

Faculty Welfare Senate Committee

Annual Report 2020-2021

Committee Members (with academic affiliation and end of term): Cheryl Addy (ex officio, Office of the Provost, 2021), Andrea Henderson (Sociology, 2022, chair), Doug Meade, (Mathematics, 2021), Shelley Johnson-Jones (appointed, Palmetto College, 2021), Haylee Mercado (Sport and Entertainment Management, 2021), Sheryl Michell (Nursing, 2023), Tony Torres-McGehee (Exercise Science, 2022), Marco Valtorta (Computer Science and Engineering, 2022, chair and reporter).

Committee membership charge and description

The issue of committee composition and charge was discussed at several early meetings. The Faculty Senate voted to change the description of the faculty welfare committee in the Faculty Manual at its meeting of March 3, 2021, the Faculty approved the change at its general meeting of April 27, 2021, the Board of Trustees gave final approval on June 25, 2021.

The old description follows:

This committee shall consider university policies and the enforcement of policies regarding the welfare of the faculty, such as faculty salaries, other compensation and benefits, and any matters affecting the workplace environment. The committee may recommend appropriate changes or the enforcement of existing policy, propose new policies, or comment upon proposed university action affecting faculty welfare. Major changes in policy should be forwarded with a recommendation to the Faculty Senate for its consideration and transmittal to the provost, president, or Board of Trustees. A representative of the Office of the Provost shall serve ex officio.

The new description follows:

This committee will advise the faculty and administration on all matters pertaining to the general policies and operations of the university that lie outside or cut across the responsibilities of other standing committees. The committee will review academic affairs policy proposals before transmittal to the Policy Advisory Committee for formal university policies or to Faculty Senate for Faculty Manual changes. It will initiate studies and make recommendations to the faculty and administration regarding any matters affecting the general welfare of the university that faculty members, faculty bodies, and administrative officers refer to it. It also will review proposals of other standing committees and recommend procedures for their implementation. The committee will consists of eight elected members; the chair of the Faculty Senate, the provost, and vice provost responsible for faculty development affairs are ex officio members.

Administrative Issues

The committee met virtually using Microsoft Teams, which was also used to share documents such as agendas and minutes.

Meetings

The remainder of this report is a compilation of the approved minutes of each of the meetings in the 2020-2021 year with slight edits, except for the last meeting, for which the notes of the reporter (Marco Valtorta) were used.

Minutes of the Faculty Welfare Committee Meeting of **Monday, September 14, 2020.**

The following were present: Andrea Henderson-Platt (co-chair of the committee), Shelley Jones, Sheryl Mitchell, Marco Valtorta (co-chair of the committee), Jim Burch, Bethany Bell (past chair of the committee), Mark Cooper, Cheryl Addy. Jim Burch joined the meeting late due to technical difficulties. Committee member Hailey Mercado, who had been recently chosen to replace Bethany Bell, was not present, because she was not invited in time.

Chair Andrea Henderson-Platt called the meeting to order at 9:40am. The members of the committee and other participants introduced themselves.

Mark Cooper, Chair of the Faculty Senate, gave his report. In answer to questions concerning COVID-19, he stated that the Palmetto College is not included in the COVID-19 dashboard and discussed in a qualitative manner how the COVID-19 alert level is computed. He emphasized that the algorithm is rather complex, and that capacity (for example, of quarantine and isolation facilities) is very important. Vice Provost Addy commented that the composite alert number increased from the .3-.4 range to 1.3 after Labor Day, but that an expected large spike of cases did not occur.

Chair Cooper announced that the committee will be sent a draft of the Employee Standards of Ethical Conduct document that is being assembled as requested by President Caslen. Chair Cooper asked that the committee co-chairs invite Chief Audit Executive Pamela Dunleavy to present the document to the committee. Both our committee and the Faculty Advisory Committee will be asked to comment on the Ethical Conduct document, which Chair Cooper described as a compilation of policies, standards, and legal requirements governing our ethical behavior, from Carolina Creed to export control. He noticed that in some cases inconsistencies among policies, laws, etc., were identified.

Vice-provost Cheryl Addy gave a report.

Concerning the Ethical Conduct document, she noted that the policy on faculty civility only addresses the Columbia campus, and that that our policy on freedom of speech and expression needs improvement. The policy on space reservation was redone and is still under General Counsel review.

Concerning the issue of our committee membership, she acknowledged that there is a discrepancy between actual membership in 2019-2020 and the Faculty Manual.

She discussed the issue of extensions related to tenure progress review, tenure and promotion decisions, and post-tenure reviews. She noted that the extensions were automatic for Columbia tenure clocks and for pre-tenure faculty.

Shelley Jones asked about Palmetto College representation on the group preparing the Ethical Conduct document. Vice Provost Addy answered that she thought that Chancellor Susan Elkins was in the group.

Bethany Bell brought up the issue of how to address spring 2020 teaching evaluation and other indicators of faculty productivity impacting future tenure and promotion decisions. Cheryl Addy mentioned that she would hold a discussion in this matter with the UCTP in a few days, and that she supported having a

standard statement to be placed in the tenure file or even the tenure template. Various members of the committee expressed their support for such a solution.

Mark Cooper praised the Provost's memo on COVID-19's impact on T&P, which is available on the tenure website (direct link: https://www.sc.edu/about/offices_and_divisions/provost/docs/tenure/faculty_evaluation_process-updated_2020-04-06.pdf), but noted that not all have read it.

Chair Henderson-Platt transitioned to the old business section of the agenda.

Mark Cooper noted that the newly required unit T&P timetables are coming in late to the Faculty Senate office, and that it is difficult to keep track of them, since the office is short-staffed. Cheryl Addy noted that it would help to identify which deadlines need to be posted. Mark Cooper stated that he has emails with several examples. Chair Henderson-Platt said that the issue will be considered at a later meeting.

Chair Henderson-Platt reported on progress on the gender pronoun policy and its implementation.

Bethany Bell brought up the issue of delayed pay for faculty and noted that the Vice President for Human Resources assured her that such delays should not occur. Still, a credible report has been received that a newly hired assistant professor who was a UofSC PhD student is going to be paid one month late. Doug Meade noted that he was paid only at the end of the summer for summer teaching.

There was a brief discussion on the issue of committee composition. It was noticed that the practice of having a representative from the Palmetto College does not match the letter of the Faculty Manual. It was suggested that a change to the Faculty Manual could be proposed, and this could include changes to the description of the role of the committee. Chair Henderson-Platt asked for suggestions to be sent to the co-chairs by email.

The committee addressed only one of the new business items, deciding to invite the chairs of the Black Faculty Caucus and Black Faculty Staff Association after giving members time to review the document "Ivory Tower Glass Ceilings @ UofSC: A Study of Race-Based Salary and Leadership Inequities at the University of South Carolina."

The committee came to a consensus that video recordings of the meetings are not necessary.

Chair Henderson-Platt adjourned the meeting at 11:07.

Minutes of the Faculty Welfare Committee Meeting of **Monday, September 28, 2020**

The following were present: Andrea Henderson-Platt (co-chair of the committee), Shelley Jones, Haylee Mercado, Marco Valtorta (co-chair of the committee), and Cheryl Addy.

Andrea Henderson-Platt called the meeting to order on time at 9:30 and announced that it would be recorded.

The minutes of the meeting of 2020-09-14 were approved subject to a correction. (The correction was carried out after the meeting.)

Invited guest Pamela Dunleavy, University Chief Audit Executive, gave a presentation of the current draft (draft 10) of the Employee Standards of Ethical Conduct document, which had been earlier provided to the members of the committee. Ms. Dunleavy was accompanied by Glenn Murray, Director of the

Financial and Operational Audit Team. Ms. Dunleavy provided a history of the development of the conduct document and the names of the other faculty and administrators from the UofSC system who compiled and wrote it: Mark Cooper, Cheryl Addy, Lizabeth Zack (former chair of the Faculty Senate at Upstate), Edward Frongillo (Professor, Arnold School of Public Health), Eddie King (Special Assistant to the President for System Affairs), Victoria Hollins (Human Resources Consultant, Palmetto College), Sheryl Turner-Watts (CFO, Upstate), Clifford Scott (Director, Equal Opportunity Programs), Greg Torok (Director, Employee Relations in the Division of Human Resources), a representative from the Office of the General Counsel, and Glen Murray. Ms. Dunleavy noted that, unlike the Carolinian Creed, which is an aspirational document, the new conduct document could be considered a code of behavior. She described each of the four parts of the conduct document, noting that it is a compilation of existing policies (and the faculty manual) and procedures. She noted that the document structure is based on that of similar codes used at other universities. During the question and answer session that followed, the opinion was expressed that the document would be revised at least every five years and that more frequent revision would not be required because of the use of hyperlinks to policies and the faculty manual. Co-chair Henderson noted that the pronoun policy would need to be added. The committee members offered other suggestions, such as providing the address of the university policy website. The committee thanked Ms. Dunleavy and Mr. Murray for their presentation.

The committee discussed the issue of its composition. Marco Valtorta noted that committee membership in recent years strayed from the requirements in the Faculty Manual. He recommended continuing to have a representative from the Palmetto College, in conformance with recent practice, and drafting new language for a proposed revision to the faculty manual. Shelley Jones noted that the Palmetto College faculty voted for her to represent the College on the FWC. Cheryl Addy noted that modifications to the charge and description of the committee (beyond its composition) may be warranted.

The committee agreed to invite the chairs of the Black Faculty-Staff Council (Dr. Carl Wells) and the Black Faculty Association (Professor David Crockett) to discuss the "Ivory Tower Glass Ceilings @ UofSC" document at the October or November meeting.

Andrea Henderson-Cooper gave an update on the Mental Health Climate survey and invited members to encourage colleagues to complete the related weekly follow-ups.

Cheryl Addy provided an update on discussions with the UCTP concerning the opportunity of including a statement on reduced productivity due to issues related to COVID-19.

Cheryl Addy answered a question by Marco Valtorta, based on an email from committee member Douglas Meade (who could not attend the meeting), on making it easier for retired (emeritus and emerita) faculty to receive "professional amenities" (Faculty Manual, pp. 52-53) such as email. Cheryl Addy explained that paperwork needs to be turned in addressing both HR and DoIT requirements. Two years ago, DoIT redid the identity management system, which had gotten out of hand. A retired faculty member can submit a request for academic affiliate status. This is not automatic, because of HR requirements. An affiliate appointment is for five years and needs to be redone. Once the university policy on affiliate status is revised, simplifications could be possible. Cheryl Addy noted that sometimes a faculty member does not want to continue the affiliation, so a request may continue to be needed. She noted that the new identity management system requires a non-UofSC email for university email service to continue being provided to a retired faculty member.

Cheryl Addy addressed the issue of standardizing notification of pay after tenure or promotion. She explained that, after reappointment from the Board of Trustees, the Dean is responsible for writing a letter with the new salary. The delays in notifying HR by the Dean's Offices is a notorious problem.

Chair Henderson-Platt adjourned the meeting at 11:07.

Minutes of the Faculty Welfare Committee Meeting of **Monday, October 26, 2020**

Attending: Andrea Henderson-Platt (co-chair of the committee), Jim Burch, Mark Cooper Cheryl Mitchell, Marco Valtorta (co-chair of the committee); Carl Wells (guest).

Henderson-Platt called the meeting to order at 9:32am and announced that it would be recorded.

The minutes of the meeting of 2020-09-28 were approved.

Cooper offered the Faculty Senate chair report.

1. A survey of online and hybrid teaching like the one for students was being prepared for faculty and asked the committee to be prepared to review it. It was noted that our committee had recommended against taking such a survey, but pressure from parents and students make it desirable to have dependable data to address possibly incorrect perceptions. Sandra Kelly is taking the lead in preparing it.
2. A refresh of the advice on teaching during the COVID-19 pandemic before the start of the spring semester is needed. The last advice document was prepared by our committee and the Standards and Petitions Committee.
3. The Unit Governance Committee has prepared a draft report. It is expected that the report will be presented, together with the report on the new course approval process, at a special called meeting of the Faculty Senate.
4. A brief report on the Committee of 9 activities was presented.
5. The Faculty Advisory Committee is expected to present a resolution about renaming the Strom Thurmond Wellness Center at the next Faculty Senate meeting.

Since Vice-Provost Cheryl Addy was absent, there was no vice-provost report, and the old business item on appointed members was skipped.

Invited guest Carl Wells, former chair of the Black Faculty and Staff Association (BFSA), gave a presentation on race-based salary and leadership inequities, based on the report "Ivory Tower Glass Ceilings @ UofSC," which was circulated to the committee members.

When asked to assess the situation, Wells noted:

1. We have a leader in president Caslen who says that the numbers do not look good.
2. Vice-President Julian Williams has an increased budget for diversity, equity, and inclusion (DEI) programs.
3. The emphasis on diversity, equity, and inclusion in the strategic plan is good, but hiring managers need to be trained on a continuous basis to hire for diversity.

Wells noted that Kay Banks, Clinical Associate Professor and Assistant Dean for Student Affairs and Diversity in the South Carolina Honors College, is the new chair of the BFSA.

Cooper noted that the blueprints for excellence include some DEI data, and Burch suggested that requiring a salary parity evaluation as part of the blueprint may help address inequity.

Moving to New Business, Henderson-Platt reported that the responses on the mental health survey indicate that the mental health of campus faculty and staff is getting worse, and that they find it difficult to balance life and work.

Valtorta read part of an email from HR Vice-President Caroline Agardy, in which she asks for our feedback on some ideas related to summer compensation procedures: "There is current discussion on paying summer comp on a lag or perhaps only monthly. I would love your feedback on either of these suggestions..." The committee decided to invite Agardy and Mandy Kibler, University Controller to a meeting.

The meeting ended at 10:50.

Minutes of the Faculty Welfare Committee Meeting of **Monday, November 30, 2020**

Attending: Andrea Henderson-Platt (co-chair of the committee), Cheryl Addy, Jim Burch Mark Cooper, Laura Hein, Shelley Johnson-Jones, Douglas Meade, Haylee Mercado, Sheryl Mitchell, Marco Valtorta (co-chair of the committee); Caroline Agardy (guest), Mandy Kibler (guest).

Henderson-Platt called the meeting to order at 9:32am.

The minutes were approved subject to a correction.

Caroline Agardy, Vice President for Human Resources, and Mandy Kibler, University Controller, gave presentations.

Agardy described some issues involving the link that currently exists between payroll information for adjunct faculty and their ability to access Blackboard. She mentioned that some universities, such as UNC-Chapel Hill, separate the two systems, thus allowing adjunct faculty to access course information on Blackboard even before the HR system is updated.

In answer to a question by Cooper on adjunct faculty members having continued access to Blackboard after the end of a course, Agardy stated that PeopleSoft has a feature to allow continued access to Blackboard, for a matter of months.

In answer to a question from Shelley Johnson-Jones, Agardy noted that currently Palmetto College is not affected.

In answer to a question from Meade, Agardy noted that colleges sometimes do not submit proper documentation, and this explains some of the delays in summer pay. She stated that a new, more "high-touch" relationship between HR and colleges is being introduced, starting with the School of Medicine-Greenville and the Darla Moore School of Business.

In answer to a question from Meade, Agardy mentioned a proposal to create a unified call center for HR issues; some universities call this "Call HR." Both Agardy and Kibler emphasized the importance of having such a "one-stop" solution.

Kibler stated that allowing access to employment information to individual faculty members would expose all of the workflow materials to them, because of the way the information system is designed, and this was considered unacceptable.

Meade mentioned the case of a colleague who lost his email access within two weeks of retirement. Agardy stated that this should not have happened. Partly, this may have been due a failure of the unit of the retiring colleague not applying for affiliate status promptly.

Agardy mentioned that the university had an RFP for voluntary benefits provider. A winner was chosen, but there has been an appeal, which went through the first level. Some possible benefits mentioned were: Long-Term Care (LTC) insurance, supplementary insurance, pet insurance, a student loan forgiveness program, and short-term disability.

Valtorta mentioned the desirability of having a call center for retirees and specific support for adjunct faculty.

Kibler described a project to move away from ITAMS and replace it with Time and Labor within PeopleSoft, which would provide a lot more flexibility and transparency. Rollout is expected to be around August 1. A lot of webinars and job aids for employees are expected to be held.

In the context of a discussion of the importance of accountability, Agardy reminded the participants of the existence of the integrity line:

https://sc.edu/about/offices_and_divisions/audit_and_advisory_services/usc_integrity_line/index.php

Liam Hein, co-chair of the Faculty Advisory Committee, described a proposed change to the Faculty Manual: removing Section IV on Benefits (and Privileges).

After some discussion, the committee accepted a proposal by Addy. She will write the draft of a new subsection on benefits within the "Terms of Employment" part of Section II of the Faculty Manual. Cooper recommended that both the FWC and the FAC review the draft at the January committee meetings.

Meade noted that it is very hard to find information on the Faculty-Staff Dependent Scholarship, and that it may appropriate to have a mention of it in the Faculty Manual.

Cooper provided the Faculty Senate Chair report. He reminded us that CFO Ed Walton would address the Faculty Senate on December 2, and that some good news about spring furlough may be announced then. He also reminded us of the called Faculty Senate meeting of December 9, where the unit-level governance committee and curriculum process improvement team will present their reports.

Cooper mentioned the need to have help in processing the results of the faculty survey on the impact of COVID-19 on academics (especially teaching). Burch and Meade made several suggestions on whom to contact. Cooper noted that the student survey pointed out to wide dissatisfaction on the quality of teaching.

Addy gave the Vice-Provost report. She stated she was going to review carefully, within the next couple of months, the protocols submitted by academic units concerning the faculty salary merit initiative.

Under "old items," Cooper stated that there is a need to revise the faculty toolbox for COVID-19 and the classroom, whose current version is at

https://sc.edu/about/offices_and_divisions/faculty_senate/faculty-toolbox/covid19_and_the_classroom/index.php.

On the issue of composition of the committee, it was agreed that Johnson-Jones would remain as a member, and that Addy would appoint two members. A revision of the description of the committee in the Faculty Manual remains to be done.

The committee agreed to meet again on December 14, 2020.

The meeting was adjourned at 11:14.

Minutes of the Faculty Welfare Committee Meeting of Monday, **December 14, 2020**

Submitted by Marco Valtorta. co-chair.

Attending: Andrea Henderson-Platt (co-chair of the committee), Haylee Mercado, Sheryl Mitchell, Marco Valtorta (co-chair of the committee); Cheryl Addy and Mark Cooper joined around 9:55; Doug Meade joined at approximately 10:30.

Henderson-Platt called the meeting to order at 9:32am.

The main purpose of the meeting was to discuss updates to the COVID in Classroom guidance document, as requested by Faculty Senate chair Mark Cooper.

It was decided not to approve the minutes of the meeting on 2020-11-30 because only four members were present at this point of the meeting.

Mitchell reported that the cost of exam services varies depending on the service used and the length of the exam. As an example, Proctor U, which is widely used in the College of Nursing, typically costs \$8 per student for a one-hour exam. Mitchell agreed that it is important for the students to know early what the costs are.

Addy joined the meeting and announced change in the organization of the Provost's Office. Her new title is Vice Provost and Dean of Faculty. The members of the committee expressed their gratitude and appreciation for Addy's work as Dean of the Graduate School. Addy reported that Dr. Tracy Weldon had been appointed Dean of the Graduate School.

The committee discussed specific changes to its description in the Faculty Manual. Addy recommended that the sentence "Major changes in academic affairs policy should be forwarded to the Faculty Advisory Committee for its consideration before transmittal to the Policy Advisory Committee for formal university policies or to Faculty Senate for Faculty Manual changes," which is now in ACAF 1.00 be placed in the new Faculty Manual description of the Faculty Advisory Committee.

Cooper supported the need to add a section on fees and technology, which are major issues for students, in the teaching guidance document.

Meade expressed concerns with the adequacy of proctoring solutions in special cases, for example when handwritten answers in exams are required.

It was noted that asynchronous classes have no scheduled exam times

Mitchell noted that Proctor U needs a separate login.

Henderson said that CTE does not have good advice on proctoring. Mitchell, in answer to a question by Henderson, stated that the College of Nursing has a template and instructions on how to set up an exam using Proctor U. Cooper noted that such guidance is not COVID-specific, and that CTE should therefore be prepared to provide it to all faculty.

Mercado stated INDEV and the On-Your Time have documents that address proctoring and exams for online courses. Addy opined that Trina Hoop (Distributed Learning) might have good wording on this.

Henderson-Platt and Mercado discussed the distinction between guidance (welcome) and taking over freedom from faculty.

Cooper noted that the recent surveys of teaching highlighted differences in perspective between students and faculty: students reported that they did not hear enough from faculty, faculty reported that there was a lot of communications with students. Students were also concerned about fees.

There need to be clear expectations about email communications and reading the syllabus carefully. Cooper and Henderson-Platt reported that they had syllabus quizzes in their courses, and Andrea reported that students failed it. Using syllabus quizzes was proposed to make it clear that the syllabus must be read.

Mercado shared links to two documents from INDEV for online syllabi and quality online course.

Meade claimed that the College of Arts and Sciences does not enforce standards for teaching.

Meade suggested that course fees should be used for proctoring (in part, at least).

Cooper noted that the university provides a free proctoring service, but some faculty find it inadequate, so they ask that students pay for another service.

Mercado noted that fees sometimes are used for reasons other than what they were approved for. Cooper confirmed that deans have wide discretion and use the money as they please, and that nothing will be done to address this issue during the pandemic. Addy observed that course fees tend to be very specific, while program fees are more nebulous and harder to track. Addy further stated that there is a program to track them (fee simplification), but it currently has many limitations; for example, a particular student cannot tell what the fees will be for the next semester. Furthermore, Addy stated that there is a movement towards replacing course fees with program fees.

Cooper said that this needed to be addressed by governance. Addy confirmed and added: at the local level.

Meade mentioned the inappropriateness of releasing course evaluations before grades are submitted; Addy agreed and stated a mistake was made at the department level. Cooper confirmed that in the College of Arts and Sciences evaluations are released at the department level.

The meeting was adjourned at 11:00.

Minutes of the Faculty Welfare Committee Meeting of **Monday, January 25, 2021**

Attending: Andrea Henderson-Platt (co-chair of the committee), Cheryl Addy, Haylee Mercado, Doug Meade, Sheryl Mitchell, Mark Cooper, Marco Valtorta (co-chair of the committee).

Henderson-Platt called the meeting to order at 9:36 am.

The minutes of the meetings of 2020-11-30 and 2020-12-13 were approved.

Cooper provided the Faculty Senate Chair's report. He highlighted two topics for further work.

1. Faculty participation in some of the teams for the Strategic Planning Group. Professor Chin-Tser Huang accepted to be the faculty representative in the team addressing strategic priority 2, "Build a World Class Faculty and Staff." Cooper suggested that Huang could be invited to a meeting of the FWC. Henderson noted that she was asked to participate in the team addressing priority 8 (Building Teams). Cooper noted that he was not asked to provide a representative for the team addressing priority 5 (Systems Issues). Cooper and Addy that some teams were more active and contacted individual faculty directly, rather than through the faculty senate. Addy noted she and Caroline Agardy are co-leaders of group 2, that she is a member of groups 3 and 4 also, and that she plans to report on the activities of those groups.
2. The Faculty Advisory Committee carried out a conversation on the topic of bullying and, more generally, faculty conduct. Cooper noted that we have a patchwork of policies and procedures on this topic, that the bar for misconduct is high, and that there is some behavior that we would reasonably consider uncivil that is not sanctioned. The FAC recommended the creation of an ad-hoc committee including faculty and administrators; it is likely that representation from FWC will be requested.

Cooper and Addy addressed the issue of cost of COVID-19 testing. Addy explained that the nasal swab test is much more expensive for the university than the saliva (SAFE) test. The nasal swab test involves an outside laboratory and may cost hundreds of dollars per test; the SAFE test is done in-house; supplies cost only about \$5, and the total cost of a test is around \$17. In answer to a question from Henderson, Addy said that she thought that Student Health Services should be contacted by faculty members who are erroneously billed for tests and said that she would confirm. No faculty member should be billed.

Cooper and Addy commented on a question by Valtorta concerning faculty welfare and shared governance at the School of Medicine in Greenville (SOM-G). Cooper said he had been paying attention and that nothing there required faculty senate involvement. Addy said that changes in administrative positions (including the replacement of former associate dean Robert Best) were within the norm, given the change in dean. It was noted that SOM-G is up for reaccreditation and that the deans of both SOMs pushed back hard on the Committee of Nine suggestion of exploring a merger of the two Schools.

Cooper reported on progress concerning the pronoun policy. Several members of the committee shared ideas on implementing a good pronoun policy in individual classes. Cooper suggested that the FWC ask Mike Kelly, Chief Data Officer (CDO) for the University of South Carolina, to prepare a short video explaining how to set up or change an email alias.

The committee discussed sanctions for faculty members who do not get tested monthly as required and agreed on a tiered scheme: level 1 – oral (or email; personal exchange) warning; level 2 - written warning in file at department or college level; level 3 - report to provost. It was agreed that goal of the sanctions or consequences is to get colleagues to test. Addy and Cooper reported that there were about

350 non-compliances early in the semester, but that the number declined after January 11. Addy confirmed that testing is needed even for occasional visits to campus.

Other items in the agenda were rolled over to the next meeting.

Co-chair Henderson called the meeting to an end at 11:06.

Minutes of the Faculty Welfare Committee Meeting of **Monday, February 22, 2021**

Attending: Andrea Henderson-Platt (co-chair of the committee), Cheryl Addy, Mark Cooper, Shelley Johnson-Jones, Haylee Mercado, Doug Meade, Sheryl Mitchell, Toni Torres-McGehee, Marco Valtorta (co-chair of the committee).

Henderson-Platt called the meeting to order at 9:32 am.

The minutes of the meeting of 2021-01-25 were approved, with a correction suggested by Meade.

Cooper provided the Faculty Senate Chair's report. He started by highlighting three concerns related to the merit raise excellence initiative: (1) were the unit criteria approved by the Provost? (2) What guidance do we have to take COVID-19 into account for merit raises? Should guidance concerning T&P be adapted for this purpose? (3) Could we have merit raises starting in the summer rather than fall?

Cooper mentioned the continued mental health pressure on faculty, which in some cases manifests itself in low morale and fatigue. He pointed the committee to a report on this issue from the *Chronicle of Higher Education* and mentioned that he is considering sharing it with members of the Board (of Trustees) committee on Academic Excellence and Student Experience. In answer to a question, Cooper noted that the Board forgot to invite faculty to that committee's meeting(s). He further noted that there is a consensus that the Faculty-Board of Trustees Liaison committee was not effective in its interaction with the Board Academic Affairs and Faculty Liaison committee, the predecessor of the Academic Excellence and Student Experience committee. Cooper noted that a related change in the faculty manual needs to be considered, and that the nascent system faculty leadership council may be used as (part of) a replacement of the Faculty-Board of Trustees Liaison committee. Cooper suggested that he would start working with Henderson-Platt and Valtorta on this issue. Cooper reported that the secretary of the Board, Mr. Canteay Heath, announced that he will resign, effective at the end of the March.

Following comments by Meade, Cooper stated that he contacted athletic director Ray Tanner and University Athletics Advisory Committee chair Jean Clenney about faculty tickets for baseball games. He reminded us of the existence of the "guest coach" program, which allows faculty members to shadow an athletics coach.

Cooper reported on progress in units setting Bylaws, following the advice of the ad-hoc faculty committee on unit-level governance. He announced that faculty senate chair-elect Audrey Korsgaard will work with Cooper on helping units develop and improve bylaws.

Cooper reported on progress in setting up an ad-hoc committee on professional conduct issues, for which Korsgaard will take the lead, and an ad-hoc committee on freedom of expression.

Vice Provost Addy presented the Provost Office report. She started by noting that a lot of her recent work addressed the strategic planning process. She then gave an update on the status of criteria for the merit raise initiative. Cooper noted that some misconceptions could be addressed making the criteria public, as suggested in the guidelines prepared by the faculty welfare committee last year. Addy responded that this should happen, and that they should be sent out at the unit level, rather than centrally. Addy stated that accommodations for COVID-19 should be incorporated in the merit evaluations, and that some units have already done so, for example by allowing use of only the best evaluations for each faculty member over a period of several years. Addy anticipated sharing with the committee a document on merit raise that she sent to the deans. Addy stated that anticipating merit salary increases to the summer is not possible, except maybe for the 12-month faculty. Answering a question from Johnson-Jones, Addy reminded the committee that Palmetto College faculty are not included in the merit raise initiative.

Cooper asked Addy about work on salary increases within the strategic planning initiative. Addy replied that indeed there is a goal to create and implement a merit pay plan with the following metrics: (1) starting salaries will be at the average from the Oklahoma State salary survey, and (2) (concerning retention) a high percentage of salaries will be at the OSU average by 2025. Addy also noted that there is desire to fund post-tenure review merit raises.

Cooper warns that a poorly structured merit program is self-defeating. A step program with added reviews, for example between promotion to associate and full professors, and linked salary “bumps” would be highly desirable.

In response to a question by Valtorta about the burden that frequent reporting would put on the faculty, Addy expressed her confidence that some data would be entered automatically from sources such as USCeRA.

Addy addressed the concern that searches for administrators (especially assistant and associate deans) are not carried out. She acknowledged that in the past these openings and searches were not monitored well by the provost office, but that now hires for these administrative positions are not approved without evidence of a proper search.

Addy reported on the activities of Future Planning Group 2, 3, and 4. Addy reported that she is the team lead for the iChange initiative on diversity in STEM faculty, that she asked CADO (Council on Academic Diversity Officers) members to be the strategic advisory group for iChange, and that she intends for the iChange plan to become the priority 3 plan.

In response to a question by Meade, Addy noted that it is very difficult to find good benchmark data for metrics for professional track faculty.

Henderson-Platt noted the late time and accepted Addy’s suggestion to call an extra meeting in March to work on backlog.

Henderson-Platt announced that the Provost would attend the April 26 meeting.

Co-chair Henderson called the meeting to a close at 11:08.

Minutes of the Faculty Welfare Committee Meeting of **Monday, March 8, 2021**

Attending: Andrea Henderson-Platt (co-chair of the committee), Cheryl Addy, Mark Cooper, Shelley Johnson-Jones, Haylee Mercado, Doug Meade, Sheryl Mitchell, Toni Torres-McGehee, Marco Valtorta (co-chair of the committee).

Henderson-Platt called the meeting to order at 9:32 am.

The minutes of the 2021-02-22 meeting were approved, subject to small changes submitted by Mark Cooper.

Invited Guest Lisa Hammond, Director of Faculty Affairs in the Office of the Provost, described a proposed change in terminology concerning tenure and promotion calendars that would do away with the phrases “regular cycle” and “midyear cycle,” which many find confusing. Cycles would instead be named by semester in which they start, e.g., we have just started the “spring 2021” cycle. Hammond and Addy noted that the decision year for tenure-track faculty is the year in which the decision is rendered; for August hires, this is the academic year. but for January hires, it is the calendar year. They also noted that most large universities do not have two cycles, but just give a little more time to January hires to make you for their later start date.

Hammond also described an expanded tenure clock table.

Cooper emphasized the need to get units to publish their local timetables, as now required by wording in the faculty manual. Addy stated that her office is willing to collect the information and place it on its website, but that when this proposal was originally made, someone within the provost office told her that others collect the information instead. Cooper emphasized that the faculty senate does not have the time and resources to collect the unit-specific information. He also noted that some deadlines are indeed discipline-specific, so that a completely standardized timetable is not feasible. Cooper urges the addition of a “penultimate year” field in faculty PeopleSoft records. Hammond states that conversations are ongoing to achieve that end.

These and other suggested changes and clarifications were described in a pdf document, dated March 5, 2021, whose two pages are copied at the end of the minutes.

Henderson asked Addy of the status of the two Provost committee appointments. Addy reminded the committee that it was decided in an earlier meeting to postpone such appointment until next year. The committee concluded that it would be best to have appointments ready before the last committee meeting of the year, when a chair for the following year is usually elected. Addy agreed and stated that an effort would be made to have two names available by then. Mark suggested that this be done for all appointed committee members.

Meade started the discussion of the issue of **merit raises**. He noted the existence of a new context due to a \$35-40 million surplus. He decried the “cookie-cutter” approach used in the College of Arts and Sciences (CAS), with \$3K and \$6K individual raises that tend to favor faculty already privileged. He noted that this approach was likely to reduce morale even further. Addy noted that the main problem was simply insufficient money. She claimed that the Provost Office tried to ensure that deans were equitable and transparent in the criteria and procedures for merit raises. She also noted that CAS was the most difficult case. CAS and some other departmentalized units chose to allocate fund to

departments and let them use the 3K/6K model. Meade commended Addy and the Provost Office for acting wisely.

Cooper reminded the committee of the already discussed advantages of having a step process for merit raises at various times of a faculty member's career. He also noted that, while the surplus was real, it was up to the Board to approve its use within the budget cycle.

Valtorta reminded Addy of the importance to make the merit raise criteria of each college public. Addy replied that she might do so when they are finalized. She also noted that she met the Deans one or two months ago and reviewed merit criteria for adherence to two requirements: (1) conformity to the guidelines provided by the Provost and originally co-designed by FWC, and (2) sufficient clarity to support implementation.

In New Business, there was first a brief discussion on the issue of COVID-19 vaccination.

Torres-McGhee noted that the faculty was divided on the opportunity of returning to in-person teaching and working on campus. There was a discussion on whether masks and social distance protocols will be in place in the fall. A question was asked as to whether faculty who cannot teach in person for health reasons would automatically be assigned to online teaching; no answer was given. Addy noted that students and parents are very much in favor of in person campus teaching, etc., which is sometimes called a "more normal experience" of campus life.

Cooper noted that there is no policy guidance on the role of faculty members on instructional delivery mode, that it would be good for our committee to consider this aspect, and that he expected tensions on this issue in several units. Henderson stated that this would be added to old business for the next meeting.

Johnson-Jones announced that, due to term limits, she could not continue as representative of the Palmetto College faculty on the committee, and that another representative would have to be found. The committee expressed disappointment for losing such a valuable member.

Henderson called the meeting to a close at 11:07.

**Assistant Professor Tenure Clock Schedule Showing the Maximum Allowable Probationary Period
University of South Carolina**

| Hire Effective Date | Original Tenure-Progress Review (TPR)* | TPR with one approved Tenure-Clock Extension (TCE) | TPR with two TCEs | TPR with three TCEs | Original Tenure and Promotion Decision Year and T&P Review Cycle | Decision Year / Cycle with One TCE | Decision Year / Cycle with Two TCEs | Decision Year / Cycle with Three TCEs |
|---------------------|--|--|-------------------|---------------------|--|------------------------------------|-------------------------------------|---------------------------------------|
| August 16, 2015 | 2017-2018 | 2018-2019 | 2019-2020 | 2020-2021 | 2020-2021 Fall 2020 | 2021-2022 Fall 2021 | 2022-2023 Fall 2022 | 2023-2024 Fall 2023 |
| January 1, 2016 | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 | 2021 Spring 2021 | 2022 Spring 2022 | 2023 Spring 2023 | 2024 Spring 2024 |
| August 16, 2016 | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 | 2021-2022 Fall 2021 | 2022-2023 Fall 2022 | 2023-2024 Fall 2023 | 2024-2025 Fall 2024 |
| January 1, 2017 | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 | 2022 Spring 2022 | 2023 Spring 2023 | 2024 Spring 2024 | 2025 Spring 2025 |
| August 16, 2017 | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 | 2022-2023 Fall 2022 | 2023-2024 Fall 2023 | 2024-2025 Fall 2024 | 2025-2026 Fall 2025 |
| January 1, 2018 | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 | 2023 Spring 2023 | 2024 Spring 2024 | 2025 Spring 2025 | 2026 Spring 2026 |
| August 16, 2018 | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 | 2023-2024 Fall 2023 | 2024-2025 Fall 2024 | 2025-2026 Fall 2025 | 2026-2027 Fall 2026 |
| January 1, 2019 | 2021-2022 | 2022-2023 | 2023-2024 | 2024-2025 | 2024 Spring 2024 | 2025 Spring 2025 | 2026 Spring 2026 | 2027 Spring 2027 |
| August 16, 2019 | 2021-2022 | 2022-2023 | 2023-2024 | 2024-2025 | 2024-2025 Fall 2024 | 2025-2026 Fall 2025 | 2026-2027 Fall 2026 | 2027-2028 Fall 2027 |
| January 1, 2020 | 2022-2023 | 2023-2024 | 2024-2025 | 2025-2026 | 2025 Spring 2025 | 2026 Spring 2026 | 2027 Spring 2027 | 2028 Spring 2028 |
| August 16, 2020 | 2022-2023 | 2023-2024 | 2024-2025 | 2025-2026 | 2025-2026 Fall 2025 | 2026-2027 Fall 2026 | 2027-2028 Fall 2027 | 2028-2029 Fall 2028 |
| January 1, 2021 | 2023-2024 | 2024-2025 | 2025-2026 | 2026-2027 | 2026 Spring 2026 | 2027 Spring 2027 | 2028 Spring 2028 | 2029 Spring 2029 |
| August 16, 2021 | 2023-2024 | 2024-2025 | 2025-2026 | 2026-2027 | 2026-2027 Fall 2026 | 2027-2028 Fall 2027 | 2028-2029 Fall 2028 | 2029-2030 Fall 2029 |
| January 1, 2022 | 2024-2025 | 2025-2026 | 2026-2027 | 2027-2028 | 2027 Spring 2027 | 2028 Spring 2028 | 2029 Spring 2029 | 2030 Spring 2030 |

The schedules on the previous page include the ordinary probationary tenure and promotion cycle, as well as extended probationary periods for up to the maximum of three tenure-clock extensions. This tenure clock document is a guide only. The Faculty Manual is the final authority on tenure and promotion policies and procedures. Candidates and those involved in faculty evaluations should also refer to the UCTP Guidelines for Units: Preparing Criteria and Files, informally known as the Goldenrod, for guidance on preparing tenure and promotion files.

* Local units determine the cycle for the tenure-progress review in the third year, which may therefore occur in the fall or spring semester.

** Tenure-Clock Extensions must be approved by the Office of the Provost. For details, please refer to policy ACAF 1.05: Tenure Progress Review of Faculty: Third-Year Review. The maximum probationary period may not be extended more than three times. Additionally, a faculty member's probationary term of appointment may not exceed ten years.

** The tenure and promotion decision year may also be referred to as the penultimate year, or the sixth year in the seven-year probationary period for assistant professors. Candidates must submit tenure files no later than Year 6 of their appointment. Candidates with an August 16 effective hire date submit files in the Fall tenure and promotion review cycle; those with a January 1 effective date submit files in the Spring review cycle. The penultimate year runs on an academic year schedule for August 1 hires and on a calendar year schedule for January 1 hires.

Regarding automatic tenure-clock extensions due to COVID-19: In 2020 in response to the pandemic, the Provost announced that all pre-tenure faculty with less than three previously approved tenure-clock extensions were automatically granted a tenure-clock extension and extension of the tenure progress review. Candidates may choose to proceed with their original tenure clock schedule without the COVID-19 automatic one-year tenure-progress review and tenure-clock extensions if desired. If a candidate wishes to proceed with the original tenure-progress review schedule, the candidate may then also elect to proceed on the original tenure-review schedule; however, the candidate's penultimate year will still be the COVID-19 extended decision date. Consult the Provost's formal COVID-19 Impact on Faculty statements issued in 2020 and 2021 for more information.

Minutes of the Faculty Welfare Committee Meeting of **Monday, March 29, 2021**

Attending: Andrea Henderson-Platt (co-chair of the committee), Cheryl Addy, Mark Cooper, Shelley Johnson-Jones, Haylee Mercado, Doug Meade, Sheryl Mitchell, Marco Valtorta (co-chair of the committee).

Henderson-Platt called the meeting to order at 9:34 am.

The minutes of the 2021-03-08 meeting were approved.

Henderson and Cooper reported that they contacted Shelley Dempsey, president of the Staff Senate. Dempsey sent a letter to president Caslen about ways to improve staff morale, including unfreezing staff hiring and pay raises. Dempsey appreciate the offer of support from the faculty and felt that the president was an honest broker. Henderson reported that Dempsey sent her letter before consulting with faculty, in part because she did not expect as much support from the faculty as it was in fact offered. Henderson suggested inviting Dempsey to a future meeting; this was well received, and Henderson committed to inviting Dempsey to a fall meeting.

Johnson remarked that Dempsey used to work for extended university, a predecessor of the Palmetto College, and that she defended her Ph.D. last week.

Henderson offered this summary: Dempsey was impressed positively by faculty support and felt that president Caslen reacted positively to the Staff Senate letter.

Mercado addressed the issue of faculty input on delivery mode for course offerings, by noting that in her college (HRSM), there is very little input from faculty on what is taught during the summer. She summarized the attitude there as “We will teach what we want to maximize revenues; if you do not want to teach what we want, we will find someone else to do it.”

Meade raised the issue of openness in the restructuring of the online curriculum and asked that CTE services be free and not be liable to compromise faculty ownership of course materials.

Mercado, who serves on INDEV and has a 10-year experience in teaching online classes reported that her department chair told her that the material she created was not owned by her, and she saw such material emailed to others for use in their courses. Mercado also states that the expected “right of first refusal” was denied, and the faculty feel that the college administration is not acting in good faith. Meade reported a situation in which course material created by a colleague was sent to another instructor who used it and asked students to contact the author with questions. Mitchell reported that in the College of Nursing instructors who use the material produced by colleagues must be able to answer questions related to it. There was additional discussion on the topic of ownership of educational content.

Addy reported on recent activity related to policies ACAF 1.33 and 1.35. The law says that academic content belongs to the university, but tradition dictates that it belongs to the faculty member. Some universities have policies that codify tradition. The policies are in a state of revision and it is urgent for the policy to be updated, because of the introduction of Carolina Online in late summer or fall. She reported on an upcoming meeting of the Provost, Carolina Online’s Diana Mitchell, Terry Parham (General Counsel), and George Lampl (office of General Counsel, who worked on the revision of the intellectual property policies for several years).

Henderson reported that some departments are forcing junior faculty to provide student course evaluations despite the Provost memos that make them optional for 2020 due to the COVID-19 pandemic.

Henderson described a draft for a statement for Title IX resources that could be usefully included in course syllabi. Johnson suggested to have a general blackboard site for resources, rather than a statement in each syllabus, and that the CTE should create a repository of statements that could be added to syllabi.

Johnson mentioned the issue of bias based on gender in student evaluations and lamented that the university has not addressed it sufficiently.

Henderson reminded the committee that Provost William Tate would address the committee at the next meeting (April 26). She mentioned copyright policy and merit/retention/career progression as issues that would be discussed. She asked committee members to email her or Valtorta with suggestions for additional topics.

Without objection, Henderson called the meeting to a close at 11:16.

Minutes of the Faculty Welfare Committee Meeting of **Monday, April 26, 2021**

Attending: Andrea Henderson-Platt (co-chair of the committee), Cheryl Addy, Brooke Bauer, Mark Cooper, Jennifer Deckert, Doug Meade, Haylee Mercado, Sheryl Mitchell, Toni Torres-McGhee, Marco Valtorta (co-chair of the committee).

Henderson-Platt called the meeting to order at 9:34 am.

The minutes of the 2021-03-29 meeting were approved.

Henderson invited Provost Tate to address the committee.

Concerning COVID-19, Tate reported that plans are still in place for fall return to campus. Adjustments will be made as the situation warrants. Students will not be required to be vaccinated. There are laws being proposed to prevent mandatory vaccination in the state. There will a university campaign to encourage vaccination. Many students come from states that require vaccination, and this will help. Tate said that he attended a State Senate hearing at which it was indicate there would be negative consequences for the university if it mandated vaccinations. Answering a question from Meade, Tate argued that the university had been proactive and innovative in dealing with the pandemic. He also emphasized the need to inform, educate, and maintain measures such as mask wearing. Meade said that the distancing protocol was followed but noted that cleaning of surfaces was not done well between classes, so that instructors teaching in person (as he did), had to do the cleaning themselves. He also expressed the surprise of several colleagues in noting that they were not contacted for contact tracing in cases that seemed to require it. Cooper underscored the low incidence of cases until now and noted that the return to campus plan calls for continued use of face coverings, full capacity classrooms, and the (recommended) use of seating charts in classes with more than 100 students. He acknowledged that the charts were not implemented well in the fall and announced that software with prepopulated seating diagrams was being considered for use. In response to a comment by Henderson, Cooper recommended that the "COVID in the classroom" advice be updated closer to the start of the fall semester. Meade suggested that we report to our colleagues that we were discussing COVID related issues and that a decision on requirements and advice would be made later.

Following a question by Valtorta concerning the disproportionate impact of COVID-19 on caregivers, many of whom women, suggesting that more steps should be taken to mitigate negative long-term impacts on careers, Tate responded that best practices were already being followed, with a generous package in place, and that he was mainly concerned with assistant professors and faculty in probationary status.

Committee member Shelley Johnson (absent due to illness) asked in an email message for an update on Carolina Online. Tate responded that Carolina Online had already started, that one could apply for activities within it, that it was a system effort, including comprehensives and two Palmetto College programs. Tate also mentioned the recently announced partnership with MLS, according to which UofSC would be a "sole provided." Cooper pointed out that admissions criteria for Carolina Online were approved by the Faculty Senate at its meeting of April 7, 2021. Tate reported that some schools and departments are voting now on whether to participate in Carolina Online. Tate stated that Carolina Online programs would go through the normal governance structure and approval process. Henderson mentioned ongoing concerns about ownership of educational materials and asked whether there was a new draft of the Copyright and Intellectual Property Policy. Addy stated that a new draft of

ACAF 1.35 (Copyright) would be up for open comment soon (hopefully “this week”) and the same would be the case for a set of policy revisions related to professional track faculty.

Cooper noted that Carolina Online would lead to a staffing problem, because faculty will be asked to teach both in person and online courses. He wondered whether this issue would raise to the level of the Provost.

Meade noted that, in his experience, some faculty members are reusing material from past semesters without even changing dates. Cooper noted that the issue of how we hold ourselves accountable to quality teaching might be better after the Instructional Development committee (INDEV) saw its mission refocused.

Henderson brought up the issue of merit raises and post-tenure reviews and noted that building a strategy in this area was a part of the committee agenda for 2021-2022. Cooper noted that the committee had discussed the possibility of implementing a step system for compensation increases, starting with the post-tenure review system, for which the faculty manual already had appropriate language. Tate expressed his willingness to remain engaged in this discussion and noted that some faculty members had complained about the current merit raise exercise. Addy noted that the strategic plan called for an ongoing faculty salary merit program and included a metric to benchmark our salaries against the Oklahoma State (OSU) faculty salary study data (by rank and discipline). Meade noted that the current merit exercise had a negative morale effect, at least in the College of Arts and Sciences (CAS), because the raises would go to faculty who are already the recipients of distinguished designations, and who are already compensated for performance at the excellence or outstanding level. Tate acknowledged that all merit exercise had a “bifurcation” effect, and that maybe this one was too extreme in avoiding cost-of-living increases. Cooper noted that our committee had established guidelines, that many colleges followed them, and that dean used their power to veto unit recommendations and, in some cases, decided to concentrate merit raises on a few individuals.

Meade brought up three issues from colleagues: (1) graduate student (GS) insurance, (2) delays in processing professional-track faculty contracts, and (3) no CAS dean search yet. He further noted that some money from the budget surplus could be invested in the search. Tate said that he considered health insurance for graduate students to be a major priority and that he would tell the deans at their council meeting (CAD) to come up with a plan concerning GS insurance, considering the exceptional opportunity of having additional resources. Tate commended the Faculty Senate resolution of GS insurance and stated that Addy had done a lot of work on this. Meade expressed his and the committee’s appreciation for Addy’s work. Addy acknowledged some delays in processing professional-track faculty contracts and that she could investigate specific cases if details were provided. Tate stated that there would be a CAS dean search in the fall.

At 10:33, Henderson thanked Provost Tate for his participation. Tate left the meeting.

Cooper gave his report. He mentioned the intention to present the achievements of the senate and faculty committees at the upcoming general faculty meeting of April 27.

Valtorta invited Cooper to implement a faculty committee tracking system, as earlier proposed by Cooper (example given: <https://acadgov.msu.edu/tracking>). Cooper answered that he planned to do so and expected this to be a tolerable burden on the faculty senate office staff.

Meade expressed his concern that the new attendance policy was too lenient and required faculty to do too many accommodations. Cooper noted that some of the changes were dictated by legal requirements and that some techniques could be used to satisfy the requirement to provide “reasonable accommodations,” e.g., allowing a certain number of quizzes to be dropped. Mercado suggested to publish information about the new attendance policy in a staggered way at different times, such as end of spring semester, July, and beginning of the new semester. Henderson volunteered to contact the Center for Teaching Excellence (CTE) concerning the preparation of teaching materials addressing the new attendance policy, and Cooper would wait until the CTE response to involve senator in disseminating the message.

Several committee members noted that the compression redress initiative should also address internal salary inversion, rather than only external benchmarks (such as in the OSU report).

Addy mentioned that she would try to appoint two new members to the committee before the May 10 meeting.

Henderson welcomed new members Brooke Bauer (Assistant Professor of History at UofSC Lancaster) and Jennifer Deckert (Associate Professor of Dance).

Without objection, Henderson called the meeting to a close at 11:09.

Recorder’s notes of the Faculty Welfare Committee Meeting of **Monday, May 10, 2021**

Attending: Andrea Henderson-Platt (co-chair of the committee), Cheryl Addy, Mike Berry, Mark Cooper, Jennifer Deckert, Shelley Johnson-Jones, Sheryl Mitchell, Toni Torres-McGhee, Marco Valtorta (co-chair of the committee).

Henderson called the meeting to order at 9:335 am.

The minutes of the 2021-04-26 meeting were approved.

The committee thanked Shelley Jones for her dedicated service; this is her last meeting. She is replaced by Brook Bauer, from Palmetto College.

Douglas Meade’s terms also ends today; he will be replaced by Jennifer Deckert.

Cooper gave the faculty senate chair report. He highlighted the disconnect between practice and policy (ACAF 2.00 in particular) concerning the approval of changing delivery of a program to online modality.

Cooper than mentioned that he and faculty senate chair-elect Audrey Korsgaard are already working on the search for a new provost. He mentions that AGB, the firm that helped recruit Provost Tate, would offer a huge discount for this search, since Tate remained in the provost position for less than a year. He mentioned that Korsgaard will be on the search committee ex-officio and that the calendar is likely to be an accelerated one, with possible onsite visits completed in early November and a new provost in place in January 2022.

Jones asked about the impact of Carolina Online (CO) on the Palmetto College (PC). She noted that tuition for CO is less expensive than for PC, and that tuition for PC is lower than for UofSC-Columbia. Cooper answers that there will always be different admission standards for two-year programs. He expects that almost all in CO will look like a degree completion program and that, while it is now possible to join CO without previous credits, CO director Diana Mitchell is considering changing language to make it clear that if a prospective student has 60 hours of credit, he or she will have guaranteed admission to complete the degree.

It was noted in discussion that the admissions committee has no PC representative now. Cooper notes that Diana Mitchell addressed the UofSC system senate/assemblies chairs, and PC senate chair Ernest Jenkins was present.

Henderson reported a conversation with CTE director Augie Grant about an interpersonal violence (IPV) statement for syllabi.

Addy gave the Vice Provost report. She started by recommending a delay in drafting an IPV syllabus statement until the conclusion of the relevant task force. She then noted that SACSCOC, in a letter of March 22, 2017, to President Pastides, stated that the university has blanket permission (since December 5, 2003) to offer 50% or more of any approved program by distance learning.

Addy thanked all who participated in the recent commencement ceremonies, singling out Cooper especially.

Addy explained that Caslen and Board members made it clear that they would not wear masks at commencement. This made it more difficult to enforce the requirement for students. She also thanked Pam Bowman and noted that the US Secretary of Defense had to cancel his participation in the Saturday ceremony. Torres-McGehee lamented very low attendance by faculty (approximately a dozen on Friday afternoon) and Addy confirmed that only about 20 faculty members had responded.

Meade (who could not attend) asked through Henderson about dean searches. Cooper answered that all effort is being made to have a fast provost search, so that the dean searches can be completed with the new provost in place.

There was a lengthy discussion about the issues at commencement (which later led to Caslen's departure). Addy and Cooper discounted the possibility of alcohol having a role. Cooper indicated that the plagiarism that occurred was the president's own, and not due to the speechwriter.

The committee voted the co-chairs for next year: Andrea Henderson and Sheryl Mitchell.

There was a discussion about the imposition of a fee for faculty on admission to the Blatt P.E. center. Torres-McGehee stated that her department is in Blatt and she is on a relevant committee. Jones noted that in this pandemic time it is especially important to encourage good physical exercise. Mitchell stated that there is interest in a petition against the new charges.

Jones reminded the committee that there is money in the appropriate education account for activities such as collegial lunches for faculty. It was noted that Mary Alexander, chief of staff in the Provost Office, can deal with the accounts.

Without objection, Henderson called the meeting to a close at 11:39.