

THE UNIVERSITY OF SOUTH CAROLINA
SUMMARY OF FACULTY SENATE MEETING

WEDNESDAY, September 9, 2020 at 3:00 p.m.

PRESIDING: Professor Mark Cooper, Chair

1. Call to Order

FACULTY SENATE CHAIR MARK COOPER (Film and Media Studies) called the meeting to order.

2. Correction and Approval of Minutes

CHAIR COOPER – Minutes approved for June 3, 2020.

3. Invited Guests

Student Government Officers

Izzy Ruston- Student Body President

Introduced fellow officers--Kaden Askew, Student Body Treasurer; J. D. Jacobus. Speaker of the Student Senate; Hanna White, Vice President, to join the call later

2020 Revision- Diversity action plan

- Board of Trustees should take a stance on renaming buildings on campus, including the Strom Thurmond Wellness Building and Simms Residence Hall.
- The office of preprofessional advising expand their efforts
- Expand minority recruitment efforts for students, staff, and faculty
- Diversity training for all first-year students
- Establish meeting spaces for minority students and groups
- Revisit the Carolina Core

4. Report of Officers

President's Report

PRESIDENT ROBERT CASLEN--Reviewed several items of concern:

- Covid 19-The university is not decreasing testing to keep down the number of. Positive cases. Promises to remain transparent.
- Some items in Student Government's 2020 Revision have been approved in Priority #4 of the Strategic Plan, which was approved by the Board of Trustees
- Commission on the University history, which is a majority faculty body. President has asked for a history of each building and a history of the person each of the 67 buildings on campus was named for. Commission is to create a criterion by which to evaluate each building that is

being considered for renaming. Public forums are to be held in the spring to have dialogues around each controversial building. The committee will make a recommendation to the president, the board will forward that to the general assembly.

- The Chairman of the Board of Trustees, asks the committee to bring forward to the board a set of names of prominent African American South Carolinians who could be considered for honorific naming of University buildings in the near future.
- SACSCOC Monitoring Report- found adequate evidence of undue influence from the governor during the presidential selection process and ask for reforms to be made. Board's Ad hoc committee in governance recommended and approved the following: adopted a code of conduct; every trustee took an oath of office; received training on fiduciary duty responsibilities; reviewed his conflict of interest policies.
- The board has revised its committee structure to include 7 standing committees, which include a Governance Committee, and Finance Committee, both of which were not in existence prior to this revision.
- The board assessed its policies and processes by which the presidents evaluated annually.
- All of those changes are reflected in the new bylaws governing the Board of Trustees.
- The monitoring report was submitted to SACSCOC earlier this week and the administration will receive the results in December.
- The budget that was passed by the board in June. There was an estimated 127-million-dollar loss in revenue and Covid expenses. We predicted a 10% drop in enrollment but the "melt" was not as high as we expected. The additional tuition revenue is being turned back to the academic units in accordance with the new budgeting model.
- Committee of Nine- Is a committee of faculty, that has a responsibility to review any changes in academic programs whatsoever to be sure that they are compliant with the faculty manual.
- Future Planning Group 4-They are a part of the overall overarching future planning group that we put together for Covid. Their task is internal cost-savings opportunities in administrative areas. They have three subgroups: 1) The Cost-Containment Group- examines options like travel restrictions, hiring freezes, furloughs, etc. 2) the Joint Faculty and Staff Cost Saving Task Force- looks for cost savings opportunities across the university, 3) The Future Opportunities Group-focuses on developing a systematic processes for finding efficiency, time, and cost savings.
- Both the committee of 9 and the Future Planning Group 4 respond to the Gang of 6. The Gang of 6 are the cabinet members of University leadership: Ed Walton, Bill Tate, Dennis Pruitt, Julian Williams, Tayloe Harding, and Mark Cooper. EAB Consultants advise this group.
- Tomorrow Dr. Deborah Birx from the White House Covid Task Force will be on campus.

SENATOR MIHALIK-- Can salary furloughs be restored, since the university did not suffer losses as large as those projected?

PRESIDENT CASLEN--We can make a decision at the end of the semester on whether or not to take the second half of the furloughs

SENATOR MARKUS--Professors can take their masks off while teaching, as long as they're 10 feet away from students. What are your thoughts? How is testing done for staff members who are subcontracted?

PRESIDENT CASLEN--The science says 10 feet but the president feels that you should wear a mask all the time. Will review the policy. Not sure how the cleaning is supposed to be managed, but if for some reason those resources are not in place to do what we have agreed to do in the contract then he needs to know. The president says he will look into this.

Provost's Report

PROVOST WILLIAM TATE--Has read three books on the history of the state of SC and the University of SC and formed opinions but will not offer personal comments at this time as the governance function is working in real time.

- As an epidemiologist in the context of being Provost, “ethically, I would never personally or professionally be involved in the organization that would knowingly decreased testing. I've told the president directly. Made a commitment to continue testing and remaining transparent.
- Curricular Changes- the Reach Act requires courses on the constitution. Many faculty have already been working on it.
- Investment in administrative and instructional costs- the administrative and instructional costs invested are extremely low in comparison to AU schools, other large flagship institutions is extremely low. So low that there is not much cutting that can occur that would add value.
- Tate said, “It is striking to me. How strong the institution is in terms of the contributions made by faculty in light of the relative standing of the financials in the instructional resource bin.” interdisciplinary research will be extremely important for us to leverage. Joe Sanders, from the law school who has been a tremendous grant getter in interdisciplinary work, has been hired to find colleagues across the institution who can continue to work together and build out programming, and our funded work.
- Committee has been formed to examine how we use laboratory space and look at opportunities and how we might allocate and reallocate resources.

SENATOR RANDAZZO--Is there a pool of money for spousal hires in different colleges?

PROVOST TATE--There isn't a pool of money due to the RCM budgeting model. The money that would be in the Provost's office now rests with the colleges. However, the Provost's office could have a role in bringing different colleges to the table.

SENATOR MIHALIK--Provost Amiridis created a policy that for every PhD student who graduated, the faculty chair would receive a \$1500 stipend. Will you continue this policy?

PROVOST TATE--Since it is in existence, I wouldn't stop it. Funding for graduate students is too low.

SENATOR DEFLEM--Any update on the Covid extension policy?

PROVOST TATE--Would be happy to review the policy.

Invited Guest

HANNA WHITE--Vice President of Student Government introduced herself and gave brief update on her work through SG.

5. Faculty Committees

a. Senate steering committee--Secretary Spencer Platt

SECRETARY SPENCER PLATT--Senate Steering Committee seeks to fill two vacancies:

- Haley Mercado Sport and Entertainment Management, to complete a one-year term (no vote needed).
- The second is Nicholas Wantanabe, also Sport and Entertainment Management for a two-year vacancy on the budget committee (requires a vote).

b. Committee on Curriculum and Courses, Professor Marianne Bickle Chair

COMMITTEE CHAIR MARIANNE BICKLE--Proposed 39 courses for approval: 21 from arts and sciences, 2 from the college of Business, 5 from engineering and computing; 5 info and comm, 6 from social work.

As a motion from a standing committee this needs no 2nd; there was no discussion. The motion carries; the courses are approved.

c. Committee on Instructional Development, Professor Ramy Harik, Chair

COMMITTEE CHAIR RAMY HARIK--Proposed 16 courses for approval, 11 from Arts and Sciences, 2 from Hospitality, Retail, and Sport Management, 3 from Information and communications.

As a motion from a standing committee this needs no 2nd; there was no discussion. The motion carries; the courses are approved.

d. Committee on Scholastic Standards and Petitions, Professor Hunter Gardner, Chair

COMMITTEE CHAIR HUNTER GARDNER--Proposing language for conferring second baccalaureate degrees.

The new policy makes clear that to add a major you actually have to have both majors need to be in the same college or school. Partly because each has each college or school has so many specific terms of language on double dipping and not applying one course to more than one major.

As a motion from a standing committee this needs no 2nd; Discussion follows

CHAIR COOPER--Clarified that degree requirements in different colleges are sufficiently different that it may not be easy to add a second major outside your college. Therefore, you might as well get a second degree if you're working across colleges.

The motion was withdrawn after discussion; the committee will review.

e. Faculty Advisory Committee--Professor Charley Adams, Co-Chair

COMMITTEE CO-CHAIR CHARLEY ADAMS--Brought forth two revisions. One is a revision of the bylaws of the Faculty Senate regarding online meetings. And the second is a revision of the standing rules of the Faculty Senate reflecting the technicalities of those meetings and how votes, for example, take place online.

CHAIR COOPER--This is a motion from a Standing Committee. Both of these measures were introduced in June as required. This is a second reading for a vote.

Both Motions carried.

f. Faculty Welfare Committee--Professor Andrea Henderson, Co-Chair

COMMITTEE CO-CHAIR ANDREA HENDERSON--The Mental Health and Wellness Subgroup is conducting a survey assess the mental well-being of faculty, staff, and essential workers on campus. In addition, there is a weekly survey that will continue to assess the well-being of faculty, staff, and essential workers. The link remains the same from week to week. Your participation and support are requested.

6. Report of the Secretary

SECRETARY PLATT--Called for a vote on Professor Wantanabe's nomination to a 2-year vacancy on the Budget Committee. The appointment was approved.

7. Report of Chair

CHAIR COOPER:

- First, I want to talk about diversity, equity, and inclusivity in its July 3rd resolution opposing racism, an injustice the Senate committed "To build an unequivocally anti-racist community at the University of South Carolina." So now we need to do that. Building an unequivocally anti-racist community will require a lot of thoughtful, engaged and disciplined by work by all of us in our individual units, in faculty committees, and in the Senate. The first item in the students' Revision 2020 plan fall squarely, indeed almost exclusively on us, in that involves attention to the curriculum, which the faculty creates, and the Senate approves. I look forward to any number of proposals surfacing.
- The curriculum approval process. The Lean Team, as mentioned by Professor Harik met in May and June. This was a cross-cutting team of faculty and staff led by Marianne Bickle and Karen Edwards, sponsored by the Steering Committee. They made 13 recommendations for

how we might improve the approval process for courses and curricula. We may need a called meeting for this item.

- The third thing I want to mention is the ad hoc Committee on College Level or Unit Level Governance. This 14-member committee has met all summer long. It has reviewed actual shared governance practices in each of our colleges, has looked into practices at other schools, and is developing a set of recommendations for best practice in all our colleges. We may need to call a special meeting of the Senate to discuss this.
- 4th item on my list is board reform. The president outlined what the board has done recently and describe the SACS monitoring report and he left it to me to talk with you about the new presidential search policy, which the board has approved. There are many improvements in that policy: clear statements about fiduciary duty, about external influence, about the role of the search firm or consultant, and about the need for multiple ways to check references. The policy includes the possibility to remove the chair of the committee, so all of those are improvements. The overall proportion of faculty members has also been increased by including on the committee Senate chairs from all system institutions including the Palmetto College. Nonetheless, the Steering Committee also has concerns:
 - The proportional representation of the Columbia campus is decreased. There are more faculty members but less representation from Colombia, which may also reduce the opportunities to improve diversity.
 - The policy also removes the requirement to make public the finalists' names, which would allow a more closed search process than the previous policy.
 - Steering committee is not the only party to have concerns with the revised board policy, Steering will prepare a required report by the end of the month. The Governance Committee of the Board of Trustees will review all of the reports it receives and propose any revisions it deems appropriate. That may occur as early as the October 9th.
- Committee of Nine. A webpage has been established and Faculty Senate updates will occur. The work will have 3 phases. 1) Discovery--University offices and the consulting firm EAB to understand the near- and medium-term financial situation of the University as well as a national and regional context for higher education. 2) Review Stage--October through the end of the semester; there they will review EAB's recommendations. 3) Reporting stage--- here reports are communicated with its oversight group, the Gang of 6, who will forward recommendations to the president. The committee would vote separately on any decision to eliminate programs and as required by the faculty manual. The strategic plan will provide the framework by which the committee will evaluate priorities.

8. Unfinished Business

No Unfinished Business

9. New Business

CHAIR COOPER--Resolution regarding the renaming the Strom Thurmond Wellness Center.

Discussion followed.

SECRETARY PLATT--Motion to refer it to the Faculty Advisory Committee. The motion Carried.

10. FOR THE GOOD OF THE ORDER

11. Adjournment