

GENERAL FACULTY MEETING

Wednesday, September 1, 2021

PRESIDING Interim President Pastides

PRESIDENT PASTIDES called the meeting to order at 3:00pm EST.

Report of the President

PRESIDENT PASTIDES greeted the audience, stating that it is a privilege to be back. He welcomed the faculty back to order. There were no corrections to the minutes from the April 27, 2021 meeting. Members on the stage were introduced: Mr. William Sudduth, Faculty Senate Parliamentarian, Interim Provost Cutler, Professor Audrey Korsgaard, Chair of Faculty Senate, and Dr. Stacy Fritz, faculty fellow working with President Pastides.

The first few weeks back on campus have been filled with excitement, anxiety, and more than our fair share of challenges. He recognized that it is not easy. He acknowledged that he is hearing our concerns. Dr. Pastides is confident that this will be a good year. There are many ways the university is working to have a good year. For those who are new to the university (2019 and newer), thank you for joining UofSC. There is a robust number of people also joining online.

Dr. Pastides stated that he was the president for 11 years and was at UofSC 21 years before he retired. He served as VP of research and health sciences. He was dean of Arnold School of Public Health. He has always been in higher education and recognizes the challenges. His background is in epidemiology. President Pastides did not expect to return to higher education but gladly answered the call in May 2021.

The fall faculty party is in September. It will be on the horseshoe. It is called Opa! Dr. Pastides and Mrs. Pastides hopes all will attend.

The university welcomed the freshman class of 2025. There are 6133 freshman students, making it the second largest freshman class. The Columbia UofSC campus, including graduate students, consist of 34,700 students. System-wide, UofSC enrolled 50,000 students for fall 2021.

The work accomplished at UofSC is important to the state and university. There are 596 freshmen in the South Honors college. An estimated 1,400 participating in the Capstone Scholars Program. The freshmen class has the following characteristics:

- 53% are from South Carolina;
- nearly every state in the nation is represented;
- 25 countries are represented;
- 60% of freshmen are female;
- 75 members were valedictorians of their high school class;
- the average high school GPA was 4.4; and

- on average, they bring 15 college credits. This is why the university promotes “graduating on time”.

The university’s efforts to increase student diversity that represents the state’s population is coming to fruition. The number of African American students has grown by 85% since 2016. Underrepresented enrollment has jumped 62% since 2016. Hispanic freshmen enrollment has increased 53% since 2016. We know we can, and we must do better.

The administration has been posting the COVID dashboard and will continue doing. It is updated every Tuesday. This is an effort to keep you the faculty, students, and public as informed as possible. The university expects to see some spikes as students gather, particularly after the Labor Day weekend. UofSC is looking forward to when we as a community reach “herd”. It doesn’t do much if this happens alone. President Pastides stated that the modern pandemics don’t work this way. Immunity happens when we work together. Students continually ask President Pastides “when will the mask mandate be rescinded? How long will this last? Other areas aren’t required to wearing masks.”

President Pastides is guardedly optimistic that the Delta variant has peaked. There are less cases in the last week than during the entire month of June. Since the pandemic began, Covid has shown a pattern of rising sharply before decline. In England, France, Spain, and other countries, the Delta surge lasted between 1.5-2.5 months. US case numbers are decreasing (e.g., Arkansas, Louisiana, Florida, Mississippi, Missouri), although not yet in South Carolina.

President Pastides stated that he is not dismissing the serious nature of the pandemic and the vulnerability of our community but is trying to provide a glimmer of hope. He expressed his gratitude toward facilities and operations for securing HEPA filters recommended by the CDC. UofSC acquired a truckload (hundreds) and are being distributed in classrooms.

The second Apple run store has been opened. It is called iHub, located in the Burnes building. It is operated by students in the College of Hospitality, Retail, and Sport Management. It is a living, learning, cooperative experience.

The university just celebrated a new ranking. The School Hospitality, Restaurant, and Tourism Management is rated #1 in the southeastern conference, #10 nationwide, and #17 worldwide. There are over 500 such ranked programs.

UofSC has over 600 ranked programs, more than in the State. The online Nursing program is ranked #1 nationally by US News and World Report. It also ranks the online Nursing program for veterans as #1 in the United States.

UofSC has the #1 International Graduate Program and the #1 MBA Program. The programs have been in the top for the past 32 years. UofSC is South Carolina top global university as ranked by US News and World Report.

President Pastides chairs the Fulbright board for the US Department of State. He oversees the faculty exchange. US News also ranked 12 academic areas as the best areas globally. These

include biology, computer science, economics in business, social science and public health, environmental and occupational health, engineering, environmental ecology, chemistry, clinical medicine, physics, neuroscience and behavior, and material science.

Ten Carolina students were named Fulbright finalists for 2020-2021. This gives UofSC the elite status as a Fulbright top producing status. UofSC has produced 120 Fulbright finalists since 2000.

The University has three new Goldwater scholars in 2021. This is the most prestigious scholarship to undergraduate STEM majors in the US. This our 29th consecutive year of producing scholarship winners, bringing UofSC's total to 61.

Fred Dryer, a Mechanical Engineering Professor, was elected to the National Academy of Engineering. He is the university's third engineering professor elected to the prestigious academy in the last four years and the fourth from the College of Engineering & Computing.

It is the expertise and innovation that keeps the university moving forward. President Pastides is aware of the many interim positions available. The next provost position will be moving forward soon. The provost is the chief academic officer as well as the supervisor of all deans on campus. There will be a lot of faculty representation on this committee. This search will be conducted slightly behind the Presidential search. The intention is that the new president (30th) will be announced when the pool of finalists of provost candidates are available. By doing so, the provost candidates will know who the president is (i.e., his or her boss). The search for the VP of Research will also begin soon.

President Pastides welcomed the new faculty and the returning faculty. He stated that he believes it will be a good year. He thanked the faculty and staff for being back at the university. He understands that the mask mandate is not ideal, but without the mandate, compliance would not be possible. Students would see others without a mask and obtain mixed messages. The mask is a sign of respect for others. The mask is a potent sign that we are all in this together.

Report of the Provost

PROVOST CUTLER thanked President Pastides for the wonderful impact he is having on UofSC. He welcomed everyone to the new academic year. He appreciates the fall and the beginning of a new semester. With that in mind, he put a call to students asking if any faculty excited them. Within 30 minutes, he was overwhelmed with responses from students. They spoke of how faculty inspired them, spoke highly of faculty, of mentorship opening doors, detailing help when students needed it most. There were some that talked about fun in the classroom. Provost Cutler reiterated that faculty care about the students. This is not the easiest academic year.

UofSC developed world class mitigation strategies against COVID. Colleagues developed sewer monitoring, modelling to project the variants, and saliva tests. Over the past year the College of Pharmacy has administered hundreds of thousands saliva tests. It was used to keep the positivity

rate low. UofSC positivity rate was 1.4%. The safest place last year was the University of South Carolina.

During 2021, the same mitigation strategies will be used. During August 2021, the positivity rate has been 4%. Based on the models, there is an anticipated uptick in rates. Provost Cutler expressed his to President Pastides for leading the mandate in face coverings.

UofSC successes also includes the Center for Teaching Excellence (CTE). They provided tremendous support. During 2020-2021, the work they completed was far more than in prior years.

Facilities has been working tirelessly to secure HEPA filters for classrooms. Provost Cutler and the President heard Faculty Senate's request for the filters and responded. These filters were acquired and are currently being distributed throughout the university.

Facilities is also working to make sure the HVAC units are as clean as possible.

Garnet and Vaxxed is an incredible incentive program. UofSC has at least 62% students vaccinated. 63% staff, and 74% faculty are vaccinated. Residential students are vaccinated at a 74% rate. These numbers are significant considering the State of SC is only at 50%. UofSC is largely due to the incentive program.

President Pastides and Provost Cutler are monitoring the situation daily. They are willing to pivot. They want to make sure the Gamecock community is safe. Please be patient.

Regarding the Tenure and Promotion, there were 34 persons seeking tenure and promotion. There were 34 applications; of which 33 were successful. Five associate professors sought tenure and were successful. 29 associate professors were seeking the rank of full professor. 28 of those were promoted to full professor. Two librarians applied for tenure. Both were successful.

PROFESSOR TAVAKOLI inquired: 1) Are masks available for classrooms? and 2) Are statistics available for clinical faculty?

PROVOST CUTLER stated that there should be disposable masks. If you don't have any, contact facilities. Provost Cutler didn't have the numbers for clinical faculty members, but he is not aware of any clinical faculty members who were not promoted.

PROFESSOR CAROL HARRISON: Is flexibility in modality is available? Does the 5% relate to departments or colleges?

PROVOST CUTLER states that he is more concerned with continuity of teaching. This needs to be addressed at the unit level. We need to have a successful academic year. The University is extremely sensitive to faculty who have children at home.

PRESIDENT PASTIDES confirmed that the University is sensitive to families with children at home, particularly since children under 12 are not vaccinated. He is an advocate of a vaccine.

More people are being vaccinated every day. The university is using every opportunity to make the vaccine available.

PROFESSOR MINETT asked clarification regarding if the professor's children are quarantined, may the professor teach the course online. Is this a decision made at the provost level?

PROVOST CUTLER stated that the decision should be made at the unit level. This is because there may be a professor who doesn't have an ill child and is able to teach the course. It is important to try to offer continuity to the students. If the professor is the only one who can teach this course, the professor can switch modality. Once the child is out of quarantined, the modality should go back to face-to-face.

PROFESSOR MINETTE thanked the administration for listening to Faculty Senate and implementing HEPA filters in the classrooms. Professor Minette also requested that the administration consider go beyond "informing Faculty Senate of decisions" and include Faculty Senate in the decision-making process. This would be in collaborative process in a shared governance.

PRESIDENT PASTIDES responded by saying this is already being conducted. He takes issue that the statement assumes this is not already being done. This is a tactical approach in dealing with the epidemical, hour by hour, day by day. The administration has open dialogue with the Faculty Senate Chair, conducted town hall meetings, and we welcome more. The President further stated that he has conducted ad hoc meetings with faculty every single day around campus and in his office.

PROFESSOR MINETT stated that he didn't mean to be confrontational. He asked when was the last time the administration reached out to the Welfare Committee? Our system relies on a shared governance.

PRESIDENT PASTIDES asked Chair Korsgaard reach out to the Welfare Committee weekly.

PROFESSOR GREVEN (English) asked about the rising cases on campus, UofSC has the distinction of having #1 cases per 1,000. At what part do we pivot.

PROVOST CUTLER responded that last year this time we had 20% positivity. We are currently having conversations regarding what actions will be conducted should our positivity rate increases.

PROFESSOR DEFLEM asked why UofSC is not mandating vaccinations, which is supported by science which is what this university is all about?

PRESIDENT PASTIDES responded that this is not by choice. South Carolina is a "no mandate" state. At this moment in time, if we mandate vaccinations, we will lose our funding. In the future, if vaccinations are warranted, President Pastides will review the decision. He stated that this confirms that he is a Public Health person at his core, not a president. The well-being of the community is his most important concern.

PROFESSOR KELLI KENISON thanked the administration for the HEPA filters. Could the administration consider installing carbon monoxide (CO2) monitors in the classrooms?

PRESIDENT PASTIDES stated that prior to his return, facilities conducted updated to HVAC in the buildings and classrooms. The administration will ask facilities to give an update.

PROFESSOR CAROL HARRISON: Faculty member stated that it really isn't a bad thing to switch online for a few weeks and then go back to the classroom. Faculty are stretched thin.

PROFESSOR MINETT: Contact tracing in the classroom is not being implemented.

PRESIDENT PASTIDES stated that Dr. Stacy has implement one of the best contact tracings of all universities. President Pastides will follow up on this issue.

PROVOST CUTLER stated that if the instructor is not at risk, he or she will not be contacted. Only those who are at risk will be contacted. UofSC is following CDC guidelines.

PROFESSOR MINETT: The Faculty Senate resolution strongly encourages weekly testing. The CDC guidelines for institutes of higher education, particularly those in high spread areas, recommends weekly testing. Why is the university not following those protocols? Do we just not have the capacity to do weekly testing?

PROVOST CUTLER stated that last spring during monthly testing positivity rates for the university were 1.4% compared to 14-19% in the state of South Carolina. If there is an increase in cases on campus, the university will pivot to more frequent testing. Right now positivity rate is low but will pivot if need be. The university has the capacity to do weekly testing.

PROFESSOR MARK COOPER pointed out that there is a COVID hotline that people can contact if they have concerns about contract tracing.

PRESIDENT PASTIDES shared that he chairs the joint pandemic task force for NC and SC that looks at all of the failures and are trying to do the best they can. The university does follow CDC guidelines and is prepared to pivot if numbers increase. Right now the numbers are ok. Will increase testing to weekly or daily if necessary.

PROFESSOR MARCO VALTORTA stated that from the last Faculty Welfare Committee meeting, accommodations are possible for faculty with children in quarantine, if they are in quarantine or if a lot of their students are in quarantine. Faculty need to inform their supervisor and then they can take their class online on a temporary basis up to 2 weeks.

PROFESSOR STACY FRITZ voiced an online question asking if off campus students ae required to test.

PROVOST CUTLER answered yes.

PROFESSOR COOPER asked if tests are performed off campus are student required to report the results?

PROVOST CUTLER stated that students are required to upload the result in the myhealthspace.

PRESIDENT PASTIDES stated that vaccine reporting cannot be required. The rates that are published are no lower than but probably higher.

Introduction of the new faculty

PROVOST CUTLER called on each dean to introduce their new faculty.

INTERIM DEAN JOEL SAMUEL, COLLEGE OF ARTS AND SCIENCES introduced:

- Dr. Stephanie Ackerson, Instructor, Biological Sciences
- Dr. Melissa Ellerman, Assistant Professor, Biological Sciences
- Dr. Xuefeng (Nick) Peng, Assistant Professor, School of Earth, Ocean and Environment
- Dr. Tamera Warren, Instructor, School of Earth, Ocean and Environment
- Dr. Kelly Wolf, Instructor, Film and Media Studies
- Dr. Robert Kopack, Instructor, Geography
- Dr. Rongying Jin, Professor (SmartState), Physics and Astronomy
- Dr. Daniel Cooper, Assistant Professor, Psychology
- Dr. Sarah Edmunds, Assistant Professor, Psychology
- Dr. Nada Goodrum, Assistant Professor, Psychology
- Dr. Pamela Martin, Professor, Psychology
- Dr. Stephen Taylor, Clinical Professor, Psychology
- Dr. Peter Vento, Assistant Professor, Psychology
- Charles Evans, Jr., Assistant Professor, School of Visual Art and Design
- Dr. Maureen Ryans, Research Assistant Professor, School of Visual Art and Design

DEAN PETER BREWS, DARLA MOORE SCHOOL OF BUSINESS introduced:

- Dr. Hae Kang Lee, Assistant Professor, Finance
- Dr. Dr. Edwyna Hill, Assistant Professor, Management
- Dr. Virginia Terry, Clinical Assistant Professor, Management
- Ross Bagley, Lecturer, Management Science
- Chris Pardi, Clinical Professor, Marketing

INTERIM DEAN THOMAS HODGES, COLLEGE OF EDUCATION introduced:

- Dr. Becky Morgan, Clinical Assistant Professor, Instruction and Teacher Education
- Dr. Sally Miedema, Clinical Assistant Professor, Physical Education

DEAN HOSSEIN HAJ-HARIRI, COLLEGE OF ENGINEERING AND COMPUTING introduced:

- Dr. Forest Agostinelli, Assistant Professor, Computer Science and Engineering
- Dr. Vignesh Narayanan, Assistant Professor, Computer Science and Engineering
- Dr. Christian O'Reilly, Assistant Professor, Computer Science and Engineering
- Dr. Biplav Srivastava, Professor, Computer Science and Engineering
- Dr. Qi Zhang, Assistant Professor, Computer Science and Engineering
- Dr. Kristen Booth, Assistant Professor, Electrical Engineering
- Dr. Adel Nasiri, Distinguished Professor, Electrical Engineering
- Patrick Wright, Instructor, Integrated Information Technology

ASSOCIATE DEAN SAM TODD, COLLEGE OF HOSPITALITY, RETAIL AND SPORT MANAGEMENT introduced:

- Dr. Lori Pennington-Gray, Endowed Chair and Director
- Zanne Augur, Instructor, Retailing

ASSOCIATE DEAN BROOKE MCKEEVER, COLLEGE OF INFORMATION AND COMMUNICATIONS introduced:

- Dr. Monica Colon-Aguirre, Assistant Professor, Information Science
- Dr. Candice Edrington, Assistant Professor, Journalism and Mass Communications
- Dr. Jabari Evans, Assistant Professor, Journalism and Mass Communications
- Dr. Wesley Stevens, Assistant Professor, Journalism and Mass Communications

DEAN WILLIAM HUBBARD, SCHOOL OF LAW introduced:

- McKenzie Osborne, Legal Writing Instructor
- Rebecca Plevel, Instructor Librarian
- Etienne Toussaint, Assistant Professor
- Madalyn Wasilczuk, Assistant Professor

DEAN LES HALL, SCHOOL OF MEDICINE introduced:

- Dr. Benjamin Hawfield, Clinical Assistant Professor, Cell Biology and Anatomy
- Dr. Cameron McCarthy, Assistant Professor, Cell Biology and Anatomy, Physiology
- Dr. Fernanda Priviero, Research Associate Professor, Cell Biology and Anatomy
- Dr. Camilla Wenceslau, Associate Professor, Cell Biology and Anatomy
- Dr. Christa Demment, Instructor, Internal Medicine
- Dr. Joaquin Lado, Professor, Internal Medicine
- Kirby Cranford, Clinical Assistant Professor, PA Program
- Annette Rauch, Clinical Assistant Professor, PA Program
- Dr. Joanna Appel, Clinical Assistant Professor, Pharmacology, Physiology, and Neuroscience
- Dr. Michael Ryan, Research Professor, Pharmacology, Physiology, and Neuroscience

- Dr. Jeanette Fulton, Clinical Assistant Professor, Radiology

ASSOCIATE PROVOST CHERLY ADDY FOR THE SCHOOL OF MEDICINE – GREENVILLE introduced:

- Dr. Kelly Quesnelle, Chair and Professor, Biomedical Sciences
- Dr. Rebecca Russ-Sellers, Assistant Professor, Biomedical Sciences
- Dr. James Sonne, Assistant Professor, Biomedical Sciences

DEAN TAYLOE HARDING, SCHOOL OF MUSIC introduced:

- Matthew White, Associate Professor
- Alexandria Carrico, Assistant Professor
- Omar Roy, Assistant Professor
- Collen Clark, Assistant Professor
- Dominic Armstrong, Assistant Professor
- Hassan Anderson, Assistant Professor
- Michelle Hache, Instructor
- Lauren Meccia, Instructor

DEAN JEANNETTE ANDREWS, COLLEGE OF NURSING introduced:

- Dr. Nakita Barnes, Clinical Assistant Professor
- Dr. Rachel Bush, Clinical Assistant Professor
- Dr. Kayla Everhart, Research Assistant Professor
- Dr. Deborah Spoerner, Associate Professor
- Dr. Colette Townsend-Chambers, Associate Professor

INTERIM DEAN JULIE SEASE, COLLEGE OF PHARMACY introduced:

- Dr. Megan Tran, Clinical Assistant Professor, Clinical Pharmacy and Outcome Sciences
- Dr. Kyle Weant, Clinical Assistant Professor, Clinical Pharmacy and Outcome Sciences
- Dr. Carolyn Banister, Clinical Assistant Professor, Drug Discovery & Biomedical Sciences

DEAN TOM CHANDLER, ARNOLD SCHOOL OF PUBLIC HEALTH introduced:

- Dr. Bridget Miller, Clinical Associate Professor and Associate Dean of Undergraduate Affairs, Office of Public Health Education
- Dr. Abigail Hogan, Assistant Professor, Communication Sciences and Disorders
- Dr. Donald Mattison, Health Sciences Distinguished Professor and Clinical Professor, Epidemiology and Biostatistics
- Dr. Jingkai Wei, Assistant Professor, Epidemiology and Biostatistics
- Dr. Elizabeth Adams, Assistant Professor, Exercise Science

- Dr. Matthew Geary, Clinical Assistant Professor, Exercise Science
- Dr. Jennifer Fillo, Assistant Professor, Health Promotion, Education and Behavior
- Dr. Theodoros Giannouchos, Assistant Professor, Health Services Policy and Management

INTERIM ASSOCIATE DEAN TERRY WOLFER, COLLEGE OF SOCIAL WORK introduced:

- Dr. Candice Morgan, MSW Greenville Site Coordinator and Instructor

CHANCELLOR SUSAN ELKINS, PALMETTO COLLEGE introduced:

- McKenzie Lemhouse, Assistant Professor, USC Lancaster
- April Wolfe, Clinical Instructor, USC Salkehatchie
- Gowoon Choi, Instructor, USC Sumter
- Dr. Sunshine Dempsey, Instructor, USC Sumter
- Dr. Jessie Freyermuth, Instructor, USC Sumter
- Vincent Frontero, Instructor, USC Sumter
- Dr. Subhi Hindi, Instructor, USC Sumter
- Gale Ashmore, USC Union

PRESIDENT PASTIDES welcomed all new faculty.

Report of Faculty Senate Chair

CHAIR KORSGAARD provided a brief history on the governance of the faculty. Faculty Senate was delegated authority of the faculty except for faculty manual changes as the number of faculty grew. She is the 29th chair and the 4th woman. Through shared governance, administration has governance over procurement and allocation of resources. The faculty through the Faculty Senate has legislative authority over courses and curricula, programs, standards for admission, graduation, discipline, research and the conduct of faculty. Faculty are stewards of the university because of critical role. What makes the university excellent is the work that the faculty does as educators and researchers. It is essential that the faculty maintain and advance the excellence through the governance process. Shared governance requires collaboration between faculty, administration, and Board of Trustees. Chair Korsgaard calls on the faculty to consider serving on the senate or a committee that does the work.

PRESIDENT PASTIDES embraces call for shared governance.

Old Business

PROFESSOR TAVAKOLI asked about charging for use of Blatt by faculty and staff. Use of facilities are need for health and well-being during COVID.

PRESIDENT PASTIDES says he will look into charges and more communication on access.

CHAIR KORSGAARD stated that Faculty Welfare met with someone from Blatt about charges and believes it is a budgeted issue. She is reaching out to the Staff Senate.

Good of the Order

PRESIDENT PASTIDES mentioned the Anne Frank Center will open on September 15. USC is the only partner to the Anne Frank House in the USA.

President Pastides invited all faculty to a party outside on September 29th.

President Pastides thanked all the faculty for all of their work at the university.

Meeting adjourned.