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THE UNIVERSITY OF SOUTH CAROLINA GENERAL FACULTY MEETING

Tuesday, April 26, 2022

This session was held in person and online.

PRESIDING Interim President Harris Pastides

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

Called Meeting of the General Faculty

INTERIM PRESIDENT (hereafter referred to as President Pastides) welcomed the members to the Faculty Senate.

Corrections to the Fall 2021 General Faculty meeting minutes: There were no corrections to the minutes. The minutes were approved as written.

Report of the President

PRESIDENT PASTIDES stated that this will his last General Report of the General Faculty meeting; DR. MICHAEL AMIRIDIS will be assuming the President's position beginning July 1, 2022. He will be the 30th president of the University of South Carolina. He has begun communicating with President Pastides and much of the campus leadership. Dr. Amiridis was a terrific provost at UofSC and has been an excellent chancellor for five years.

PRESIDENT AND MRS. PASTIDES will begin to transition into a second retirement. There is a personal benefit to this situation; the first time around President Pastides did not know what to expect. Now he knows what he doesn't like in his routine (e.g., sleeping late, fishing). He will continue as President emeritus and help fundraise for the Anne Frank Center and the South Carolina Civil Rights History and Research Center and hopefully mentor some students and some junior faculty, and of course, be available to the 30th president as needed.

PRESIDENT PASTIDES stated that it has been an honor to serve. President Pastides has felt greatly support and has seen many changes. The university today is not the same as when President Pastides left in the fall of 2019. It is because of a) things naturally change, b) administration changes and the erosion of trust, and c) an erosion of tradition which is also pervasive at other universities and institutions. There is a lot of rebuilding left to accomplish. This past semester has been better than others in the past

couple of years and we are getting back to normal. President Pastides did not mean “covid normal” he meant “normal – normal”.

President Pastides attended a celebration of DEAN LACY FORD, who wrote a new book on the cooperatives of South Carolina. It was wonderful to be in a room with History faculty. This used to occur all the time (i.e., prior to COVID). It was terrific and President Pastides hopes this can continue into the fall. Some faculty wore masks while others did not; it is important to validate that this behavior is acceptable without feeling ostracized or belittled. It is President Pastides’ hope that normalcy will continue to evolve beginning next fall and it will be a great year for the faculty.

Several searches for leadership positions were finalized. PRESIDENT-ELECT AMIRIDIS has selected DR. DONNA ARNETT, Dean of the School of Public Health at UK, to be the next Provost. PRESIDENT PASTIDES appointed JULIUS FRIDRIKSSON to be Vice President of Research. PROVOST CUTLER has appointed PROFESSOR TRACY WELDON as the Vice President and Dean of Graduate Education. There is a new Assistant Vice President to lead the Office of Civil Rights and Title IX. Her name is MOLLY PEIRANO. Her work, in the President’s Office, is coordinated by the Chief of Staff, DR. STACY FRITZ.

The 10th anniversary of Palmetto College was celebrated. Palmetto College has helped expand accessible and affordable baccalaureate higher education across the state and has conferred several thousand degrees. The vast of which would not have been able to achieve this goal because they are situationally bound to a community where there is no higher education institution other than a very expensive for-profit online opportunity.

The latest US News and World Report rankings are good the university.

- INBA retained its number 1 position for the 9th consecutive year.
- The School of Medicine in Columbia remained the best school in the country for graduates who practice in underserved areas upon completion of their medical and residency training. This is remarkable and commendable. The School of Medicine in Greenville has high marks for this as well.
- The Law School moved up in rankings in several categories.
- The Nursing School master’s program broke into a higher level of ranking than it had ever been.
- The School of Public Health moved up 10 spots; this is not easy to accomplish.

UofSC won the Women’s Basketball National Collegiate Championship. This is a win for the team and for women’s collegiate athletics nationally. President Pastides believes that DAWN STALEY is the singular most important voice for gender equity in Collegiate athletics.

PRESIDENT PASTIDES has been the President of the NCAA and SCC. He traveled between the men’s and women’s tournaments. Men’s tournaments seemed like the Super Bowl. In the past, the women’s tournament was not perceived the same. In this past year, the women’s tournament is gaining the perceived hype of the men’s tournament. Dawn’s work is not over. Dawn is concerned with the lack of pay equity,

particularly once players retire. Insurance and financial companies are taking notice and saying “we need to do something about this”.

The national exposure and publicity from the women’s NCAA win have resulted in 81,000 mentions on social media, seen by an estimated 500 million individuals.

There is a possible problem associated with fall enrollment. The university has received over 46,000 applications for the freshman class. The administration hopes for a 6,000 freshmen enrollment. The former 2019 freshmen class was approximately 6,300 students. The university was hoping to match this number. To achieve this number there would need to be a great melt. The university could have closer to 7,000 freshmen. A task force has been developed to examine course availability, housing, food, and logistics. Vice President (for Enrollment Management) SCOTT VERZYL thinks there could be a larger melt than other years; many students double or triple deposit. Students are unable to make up his or her mind on schools until the last minute. Students are waiting to see where his or her friends are going to college.

There is a 48% increase in deposits by African American students. It is expected that the university will have the most diverse freshmen body in the university’s history. We will have 60% females in the freshmen class. A smaller percentage of males are applying to college. Approximately 60% of the students earning GLD in spring 2022 were female. For some reason, a smaller percentage of male high school students are applying to college; this is a national phenomenon.

The university has two new Goldwater Scholars from the Honors College, both female. They are KIRSTEN FISHER and AMANDA MANEA. This is the nation’s most prestigious award in the sciences. This is the 30th consecutive year that UofSC has had one or more Goldwater Scholars.

PRESIDENT PASTIDES is aware of ongoing pressure for health and safety. Some precipitated, some exacerbated by covid. There are needs and struggles for childcare. This may have led to some isolation from peers and interruption in workflow. Dr. Addy is working with the Faculty Senate’s Welfare Committee and individual faculty; they are working on recommendations regarding how to be more flexible with the individual’s needs of faculty, particularly those who are finding it difficult to climbing the tenure track ladder during this time. UofSC isn’t saying “don’t worry about” rather a hand is being extended regarding how the institution can help (e.g., extended time). Most of the time this will be adjudicated at the unit level with support from the Provost.

Thirteen spring commencement ceremonies will be held over nine days.

Question from the virtual community: The administration has made an honorable move to increase the minimum wage to \$12/hour. However, this is still well below what is necessary to live on and many workers must take a second or third job to make ends meet. Workers on campus making less than \$15/hour are disproportionately black relative to the university. Is it possible to raise the minimum wage to \$15/hour for all workers? Are there any administrative or legal procedures or obstacles that would stop us for doing this?

PRESIDENT PASTIDES thanked the Senator for the question. He stated that he and UofSC are committed to raising the minimum raise to \$15/hour. He wanted to make the

increase in “one fell swoop” (i.e., not increase to \$12/hour first, then \$15/hour). The budget, however, wouldn’t sustain this move. That is why the increase was to \$12/hour. The university is planning to make the increase; it will take two steps (i.e., increase to \$12/hour, then increase to \$15/hour). This commitment is being shared with President-elect Amiridis. This is about equity, but it is also about what is right for us as an employer. It is how to attract workers, keep workers, and have a sustainable work environment.

Question from the audience When will the new Provost begin.

PRESIDENT PASTIDES stated that the new Provost will begin August 1st. She will be recommended to attend the first General Faculty meeting in September as well as the Faculty Senate meetings.

Comment from the audience Thanks was provided to Provost Cutler for his services.

PRESIDENT PASTIDES stated that he was going say the same when introducing INTERIM-PROVOST CUTLER (hereafter referred to as Provost Cutler). Dr. Pastides stated that he could not have had a better colleague during his time as Interim President. The two “worked in the trenches” much around covid but certainly not all of it. They worked to fill important deanships and develop policies. Over the course of one week, they (Dr. Pastides and Dr. Cutler) inherited each other.

Report of Interim-Provost Stephen Cutler

PROVOST CUTLER stated that the first time he joined the faculty was during the September 2021 Faculty meeting. Provost Cutler reviewed the notes of that meeting, the content and tone of the meeting provided insight. Provost Cutler stated that UofSC and the Senate have come a long way since September 2021. Words were cautious, guarded, and almost fearful with optimism. Despite all the challenges, the faculty overcame many obstacles and made our university successful in delivering an incredible promise to the UofSC students (i.e., face-to-face education). Some faculty couldn’t get into the classroom. Some courses were taught online. Overall, faculty delivered on the promise on behalf of UofSC. It is a testament to your quality as faculty at this university.

We had a lot of mitigation strategies over the previous two years including saliva-based testing and sewer monitoring. A lot of individuals put in extra time and effort beyond his or her normal work expectations to ensure that faculty were safe. UofSC was only one of five universities to establish this level of mitigation strategies throughout the United States. UofSC shared this expertise with other institutions. UofSC’s response to covid was immeasurable. It afforded the university the educate students in the traditional manner (i.e., face-to-face).

In September 2021, Faculty Senate discussed the importance of stability of the university. Many faculty were concerned. UofSC had an interim-president, interim-provost, and more than a handful of interim deans. Over the past year, UofSC has come a long way at creating stability. We have:

- a president-elect who is very familiar with the university;

- a healthcare specialist who is coming in as Provost; and
- two successful dean searches have been completed (Dean Joel Samuels in the College of Arts & Sciences and Dean Tracy Weldon in the Graduate School).

University Libraries Dean search is underway and has a robust pool. Semi-finalists have been interviewed. Finalists will arrive on campus during the first two weeks of May. Provost Cutler will work with the provost-elect and the president-elect to make sure the appropriate candidate is identified.

The College of Education is working on the advertisement for the Dean search. On campus interviews will occur during early fall. The College of HRSM search is parallel with the College of Education search. Finalists will be on campus during early fall.

Stability has been built in the ranks of the deans, stability in the Provost's Office, and in the Office of the President. Provost Cutler is thrilled that faculty have been able to educate students in the manner that UofSC has promised (i.e., face-to-face).

Provost Cutler stated that it has been wonderful working with faculty and watching them develop. He recognized specific faculty members:

- Four faculty members were inducted as Fellow into AAAS. ALAN DECHO (Microbiology), SHARON DEWITTE (Anthropology), KIRSTEN DOW (Geography), BERT ELY (Biological Sciences)
- JEFF TWISS (College of Arts & Sciences) was announced as our SEC Faculty Achievement Award Recipient.
- SANJAY AHIRE (Moore School of Business) was recognized as one of the top 50 undergraduate business professors in the world by Poets & Quants.

Provost Cutler stated that it has been an honor to serve as Interim-Provost.

Faculty Senate Chair's Report

Dr. Mark Cooper, former Faculty Senate Chair, providing the Faculty Chair report for Chair Audrey Korsgaard. Chair Korsgaard is absent due to a medical issue. There are a series of Faculty Manual changes and brief report.

Proposed Faculty Manual changes

1st proposed change:

Change the size of the Courses and Curricula Committee.

The rationale for these changes is to a) provide broader representation across the faculty, b) create more ample representation to satisfy the tremendous workload of the committee, and c) to create a size that will facilitate creation of a subcommittee structure.

Motion carries.

2nd proposed change:

Series of changes related to workplace civility and the adjudication or appeal of grievances.

The goals here are to a) clarify the definition of workplace incivility, b) clarify the process of workplace incivility, c) clarify the process for meaningful and effective role for adjudication or appeal of grievances in accordance with the Faculty Manual, d) clarify processes, e) reduce redundancy and improve training, and f) establish agent scope and process in the Faculty Manual.

Motion carries.

3rd proposed change:

Addresses what is meant by prohibited consensual relationships.

The goals are a) the protection against exploitation of students by delimitating certain circumstances in which relationships between faculty members and students are permissible, b) minimize conflicts of interest regarding the relationship between members of the faculty and employee (either faculty or staff).

Motion carries.

4th proposed change:

Changes to the notice tenure calendar.

The goal is to have the notice tenure calendar align with the Faculty Manual calendar with current procedure and practice.

Motion carries.

Faculty Senate Chair's Report

CHAIR KORSGAARD'S report as read by Dr. Cooper

Everyone participating in Faculty Governance was thanked. There are 180 Senators, and 120 faculty members are involved in committees. Approximately 300 faculty members are working toward the advancement of shared governance, without which the university could not function in the excellent manner as it does.

A brief recap of this past year, in addition to the Faculty Manual changes just voted:

- Standing rules of the Faculty Senate were amended to create a Subjects Resolution Committee to help people create resolutions in a proper form;
- An Ad Hoc committee on sustainability presented their report on divesting from fossil fuel companies;
- INDEV developed a process and structure for reviewing and revising the Carolina Core;

- A new process for developing online programs was created;
- The Committee on Academic Standards elected to extend the test free policy for another year;
- The Committee on Academic Freedom conducted a comprehensive review of all policies and procedures that impact academic freedom;
- The Senate passed the following resolutions:
 - The resolution endorsing AAUP stance on academic freedom,
 - Support for funding on LITE initiative
 - Expression of appreciation to Professor Richard Creswick
 - Resolution to protect the health, safety, and wellbeing of the University of South Carolina Community
 - The Steering Committee lifted the waiver for the exemption of online course approval

The meeting ended at 3:38pm EST