitate faculty and staff input regarding how past and proposed parking changes are affecting their productivity.

6. **Accumulated Sick Leave** – FAC considered a suggestion from the Provost Office that had been made regarding an "opt-out" model for donating accumulated sick leave. In conjunction with the FWC, further review of sick leave policy is needed and discussion of whether this is policy or procedure.
7. **Salary Compression** – Reports from the Faculty Budget Committee (FBC) included revisiting salary compression. Mary Alexander from the Provost's Office noted that the data on salary compression can be reconstructed (with most recent data). As the compression study outcomes were placed on hold with the upcoming change in administration at the Provost level in 2015-16, the FWC should be briefed on the proposed resolution resulting from the last study and associated progress made before following up on this issue with the Provost Office.
8. **Postponement or Cancelling of Faculty Senate Meetings** – As a result of inclement weather in April, the Faculty Senate meeting was postponed by a week and in the process it was discovered that there were no procedures in the Bylaws. As a result, the FWC created a proposal a paragraph to be added to the Bylaws of the Faculty Senate to cover meetings that cannot be held. A motion was made by Marco Valtorta, seconded and passed unanimously to approve the following proposed change: "***In the event a meeting cannot be held, the meeting may be rescheduled or postponed by the FS Chair in consultation with the Faculty Senate Steering committee.***" (This will be part of Appendix V- Rule II). The proposed bylaw change was presented at the FS meeting in June for information and discussion purposes. It is currently being revised
9. **Non-Tenure Track Faculty (TTF) Issues:** In conjunction with the Faculty Welfare Committee and based the 2015 university-wide faculty survey and national trends based on a survey of 20 universities, the Faculty Senate ad-hoc Committee for Non-Tenure Track Faculty Issues, reported the following resolutions:
 - I. Propose that those titles used for Non-Tenure Track Faculty [NTTF] be reduced or limited (11 specific titles are proposed - it is to be decided whether or not they will be in the Faculty Manual)

- II. Propose that all full time faculty, including all units, may vote on all matters except those related to Tenure and Promotion which is only within the purview of tenured faculty.
- III. Propose that when possible, multiple year contracts (3 or 5 years) be offered to NTTF instead of one year contracts.
- IV. Propose that there should be opportunities for promotion (3 steps) for NTTF.
- V. Propose that NTTF should be eligible for awards for teaching, service or research where possible.

Overall, the first two items were the focus for the year. Cheryl Addy and the Provost's office worked to truncate the NTTF titles which was necessary for defining developing policy targets. The FAC, together with the Faculty Welfare Committee and Augie Grant, Chair of the Faculty Senate, worked on a proposal to extend voting rights to NTTF.

Transparency and faculty voice were fundamental to this process. To this end, the proposed changes were taken to the Faculty Senate for debate in February. The time and date of this debate was communicated through the Daily Gamecock and to Faculty Senators noting that all faculty were encouraged to attend the debate. The debate yielded many positive comments and reasons for objections included: "wording of ACAF 1.06 regarding titles not finalized, administration could change", "could be the first step to eliminate tenure", "happening too fast", "worried about increased competition for instruction development grants", "would NTTF be proportionately represented". The proposal was sent back to the FAC for revision and another version was presented in March which was also sent back for further revision. To be as inclusive of faculty input as possible, the FAC distributed an FAQ sheet to the Faculty Senate and invited further comments to be forwarded by email. Many recommendations were received some from faculty members including from those who were in administrative roles. The FAC also invited faculty to attend FAC meetings. Erik Doxstader, Department of English, attended the March meeting.

Resolutions to some of the issues raised throughout the process are summarized below:

1. **School of Medicine Representation** - For purposes of *voting* or calculating representation, the disproportionate representation of NTT teaching faculty from the School of Medicines was addressed by having weighted representation at 1/10 of regular faculty representation. Both Schools of Medicine (SOM) provided input and agreed with this detail. Individuals holding research positions are not considered voting members of the University Faculty. SOM representation was set at three representatives from each school for a total of 6. Bill Suduth and Augie Grant checked the Faculty Manual for a cascade of respective wording changes.
2. **Tenure-Related Committees** - The FAC members agreed that the membership of the Grievance, Professional Conduct and Sabbatical Committees should remain restricted to TTF. No changes were made.
3. **Use of faculty titles or "full time"** - The Committee discussed whether the voting policy should use titles or "full time" in the wording in the Faculty Manual. The Provost Office worked on truncating the extensive list of titles concurrently with NTT faculty voting rights policy development. The final list of titles included in the proposal was as follows: "...and full-time, non-tenure track faculty holding the title of Instructor, Senior Instructor, Lecturer, Senior Lecturer, Distinguished Lecturer, Instructor Librarian, Legal Writing Instructor, Clinical Professor, Clinical Associate Professor, Clinical Assistant Professor, Clinical Instructor, Clinical

Lecturer, Clinical Senior Instructor, Clinical Senior Lecturer, Research Professor, Research Associate Professor, Research Assistant Professor, or Professor of Practice.

4. **Membership** – 1) To address the eligibility for the Chair-Elect officer position by NTT faculty, the following stipulation was included in the proposal: “Voting faculty members with five or more years of service to the University of South Carolina are eligible for nomination and need not be a member of the Senate.” 2) To address voting rights of NTT faculty at the college and department levels the following wording was added to Faculty of the Colleges Schools and Departments “Voting rights within a college, school, or department shall be based upon the same standards as for the university faculty, unless otherwise provided within the academic unit, **except that only tenured faculty can vote on matters concerning tenure and promotion guidelines and advancement of tenure-track faculty, and a faculty member who is a degree candidate in the unit of appointment cannot vote in that unit. Units are encouraged to extend voting privileges to faculty who are not full time.**” 3) The election of NTT faculty members as Faculty Senators.

In the end, at the last Faculty Senate meeting in April (which was postponed one week due to inclement weather), three motions were presented for action. The first concerned minor editorial ‘housekeeping’ changes from the Provost Office which were passed. The second concerned changes to the Faculty Manual regarding voting at the college and department level and specification of full time faculty titles which also passed by majority vote. The third concerned the Bylaws of the Faculty Senate so that NTT faculty could be elected senators, the medical school representation of teaching faculty at 3 per school and eligibility of NTT faculty for the Chair-Elect position. The first two items passed but the eligibility of NTT for Chair-Elect was not approved based on the required 2/3 vote on Bylaws. Discussion around this issue focused on concerns that the Chair should be a tenured faculty member. Further discussion about this in the fall was recommended.

The approved documents were then presented and approved at the April 25th General Faculty Meeting. Discussion around the voting rights of NTT centered around faculty governance of issues pertaining to sheltering of academic freedom, defense of tenure itself, shift of power to having a disproportionate representation of NTT, political pressure, fundamental altering of the constituting body, rather than NTT voting extending contracts, enhancing the voting process to be more democratic (all faculty ballot) and awards and quorum during the Faculty Senate vote (one was not called, therefore vote was maintained as per Roberts Rule of Order).

10. **New Members** for 2017-18: Susan Bon (Education), Kathy Snideker (Libraries), Erik Doxtader (English)