

THE UNIVERSITY OF SOUTH CAROLINA
SUMMARY OF FACULTY SENATE MEETING

WEDNESDAY, December 2, 2020 at 3:00 p.m. 1. Call to Order

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--Approval of the October 7, 2020 meeting minutes, any objections?

SENATOR KHUSHF--In the discussion of the Reach Act, some of the specific details were missing, the minutes should more clearly reflect the point that a cross-listed Philosophy would count.

CHAIR COOPER--We are doing summarized minutes to capture the actions of the senate rather than transcripts. However, we can add your amendment to the minutes.

The amendment was moved and seconded and passed without objection.

The October 7, 200 minutes were approved.

November 4, 2020 meeting minutes were approved.

3. Reports of the Officers

CHAIR COOPER--There will be no report from the president at this meeting. We will hear from the university's chief financial officer, Ed Walton.

ED WALTON, CHIEF FINANCIAL OFFICER--I came to talk about last Spring (2020) semester and where we ended up this Fall (current semester) in light of Covid-19. CFO Walton showed graphs that demonstrated the differences in tuition and fee payments between Fall 2019 and Fall 2020. 2020 was smaller than the year before. That is not all bad news. There was a time last spring, while in the depths of unknown, we thought undergraduate enrollment (the university's primary revenue source) would be off by more than 20%, which would be a financial disaster and would mean that many of us would not still be employed here. In the final analysis, we are only down a few percentage points from prior years. We were able to enroll more students, and access more tuition and fees than we budgeted for. We were even able to put away enough money to save for balances. Our revenue for the fall and spring is greater than we expected.

In the spring, we will continue the same trend. We will be able to allocate this money back to the deans, academic units. This revenue doesn't go to administration, but to the deans. It was really bad in the spring (2020) but, it was not nearly as bad as we had hoped. We should all be proud of how we managed the pandemic over the short term.

The next chart looks at longer term projections. To get out of the last economic downturn, we developed a plan for measured growth. We grew the university enough to fill courses, pay for new faculty, pay to improve facilities and make the university bigger. We went from 3000 to 6000 incoming freshmen each year. We saved enough money to remain a strong institution.

Because of the reimbursements we will get through the CARES ACT for Covid related expenses we will do well and do not expect our revenue to be down this fiscal year.

Enrollment is the largest driver of revenue, over the next 10 years, there is little possibility of getting back to our enrollment trendline due to demographic changes. Then the demographic cliff comes, when there will not be enough high school students to go around, we think enrollment and revenue will be flat but the expenses will continue to rise.

We lived through a plan that got us through the last decade. But where we are going is a different trajectory, and all of us will need to come together to figure it out. We still have time to figure out what will be best for the University of South Carolina.

SENATOR MIHALIK--Will the furloughs be rescinded for fall and spring?

CFO WALTON--We think the numbers will bear that out, yes; but it needs Board of Trustees approval.

SENATOR ROSS--Can we distribute your slides to the faculty? What does EAB mean?

CHAIR COOPER--EAB stands for Educational Advisory Board, which is the consulting group that has been working with the Committee of 9.

CFO WALTON--The slides were presented in public and I have no problem with them being distributed. I want to clean them up a little bit and I will have them distributed.

EAB is a really well trained and well-educated group that studies higher education and they advise us.

PROFESSOR KORSGAARD--Are you factoring in the plan to enroll more in-state students?

CFO WALTON--Yes, we do factor in an increase in in-state students and that's one of the reasons you see the beginnings of the cliff. Out-of-state students on average pay approximately 1.8 times what an in-state student pays. That difference subsidizes our in-state students and helps provide some of the margin that keeps us going. We are working with student services and enrollment management to see how it works long term, as we balance quality, stated purpose, mission, and revenues, it is an awkward but necessary struggle.

SENATOR THORNE--Recently the football coach was fired and there is a large buyout. Are athletics a part of this budget?

CFO WALTON--The university has core operations: teaching, research, basic administration, and facilities. It is surrounded by auxiliary enterprises; these auxiliaries are required by law to stand alone with their own resources. Athletics is one of them. That money is not reported in this report. Over the last 10 years athletics has given over 35 million to the university's general scholarship fund. We want athletics to be big and robust, but we don't want it to pull away from core operations.

CHAIR COOPER--Not all athletic programs are revenue-generating. Perhaps you can talk about football and its relationship to other sports.

CFO WALTON--Football is over 60-70% of all revenue generated by sports programs here, followed by men's basketball, baseball, and women's basketball, and it falls off pretty quickly after that. Football generates money to support the other sports that do not generate money. It's a profit maker when it is working right and you can fill the stadium. Next year things should be bouncing back to near normal.

Provost's Report

PROVOST WILLIAM TATE—There was a survey was sent to students and faculty. On student side, have gleaned insights. The faculty side is still in the works. They are both interdependent so we are hoping to have both soon so that we have a snapshot of the fall 2020 semester.

I want to offer several high-level insights. First of all, for the students who completed the survey it is clear that learning was difficult for students.

This semester can be used as a benchmark to help inform next semester. Because there haven't been similar studies like this before we should continue doing this benchmark survey.

A lot of students talked about how difficult it was for them to get in touch with professors for their online classes. We need to have crystal clear protocols for each online class, including office hours. This is a big engagement issue. The provost's office received emails from students and parents about difficulty in reaching professors.

Modality shifts in the middle of the semester were extremely problematic. This is very important from stability point of view, students signed up for courses and were expecting one experience and got a very different experience.

Students reported workload issues. 1st year and matriculating students felt semester was compressed, which caused a lot of stress.

Costs. Students report paying high amounts of additional costs on platforms and services other than those provided by the university (which are free) and those cost are accruing. We should avoid this at all costs.

Quality. Should be taken as a compliment rather than critique. Online quality was not as good as face-to-face. We need to work really hard on improving quality of online instruction. One suggestion, is historically, online went through a peer-reviewed process. We may consider this for the spring in an effort to make courses better. We should think about pedagogy and ways to improve delivery and presentation.

We aim to get back to face-to-face, in a post-vaccine world assuming delivery, safety, and efficacy. People who are good at online, should develop that. One way to address the demographic cliff is to provide access though online. Online is good if we bring out our A-game to it.

We don't have faculty results yet, hopefully by the end of the month we will have that.

SENATOR STERN--I just taught and did office hours, and not everything was perfect, but everybody worked hard and did their best. We deserve congratulations for the work we have done. I don't want the message to be about the ways we didn't meet the mark.

PROVOST TATE--I appreciate that. I personally believe that 99% of situations went well in light of the situation. The faculty survey will be an important counterbalance to the student survey. Generally, when we followed up, and we followed up on every case, we found exactly what Stern predicted. Students rarely told good stories at home, they talk about what didn't go well, instead of what is going well. Don't have to worry about me not being on your side. I am simply sharing the data that was provided to me from the student perspective.

SENATOR MIHALIK--The normal face to face final exam schedule is easy, but what about 100% asynchronous classes? It is completely up to faculty to create their own final schedule and we can choose any day or any time. There needs to be more structure for the asynchronous final exam structure.

PROVOST TATE--We can have a conversation about that. Some institutions have moved away from asynchronous. Because asynchronous tends to cause a lot of deferred maintenance regarding the work. Too late for us to pivot here, but we can provide some guidance.

SENATOR CARNES--Your predecessor encouraged more distributed learning and asynchronous teaching, do you intend to continue that trend?

PROVOST TATE--We are at a residential environment. Most folks, under normal circumstances, expect face-to-face, and uniformly distributed, otherwise they complain. We must advocate for uniformity of access in terms of the face-to-face experience.

We must find a way to do both in a high-quality way, online and face-to-face.

SENATOR RANDAZZO--Were graduate students a part of this survey? Graduate students deal with different issues and problems. How similar or different are they to undergraduates? If they are not when will they be included.

PROVOST TATE--I don't recall if they are in this survey.

CHAIR COOPER--They are included. they are not as concerned about online delivery but are more concerned with research.

SENATOR RANDAZZO--Graduate students are finding that they are not as able to sit and talk with professors about research and other pertinent issues, this is my primary reason for bringing up this issue.

PROVOST TATE--The mentor-mentee relationship is disrupted this year, we need to repair this link to allow grad to matriculate, especially in social science and humanities.

CHAIR COOPER--Thank you to the Provost.

PROVOST TATE--You guys did a helluva job, and I appreciate the work you have done. I could not be prouder of a group of colleagues.

CHAIR COOPER--There was a question in the chat about Covid testing. We will continue testing until the 22nd of this month.

PARLIMENTARIAN SUDDUTH--We had an inquiry into the polling function and the confidentiality of responses. We have discovered that only Mark and the parliamentarian and two other people who are support can see how folks voted. This information is not retained after the meeting. It is anonymous to the point that only 4 people are able to see that data and it is never retained. If there are ever any questions about these tools and how they are used in an online setting, please let us know.

4. Reports of Faculty Committees

a. Senate steering committee, Secretary Spencer Platt

SECRETARY PLATT—Senator Brian Mihalik has accepted a short-term appointment to the Professional Conduct Committee. The vacancy is for less than one year and no vote is needed.

CHAIR COOPER--The volunteer form is available and you have until December 14th to submit it.

b. Committee on Admissions, Professor Brandon Bookstaver, Chair

COMMITTEE CHAIR BOOKSTAVER--We have 3 proposals for consideration. I want to recognize of the work done by the committee and Mary Wagner.

The 1st proposal, from Instruction and Teacher Education, pertains to changing the admissions requirements for the online BA in Elementary Education. The proposed changes would place this program more in line with other programs across the university. The requirements would change

from 2.5 grade point average and 36 hours of college coursework to 2.5 grade point average but 30 hours of college coursework.

CHAIR COOPER--As a report from a standing committee, it needs no second. Discussion? The motion carries.

BOOKSTAVER--The Adult Learning policy change request is put forth by the Office of Military Engagement and Veterans Initiatives. The concept of the is policy change is to amend the policy to allow those who have at least 2 years of active duty military service to be admitted as freshmen without reaching the age of 25 while avoiding the requirement of entrance examination.

CHAIR COOPER--As a report from a standing committee, it needs no second. Discussion?

SENATOR KHUSHF--Why do they still have the high school grade point average as a requirement?

BOOKSTAVER--Great question, this is also without having to submit test scores, so the high school GPA provides an alternative measure. The admissions process varies for this group.

CHAIR COOPER—The motion carries.

BOOKSTAVER--This policy change is an update to the re-admission policy. The purpose of this proposal is to expedite the ability to return for students who leave university for circumstances beyond their control. This will be limited to two semesters.

CHAIR COOPER--As a report from a standing committee, this needs no second. Discussion? The motion carries.

c. Committee on Curricula and Courses, Professor Marianne Bickle, Chair

COMMITTEE CHAIR BICKLE--I have two groups of proposals. The 1st group are traditional courses and the 2nd group are experiential learning opportunities and courses from CIEL.

We have 140 proposals, 59 in Arts and Sciences , 8 are from the College of Business, 4 in Education, 42 from Engineering and Computing, 2 from the Honors College, 6 from Hospitality Retail and Sport Management, 15 from Information and Communications, 2 from Nursing, and 2 from Public Health.

CHAIR COOPER--As a report from a standing committee, it needs no second. Discussion?

SENATOR STERN- Everything is correct in APPS but the course descriptions here (on the screen) are from the old courses. In English, all of the descriptions are the old descriptions.

CHAIR COOPER--I think this is a software artifact.

CHAIR BICKLE--Can we approve, but fix the description?

CHAIR COOPER--There is no need to fix the description, but we need to be sure that the descriptions entered in APPS are the ones that move forward.

SENATOR GEIDEL--This is an issue with all of the descriptions, not just the English descriptions.

CHAIR COOPER--The motion carries unanimously.

CHAIR BICKLE--We have a group of experiential opportunities and CIEL courses that need approval.

CHAIR COOPER-- As a report from a standing committee, it needs no second. Discussion? The motion carries.

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

CHAIR HARIK- We have 41 courses proposed and we are seeking approval 26 from Arts and Sciences , 4 from the Moore School of Business, 2 from the College of Education, 2 from Engineering and Computing, 3 from Hospitality, Retail, and Sport Management, and 4 from the College of Information and Communication.

CHAIR COOPER--As a report from a standing committee, it needs no second. Discussion? The motion carries.

HARIK--Thank you to Yvonne Dudley, Trena Houp, and the committee for your hard work.

e. Intellectual Property Committee, Professor Eric Robinson, Chair

COMMITTEE CHAIR ROBINSON- The Intellectual Property Committee has been working on creating Copyright policy, this has been going on from about 2.5 years. There was a separate Intellectual Property policy that was mainly focused on patents. It did briefly mention copyright but many felt that we need a separate Copyright policy. The committee proposed something back in 2019, with many people involved. Under the Provost's office, we have set up an ad hoc committee to consider: what constitutes substantial use of university resources in creating copyrighted work to the point that the university has an interest in the ownership of that property? how do we deal with online courses? We met on Monday and left that meeting with tasks for members, and we will reconvene next Thursday. Once ad hoc committee is done, where does it go from there?

SENATOR STERN--This document has been contested year after of year. We are unable to sign our conflict of interest form without giving away our intellectual property. Please make sure we don't get required to sign a conflict of interest form that requires you to give up your intellectual property.

CHAIR COOPER--What Senator Stern is referring to is actually not signing off on this policy, but the conflict of interest statement which gives acknowledgement of this policy. The policy has a lot of ambiguity around different forms of intellectual property but does not require you to give up your intellectual property to the university.

We should not feel like the university is going to swoop in and take the intellectual property developed by faculty in the course of their teaching and research.

CHAIR ROBINSON--The reason we need a policy is because by default under federal law is that it belongs to the university. One of the fundamental tenets is that materials created for courses belongs to the person who created i.t

CHAIR COOPER--This is an item for information. There is nothing for the senate to act on.

I want to clarify the approval process. Anything this committee creates will need to be approved by the Faculty Advisory Committee, and it goes through several steps before it gets approved but does not need approval of the full Senate.

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

PROFESSOR GARDNER--We have 2 minor proposals to change language in the academic bulletin. The 1st proposal concerns the application process. This will allow students to change their status during the course of a semester if need rather than only at the beginning of the semester.

CHAIR COOPER-- As a report from a standing committee, the motion needs no second. Discussion? The motion carries.

GARDNER--The 2nd proposal pertains to the Bulletin's language on the graduation process. The new language will direct students to apply for graduation through Self Service Carolina and the Registrar's website which provides deadlines and updates.

CHAIR COOPER--As a report from a standing committee, the motion needs no second. Discussion? The motion carries.

5. Report of Chair

Next week's called meeting announced for 3 pm will be held at 3:30 pm for 1 hour. To discuss 2 items: the Ad Hoc Unit Level Governance Committee Report and the Curriculum Process Improvement Committee Report. Mo votes will be taken.

You will get 2 emails from me today. One a nomination for awards, and other email is the faculty volunteer form.

The faculty survey that Provost Tate spoke of is still open until Friday. Please fill that in. It is a necessary counterpart to the student survey.

On the student survey report, please try to have conversations with your colleagues. We need some of the folks who have figured it out pretty well to share advice with their colleagues.

The Committee of 9 had its last meeting today. The Committee is down to proofreading, and the report should be ready at this time next week.

This is the last full meeting for Faculty Senate admin Yvonne Dudley; she is retiring. She has been with us for quite a while. The entire Senate values working with her, and she will be greatly missed in the Senate office.

We have found Yvonne's replacement. I will introduce Betsy Meade in the called meeting next week.

6. Unfinished Business

No Unfinished Business

7. New Business

No New Business

8. Good of the Order

PROFESSOR ANDERSON--The final meeting of the year for the AAUP will take place next Wednesday. I want to put in a plug for our charity work with the Gamecock Food pantry, please make a donation to combat food insecurity.

HECKMAN--I want to highlight programs we have in the library for researchers. We are running a research procurement pilot which aims to fund small requests, \$1000-5000 to purchase datasets for your research and teaching. We also have Create Digital, which gives faculty and grad students free web testing and digital products. We funded 24 open access articles this year.

9. Adjournment - **Next Called Meeting: Wednesday, December 9, 2020 at 3 p.m.**