

THE UNIVERSITY OF SOUTH CAROLINA
REGIONAL CAMPUSES FACULTY SENATE MINUTES
USC – COLUMBIA, DANIEL MANAGEMENT CENTER
SEPTEMBER 25, 1998

MORNING SESSION

CALL TO ORDER: Robert Costello, Chair

Professor Costello welcomed all in attendance and introduced our first special guest, Provost Jerry Odom.

“Good morning. I have a few things that I want to talk to you about this morning, then I will be happy answer any questions and have any discussion that you may want to have. The President has been detained in a meeting with a reporter, and that could be very short or very long. I’m delighted that a former student of mine, Bob, is your chair, and I look forward to working with him this year, and I am delighted to be here this morning. I always enjoy meeting with people from the Regional Campuses. One of the things that I have started is having lunch with the five deans. Carolyn West and her office have been most helpful in setting this up. This has been incredibly helpful and very informative. I have enjoyed the interchange and I hear directly from your deans on a regular basis what their concerns and feelings are with respect to what is going on on the Regional Campuses. John May is also involved in that lunch.

“There is an old proverb: may you live in interesting times. We are living in interesting times right now. There are two things that are very much on my mind with respect to the regional campuses; those are the things that I want to talk about first. The first of those is something that we are all dealing with and trying to work through, and that is performance funding. As you know, David Hunter very ably represents the Regional Campuses at Commission meetings, the Committee on Assessments, and so forth. We have a lot of concerns, and we have a lot of problems to work through. We are now in the third year. At the end of this year, as you all know, all funding for higher education is to be allocated through this performance-funding route (Act 359). I saw a listing of all of the higher education institutions earlier this week. I saw the numbers based upon projections of scores that we had last year. Under the Mission Resource Requirement (MRR) formula as it currently exists, the University in Columbia would be down substantially - \$10 million. Four of the five Regional campuses would be up slightly. Sumter would be down \$271,000. As you may imagine, President Palms is very concerned about where we are going to be. The research sector is very concerned, because every one of the three institutions will lose around \$10 million. Who are the gainers as it now stands? The Technical Colleges. That sends a message to the population of the state that we don’t want sent. How are we going to work through this? At this time, I don’t know. The Provosts of MUSC, Clemson, and USC meet fairly regularly on this. We simply are not happy with how this stands right now. We have met with Rayburn Barton, and we are thinking of meeting with other people to see if we can turn around this image. We seem to be painting the wrong kind of image, that we don’t appear to be valuing education. You may have seen the editorial in the State Newspaper

this week with Larry Wilson. I think that you will see the business community taking a much broader and more active role in talking to the Legislature and to candidates for the Legislature when these candidates are asking for money. They will be asking for much more full support for higher education. You'll hear more about this as we move forward this year to set third year benchmarks

"The second issue that everyone from the Regional Campuses is concerned about is the GRS program. I must ask you to have patience with us as we examine the entire GRS issue. There will be some changes made. These changes will affect the Regional Campuses to some degree. We've had several discussions with the Board of Trustees about the GRS program. In my opinion the GRS program in education has gotten out of hand over several years. The Board has clearly mandated to the President and me that we will not do education degree programs through GRS at contract prices. We will do degree programs through GRS at normal tuition prices. If you think through this, it doesn't make sense that we offer a degree program through Columbia for students here who pay normal graduate tuition, but we offer it elsewhere to school districts through GRS for \$3600 per course. That is not to say that we will not offer re-certification courses at contract prices and special courses that school districts ask for at contract prices, but not degree programs. We will probably not offer courses that are involved in a degree program, except perhaps for six credit hours or so. This whole issue of GRS that arose from the early childhood program at USC-L and Ed Wade has created a really intensive internal investigation. The Deans have expressed concern to me about their relationships in their communities with the superintendents and teachers. This change may be painful for some, but this is necessary. They are concerned that courses and some degree programs are going to other institutions, because they are underbidding us. If that is the case, then that is the case. We will offer a quality program in the field just like we do in Columbia, at the same prices. We'll be happy to do these re-certification courses at contract prices.

"There are probably some questions about our search for Dr. Duffy's position. I have been extremely happy with how Carolyn has taken over the interim job. I've known Carolyn for a long time and I've worked with her for a long time. I've never questioned her ability to do this job. We have sent to the Deans and Chairs of Faculty on each campus an announcement for this position. You have elected six members to the search committee. I will appoint five more members as well as the Chair. John Logue has graciously agreed to serve in this capacity. We will be meeting soon. I ask you today to be aggressive in encouraging people to apply. Some have asked if Carolyn may become the permanent appointment to this job. I have adopted the policy as Provost that when I talk to a person about an interim position, I tell them if that they want to be the permanent person, then I don't want he or she to be the interim. Otherwise it creates too many complications. Carolyn and I discussed this at her interim appointment, and she told me that she didn't want the permanent position. I need your help with filling this position.

"This summer I had an excellent meeting with an Ad Hoc Committee on Tenure and Promotion. We had what Don Griener would call "a frank and candid discussion of the issues," a good exchange. At this time I'm looking for something from that committee. We discussed whether each campus should have its own definition of scholarship, or if this should be a single five campus T&P criterion. I have my own

feelings on this, and I will be happy to tell you what they are if you ask, but I know that the Committee is moving forward on that.

"I have another thing that I want to talk about, and you can thank Steve Bishoff about this. Last year by mistake you received an announcement of the Provost's Instructional Development Fund and request for proposals. Others wrote, but Steve was most vocal, in asking, if we're one university and we're asking you to do scholarship and instructional development, why you couldn't share in that fund? I think that Steve was absolutely right about this. I have talked to two of the Deans and I will talk to the other three. The reason that this is taking a little bit of time is that I promised the President last spring in my budget hearing that I would pick up any commitment from the Provost's office from my budget at that time. I would ask no new money for my office. So John Olsgaard and I have carved out \$10,000 for a fund, which I am willing to commit to the Regional Campuses, if each Dean will commit \$2000. So I'm willing to give them five dollars from every dollar that they put into the fund. That will give us a \$20,000 for the Regional Campuses that will be an instructional development and scholarship fund. As soon as I get everything in place for that, you will hear about that in writing.

"Those are the issues that I wanted to talk about this morning, and I will be more than happy to answer any questions that you might have. The President wanted me to go first even before he knew that he was going to be late, because he thought that I would get all the hard questions, and that would leave him the easy ones."

Professor Castelberry (Sumter): "What is the current status of the BAIS proposal?"

A: "Carolyn and I are working on a BAIS proposal that I have agreed to take to Rayburn Barton in an informal way. This is to let him know what we would like for the time being and to ask him if he will work with us and then we'll go from there in developing a long term program."

Professor Castelberry: "Could you elaborate a little?"

A: It may entail as little as keeping things the way they are until we have time to develop a program that we would like to put forward. As you know, Rayburn is very high on distance education. You're shaking your head "no" (laughter). One of the things that I would be interested in seeing is how distance education would work between Sumter and Spartanburg. It's kind of an experiment that is going on now that involves two way audio and video that's supposed to be interactive. I've heard more good things than bad things about that. That is something that we want to see evolve."

Professor Johnson (Salk.): "I was following your GRS prices discussion, but near the end you had a question about quality. I was wondering if your major concern was with price or with quality?"

A: "My major concern was price differentiation. There have been some cases where adjunct faculty were used that we have had some concerns about. This is not wide spread, but there are some adjuncts that we would not have chosen."

Professor Willis (Union): "Recently we have been asked to respond to make suggestions about changes or recommendations regarding the 37 indicators. Do you have any sense on where these suggestions might go?"

A: (David Hunter): "It's hard to predict. You need to look at the big picture. These indicators are connected to money through the MRR formula. You have to go through the exercise. We have found that the rules are dictated, but may be modified a little bit more. We are spending this semester going through the most methodical look, but I would not expect any wholesale changes."

A (Provost): "Tandy, I think that we have higher hopes for the research sector. We think that there will be some small changes. We have a CHE meeting next week. The fact that the three Provosts have gone to Rayburn Barton and said that we don't think that the performance indicators are measuring the true performance of each university may have some effect. There is a colloquium on October 22 that involves all institutions after the sector meetings."

Professor Johnson (Salk.): "Dr Barton was on our campus two weeks ago, and he indicated that the CHE had no plans to go to the Legislature with amendments to the act creating the performance funding mechanism."

A: "The Commission this year is committed to following through the process to see what happens. If it happens as is currently laid out, then there are clearly going to be some problems. It won't be the Commission going to the Legislature; it will be other people going to the Legislature. Then it becomes very political."

Professor Logue (Sumter): "Recently there have been people who have applied for approval to teach 100 and 200 level courses and have been turned down. These people may meet SACS criteria as to graduate hours. It's not a big concern that they are turned down, but the same people can go next door to a Tech. Institution and teach the same courses that then will transfer into USC departments. Is there any chance that we can revisit the question of which courses can transfer?"

A: "I don't know if we can revisit which courses can transfer from the Technical colleges to USC. I would prefer to revisit right now the approval process, and make sure that we are doing this in a consistent fashion. I was not aware of this until recently, and I understand that this has been a problem in education. Clearly education is going to be affected in terms of the GRS program more than other colleges on our campus. I plan to revisit this with Carolyn soon. Recently the five deans met with the interim Education Dean as well as one of the associate deans over lunch to voice some of the concerns. An example of the discussion was how far in advance we have to submit a course request. We want to make it a quality, consistent program that is as friendly to the Regional Campuses as possible."

Professor Chamberlain (Beaufort): "I have a question about the upcoming self-study. Will the University be revisiting the mission statements, particularly the one that affects the Regional Campuses as part of the Columbia Campus? CHE stills sees us as Level I institutions where we are accredited as part of Columbia under an umbrella. It's not well defined, and no one wants to touch it. Will we look at this again in this self-study?"

A: "Thank you for raising this, and this is something that I had intended to talk about. I hope that we will. I made the decision that we would try this alternate method of accreditation as a total university without the other four-year campuses. As you know the four-year campuses are not part of us in accreditation. I went to the SACS meeting in

New Orleans last year and I talked to people from a number of schools, including Virginia Tech and Texas who had gone through this new method and thought that is was very worthwhile. What this involves is writing to SACS and telling them, "Here is what we want to look at and here is what we want to investigate, and here is how we want to do it, and here is why it would be good for us." We have written this proposal. Now this proposal may not be accepted. The proposal has to do with information technology on all the campuses involving in teaching, in research, in administration, in involvement with the students. Dan Baron from our College of Library and Information Science has agreed to write the proposal and head up that part of the study if the proposal is accepted. The other part of this proposal, the institutional effectiveness part, is a smaller version of what has taken place in the past. Peter Becker, who just retired as head of our History Department, has agreed to chair that part of reaccreditation. What we have to do now is submit the proposal to SACS today, to see if they will accept it. If it is not accepted, we will do a full-blown review of effectiveness and we will appoint committees to do that. Mission statements would be reviewed as part of the institutional effectiveness part."

Professor Haist (Beaufort): "I would like some clarification. If the proposal is accepted, will you revisit mission statements specifically on how well they implement technology?"

A: "No, the mission statements will be revisited in terms of the institutional effectiveness part."

Professor Bishoff (Sumter): "In 1990 we were accredited as separate campuses with regards to accreditation. How will that change the way this is done now that we are all family?"

A: "The committees that are set up will have Regional campus participation on matters that affect them. We have talked to other institutions that have gone through this, and we will be visiting some of them. That will give us an idea of how we will involve the Regional Campuses. Perhaps we will have some Regional Campuses committees."

There were no more questions.

Professor Costello: Now let us Welcome President Palms

President Palms:

"Thank you and good morning. I wanted Jerry to go first so that you could get a real good sense of how involved he has been on a day-to-day basis with the regional campuses. He works very well with Carolyn and I'm happy with her job. The Regional Campuses are on our minds. The Lancaster problem with the GRS program is on the radar screen of the Board every day. There is interest in the Legislature and the House Education Committee. It's resulted in an analysis of the financial condition of our campuses: where the resources come from to support the campuses, the enrollment trends. Our Trustees are moving under the assumption that there is immediate transferability among courses between all of our campuses. I'm not comfortable with the fact this is still a problem after they thought they had addressed this several years ago.

We obviously need to do more work on this. I'm not as involved as the Provost on a day-to-day basis. The fact that he knows so many of your first names indicates how much time that he spends dealing with these issues.

"I can give you some overall feelings about the University at this time. We are very concerned about performance indicators, especially MRR performance indicators. We can't afford to have this process take place and have USC lose money. That was not the intention originally. Early on we said that we were tired of being funding on head count and area. We want recognition of quality. We have significantly improved our quality, and yet we get less money. For instance, on this campus we had 10,000 applications for the freshman class. It's a better, smaller class, but we will be penalized. That just won't wash, and it's not washing with the business community. We're going to fight hard this year. I'm concerned about all of the campuses. No one set of campuses should sacrifice for others or benefit at the expense of others. I've agreed to serve as the Chairman of the Council of Presidents. I was surprised that they nominated me. Part of the purpose this year is to get more money and I will be pleased to play that role and use all force to do that. At the same time I want to make sure that the University and its campuses won't suffer as we have a new way of looking at funding. As you may have seen in the morning paper, we're still one of the leading states in poverty. We have 13% of our state still living in poverty. At the same time only 13% of our population have bachelor degrees. There is some correlation between those. We need to produce more baccalaureate degree students. We are still of the conviction that if you start at one of our five Regional Campuses, you are more likely to complete a baccalaureate degree than if you start at some other two-year campus. We are concerned about enrollment trends. The best thing that you can do is (as you've been doing), teach well, advise well, care well for your students, and keep that enrollment strong. Keep communication with your communities. I know that that has been a challenge with the situation with GRS, and working with the superintendents and contract courses. That latter issue has definitely been on our Columbia radar screen. We are trying to deal with the College of Education, but there are certain cultures that have been in existence for a long time. Some of these traditions are things that the central administration and the Board have not been aware of, and we have some concerns about. There are certain charges allowed that have never been approved by the Board. The Board feels that they have the final authority to set tuition rates. They have the right to review this, and they have asked us for an analysis. The formula funding issue is going to be a key issue for us. We got some new money last year, but not nearly enough. We have some in the business community leaning heavily on those running for office statewide. In particular is the office of Governor, where we are trying to get a commitment before the election for support for higher education. We want new members of state government as well as returning ones to have understanding.

"You know about our (Family Fund) campaign; it's still going well. We hope to benefit our Regional Campuses even more than we have in the past. I hope that you are active on your campuses – I know your deans are. We've received calls from some deans about significant pledges from some campuses. I will be happy to help in any way that I can. I will come and help in some "BIG ASKS."

"I'll be happy to answer your questions"

Professor Bishoff (Sumter): "If the MRR funding shift comes about, how will would the loss on the Columbia Campus affect the Regional Campuses?"

A: "It would be an unacceptable loss. It will not happen. We look at this every day. The progress that we have made and are making is not reflected in that right now. We also have a disagreement over the perceived adequacy of funding right now. Who is deciding that, or what studies support that? There are some conclusions that claim that we are adequately funded. We had some consultants come in a few years ago, and they concluded that we are not adequately funded. MRR will not take money from the two and four-year schools and give it to Tech schools."

Professor Costello (Sumter): "I wanted you to know that the Senate will be trying to help with information in regard to this transferability issue. This has been one of our concerns for a number of years. Our ideal of one campus geographically dispersed certainly does not include enormous problems in transferability. We will documenting what we can on this issue and we will pass this on to the Vice Provost."

A: "Thank you."

Professor Johnson (Salk.): "As the newspapers have reported the GRS problems on the Lancaster Campus this summer the administration's response was quite effective and well thought out, but I didn't think that our case in the press or the general public was that strong. The perception of GRS was not good."

A: "That was calculated. I was not prepared in an Op-Ed piece to respond to reporting that was filled with erroneous information. There were insinuations that were not justified by data and evidence. I called the publisher and the editorial board for a meeting, and they came to my office. I sat and challenged them to provide one piece of evidence to support the quote from their paper, "No work was required for some degrees." They had no evidence, either unidentified or attributable. I told them that this was a reckless statement. I was very concerned about this matter and that we instigated an internal investigation. I certainly did not have the freedom to engage in the kind of rhetoric that they were engaged in. The word recklessness is not a word that they like to hear. It's a legal term used preliminary to suing a newspaper. They are yet to provide any evidence. They have some expert investigative reporters who in the past have found information that others could not find. They have not been successful in doing this. All of their sources are our sources. We are concluding our investigation. We have a major report to give the Board on October 22. We may or may not go to papers on the reality of what did happen. We have sent a letter to all teachers that may have been affected by this. We have sent this to 2500 teachers. In that letter I stated there is concern that perhaps some of the courses may not have been at the standard that we want to promote. We offered to teach over any classes to anyone who felt that their courses did not fulfill those expectations. We haven't had but about a dozen calls. Most said, "What do you mean? I worked hard in my courses." If you look at the number of students actually involved with this professor, it's more like 150, not 700. All of that has not been made public. We wanted to wait until after the investigation on this."

Professor West (Salk.): "Is there a concern in the administration or in the Legislature that the reduction in state funding and the higher reliance upon private support is contributing to the privatization of higher education?"

A: "I've heard no such concern. I've been encouraged by the pressure that the private sector has placed on the Legislature to do more in response to the success of private fund raising. I also have related to the Legislature and the members of various committees the success stories of other states that have engaged in matching programs. Some major universities have matching endowments for new programs or have endowed chairs. This is a partnership. I have not heard that this is a substitute for funds that are taken away. Similarly we think that we are being penalized by MRR adjustments. We are being penalized for tuition that we take in. We charge more tuition on the Columbia Campus, and we can justify that on the basis of quality. We still have the applicants. For them to say that here are your needs for your resources and you bring in this much in tuition, and so we're going to reduce your need by this much would take the authority of setting tuition away from the Board and give it to the CHE. We're going to fight that. We should not be docked for that. This is a real tough issue."

Professor West (Salk.): "There is a national trend with a concern with private funding in education that there can be a loss of academic freedom in the classroom with too much corporate involvement."

A: "Well, it hasn't affected Harvard with a \$5 billion endowment, or the University of Virginia with a \$1 billion endowment. Yale turned back a \$20 million grant when there was that sort of pressure, and now they wish they hadn't done that."

Professor Bishoff (Sumter): "How can we help you?"

A: "Advise well. Teach well. The word is out that your faculty care about the students, that you are important to your communities. You are important in economic development and cultural enrichment in your areas. Your campuses are worthy of support and may not be able to be funded strictly on head count and square footage. The local campus have critical masses and are too meaningful to their parts of the state, so while you wouldn't necessarily support those campuses at their particular enrollment, if you take them away, there would be nothing left. They can be justified as economic development, though that shouldn't be the sole way of doing that. Again, this is a way of increasing the baccalaureate degrees in this state, which is very important. That would be my suggestion. We need your help in fighting for parameters that will benefit our campuses. We're trying to decipher this tremendous formula. Even physicists have turned us down to look at this formula. Then you put the MRR in, and they say, "This looks like a nuclear model that you keep changing to fit the data, and in the end it doesn't make any sense at all." That's about where we are. Thank you very much."

At this time Dean Pappin (Lancaster) introduced the new faculty on the Lancaster Campus (all four appointed as assistant professors):

Lisa Rashley (English)

Lori Robison (English)
Eric Wolfe (English)
Todd Scarlett (Biology)

AFTERNOON SESSION

- I. CALL TO ORDER: Robert Costello, Chair
Chairman Costello introduced Don Wedlock, USC Columbia Faculty Senate Chair.
Interim Vice Provost West introduced Heather Green, a new employee in her office. Heather took Victoria's position two months ago. She is a student in the English Department.
Also introduced was Marty Davis, editor for the bulletins of each campus. Marty had previously been at the USC Press. He will be working in David Hunter's office.
West also announced that effective October 1 Mike Schoen and Sally Boyd will begin as Assistant Vice Provosts. They will be responsible for many of the academic issues that the Interim Vice Provost does not have time to address. They will return to credit programs when the Interim Vice Provost returns to her position as Assistant Vice Provost.
Tom Watson president of the Salkehatchie campus SGA was also recognized.
- II. CORRECTIONS AND APPROVAL OF MINUTES OF APRIL 4, 1998.
The minutes were approved.
Professor Johnson (Salk.) asked for clarification of Professor Dockery's salute mentioned on page 6. Professor Barton (Union) responded that as secretary, she was trying to be discrete, while at the same time accurately reflecting what had happened in the meeting. (Laughter)
- III. REPORTS OF UNIVERSITY OFFICERS:
 - A. Regional Campus Deans
 1. Beaufort – Dean Plyler
“We have an unwritten policy of red shirting our new faculty. We didn't bring them today. They need a year of seasoning, and I look forward to introducing them in years to come. They are:
Efram Burk (art history)
John Urbanski (business management)
Carl Eby (Am. Lit.)
We also have a new business officer – Leslie Brunelli
Our enrollment is up, both head count and FTE, especially Hilton Head.
We have enrolled some international students in hotel, restaurant, and

tourism major. We are anticipating approval by the Commission of this program, as well as the criminal justice, BAIS, and the GRS programs. Our renovations in the Sandstone Building are complete. We are delighted with our new library, new computer lab, business office, book store, new student services and registration office. We will now move to the old Beaufort College Building. We are moving forward on our New River site. We are in fund raising now.

We're looking forward to our Scholarship Luncheon on October 9. Our speaker will be an exchange professor from a university in Denmark. Our C-Mat workstation opened to public on October 19.

2. Continuing Education – Associate Vice Provost John May
For the text of the oral report, please see attachment 1.
3. Lancaster – Dean Pappin
Dean Pappin had to leave early. In his absence Professor Nims read the report. The text is attachment 2.
4. Salkahatchie – Dean Clayton
Dean Clayton declined to read the entire report, but he did mention about half the items. Please see attachment 3 for the full text.
5. Sumter – Dean Carpenter – read by Bob Costello
In Dean Carpenter's absence Professor Costello read the report. See attachment 4.
6. Union – Dean Edwards
Please see attachment 5 for the text of Dean Edwards's report.

B. Dr. Carolyn West, Interim Vice Provost and Executive Dean

"The faculty from USC- Sumter was saddened by the of our colleague, Porter Adams last week. He had retired in May of 1997, but was still a part of our campus. He was there for 33 years.

"I always said that it would be hard to fill John Gardners' shoes. That will be real evident, because I don't have a lot to say, and John Gardner always had a lot to say (the secretary thanks you).

"We have taken a room next to my office and equipped it for use by our faculty while in Columbia. The room is 510. There is a computer available and there are desks. We can get you soft drinks. You're welcome to come by when you have a meeting. It will give you a place to hang out rather than the library. You can check e-mail, do word processing, or use the telephone.

"The only other thing that I have is two reports on the T&P results from last year (attachments 6 and 7). The Faculty Manual requires this. The report that is phrased in percentages is the report from the Provost for the Columbia

Campus. You will note that on the Columbia campus, about 75% of the applications were successful. On the Regional Campuses about 75% of the candidates were not successful. Our people are either ill prepared or ill advised when going through promotion or tenure. It appears that some campuses are not aware that if you go up for early promotion from assistant to associate professor, you must be an outstanding candidate for both tenure and promotion. Provost Moeser started the practice of not giving early tenure and only granting early promotion for outstanding cases. This practice is being continued. I want you all to take the responsibility of helping people on your campuses to prepare for tenure and promotion. We have tried to get up some sort of workshops to let people know what they need to do. If you are getting ready to prepare, I will be happy to match you with someone. I want you to take junior faculty under your wing to help them prepare. If you are new faculty, you need to start collecting every bit of information that you can use later. This should not be taken lightly. If you have any questions about the process, your colleagues can help you. This was not talked about when I came in, but when 75% of our people are turned down, we need to improve.”

Chairman Costello asked Professor Don Wedlock, Chair of the USC-Columbia Faculty Senate to address the RCFS.

“One thing that you may not be aware of is that we passed a minus grade policy. Unfortunately, the campus that originated this, Spartanburg, turned it down. Aiken has passed it, so now we have to work on Spartanburg to get this passed. Part of the instigation for this was a forgiveness policy. I don’t know if you were aware of this, but if a student retook a course, that while both grades were reported on the transcript, only the higher grade would be used in computing the GPA. That is currently sitting with the Council of Assistant and Associate Deans at this point. From what I hear, that is not real popular with them. I understand that this is something that Spartanburg wanted really badly, so perhaps we can work a deal here.

“You’ve heard from the President about the problem of performance indicators, and it really is a problem. The CHE is a reasonable bunch, but it doesn’t appear to be an advocacy group for higher education as we know it.

“The other major thing that we are dealing with as a faculty is SACS reaccreditation. You heard from the Provost that we are trying to do an abbreviated focused program for this. On other things, the Budget Committee is trying to get a handle on how the faculty can get more involved in the budget planning process. This committee was formed as a result of the last SACS reaccreditation, and it just hasn’t seem to find its feet in terms of how to integrate faculty perspectives on budget priorities. So we will be working on that. The Advisory Committee will be working on what appears to be becoming a problem – donation driven academic planning. That is, someone ponies up a bunch of money and then expects the University to pony up a department to go along with it. We’re not sure if this is the best way to

approach this. We're grateful for the money, but not so grateful for the marching orders that go with it, so we are seeing how we can approach that.

"The Welfare Committee has a very complicated issue, and let me tell you a little about it. As a general rule, if you are accused in your employment of wrongdoing (for instance, sexual harassment), and you are exonerated from the charges, your employer is required by law to reimburse you for any cost of mounting a defense to the charges. Usually the employee and employer have a common interest in this since the employee is doing things at the behest of the employer. In some situations, the employer and employee, in this case the University and a faculty member, can become adversarial. This is particularly true in sexual harassment cases. When a lawyer is retained, the state Attorney General (AG) must approve the lawyer. The AG doesn't like lawyers who defeat the state, so this results in a sort of black list of successful lawyers who have beaten the state. This may be exactly the kind of people that you need to represent you. Faculty members need to have the freedom to have the best legal representation available without the danger of footing the entire cost of that representation in the event that they are successful. So the Welfare Committee will be exploring this.

"I would urge you to follow Carolyn's advice on tenure and promotion. We would like to think that if we labor in the vineyards, that will be rewarded, but it won't. So keep your documentation, and keep it orderly. Make that a daily or weekly event. I would quibble over early promotion. I know that that is the Provost's position, but it's not the faculty position. Most departments have unit criteria, but there is almost never a duration requirement. They are qualitative, not quantitative. On this campus we continue to fight the University Committee on this and not so much as the Provost.

"That's about all, unless there are questions."

Professor Castleberry (Sumter): "About the grade change: could you estimate the margins of the votes?"

A: "Columbia passed it by a 2:1 margin. I don't know by what margin Aiken approved it. Spartanburg disapproved by a 3:1 margin. The arguments that proved persuasive were also put forward on Columbia. One was that it would be confusing. A C- would not be a C; B- would not be a B. Programs that are based upon GPA would have confusion. That objection was dealt with in Columbia by the recognition that you could put a number by the grade, such as maintaining a B average would be accompanied by (3.0). The other argument put forward was that this proposal would injure some students with financial aid or LIFE scholarships. Some students would fail to qualify for these. The argument against this that prevailed in Columbia was that a B+ is 3.5, while an A- is 3.67. Some of the minuses will become pluses with a gain in GPA. Over the course of a semester these should wash out, except for consistently marginal students."

) Professor Bishoff (Sumter): In discussions about MRR, I have heard that some Columbia Faculty members believe that the Regional Campuses are part of the Technical College system."

A: "There are some faculty members here who keep gaggles of geese from which they cut their own quills. I understand that you are part of the USC system."

"Thank you very much."

IV. REPORTS FROM STANDING COMMITTEES

A. Rights and Responsibilities – Professor John Logue

"The R&R Committee discussed several issues this morning. There are two motions from the Committee (attachment 8) relating to tenure and promotion procedures. The Committee also discussed a document from a subcommittee of the Academic Council. The subcommittee met with the Provost and Associate Provost Greiner last spring to determine definition and parameters of scholarship as they relate to promotion and tenure. The parameters were accepted after much discussion, but the Committee was challenged to provide definitions of the terms effective and distinguished as they relate to scholarship and distinguished as it relates to teaching. The subcommittee met this summer and worked to prepare a document that defines these terms. This document was presented to the R&R committee today. Our purpose is to solicit input from the faculty. So if you would, please disseminate these to your faculty for discussion. In essence this is in response to the Provost and Associate Provost. In a few weeks this will be sent to the Provost for their opinion, and we would like to append any concerns that you may have relative to these definitions.

"We also began to look at the general grievance procedure found in Appendix 3 of the Faculty Manual. A couple of suggestions for possible changes to these procedures were circulated. We began the process of faculty discussion of this. This should be disseminated for faculty input so that in our next meeting we can proceed with motions for changes to the grievance procedure.

"The first motion that we are presenting today was made at April meeting, but was remanded back to the Committee for further review. It has been changed very little. This is relative to grievances and appeals procedures dealing with T&P and how the appeals are described in letters sent to applicants for tenure and promotion. The proscribed text of the letters has led to some confusion. The guide to T&P procedures, which is Appendix 5 of the Regional Campuses Faculty Manual and references to appeals on page C-7, paragraph 1 indicate that appeals lodged on the basis of T&P decisions are to be submitted to Vice provost after notification from President. In Table 1 in Appendix 5 there is a flow chart says otherwise. There it says the appeal should be made after notification by the Board of Trustees. Our first motion

would move that the letter of notification specified on page C-6 be altered (see motion 1 on attachment 8). I might add that if we make this change, it will necessitate changing the aforementioned flow chart as well.”

At this point a question arose if this motion should be acted upon immediately or during new business or old business. It was opined by some that since this motion had been previously remanded to the R&R Committee, this was actually new business, while others felt that the fact that it had been remanded and subsequently reworded and was substantive, it amounted to new business. The Chair ruled that it was not substantive and that we would vote on it at the conclusion of the meeting, but some senators thought that since it altered the manual it should be substantive. The Chair suggested that the Senate could overrule his ruling. Professor Macias (Sumter) made a point of order that that would require a 2/3 vote.

“The second motion (also on attachment 8) from the R&R Committee regards section 8 in the Regional Campuses Guide to T&P (Appendix). This motion allows for obtaining a transcriptions of justifications of T&P decisions.”

B. Welfare –Professor Noni Bohonak

The oral report is more fully discussed in attachment 9. One correction to that written report is that the salary study for each campus is listed in increments of \$4000, not \$3000. The salary study is attachment 10.

C. System Affairs – Professor Steve Bishoff

“Our committee continued work over development of a comprehensive literature search on distance education. Bet Levine spear headed this. She has written a brief paper on this and along with others will write a complete report that hopefully will appear on the web page. David Deckard in the office of the Vice Provost is working on a couple of concepts of how we can inform our colleagues on other campuses of what we do and what we can do. He is working on a book that lists what faculty are doing so that we can share resources. He is working on getting a publication on the Columbia web site of grants in progress so that members of the Regional Campuses faculties may contribute or participate in these. We reviewed our charges.”
Subcommittees to address each charge were announced.

D. Executive Committee – Professor Danny Faulkner

“In our meeting this summer we developed the committee charges. The Executive Committee also met two weeks ago, though I was unable to attend

) that meeting. Noni Bohonak kindly agreed to take notes of that meeting, which she did very well. At both meetings general issues of concern to the Regional Campuses were discussed with the Interim Vice Provost. A full report is found in attachment 11."

There were two questions:

Professor Castelberry (Sumter): "I noticed that none of the committee reports mentioned coming to a vote on the grade change plan coming from Columbia."

A: "This was not discussed."

Professor Chamberlain (Beaufort): "What are the dates of RCFS meetings this year?"

A: "Thank you for mentioning that. I don't have them here before me."

Professor West (Salk.): "I have them:

November 20	Union
February 19	Lancaster
April 9	Beaufort

V. REPORTS FROM SPECIAL COMMITTEES

A. Committee on Libraries – Professor John Catalano

"There has been no meeting yet and there are no meetings scheduled yet.

B. Committee on Curricula and Courses – Professor Robert Castleberry

Professor Castleberry gave a very entertaining report, any description of which would fall far short of the actual performance. The next best thing is written report, which is attachment 12.

C. Committee on Faculty Welfare – Professor Nims

A written report is attachment 13.

D. Faculty-Board of Trustees Liaison Committee – Professor Kay Oldhouser

A written report is attachment 14.

E. Research and Productive Scholarship (vacant)

Since there was a vacancy, there was no report.

F. Other Committees

1. Insurance and Annuities – Professor Bill Bowers. There was no report.

2. Ad Hoc Committee on Teaching Effectiveness – Professor Roy Darby

"I have no report, but I have a few comments and a recommendation. This committee has existed for several, and I have been involved in it since its inception. It was reconstituted last year because of what appeared to be a window of opportunity for the Regional Campuses to take the lead

) upgrading our process of student evaluations. As it turns out, that window is closed. It is my thinking that the primary purpose of student evaluations is no longer faculty improvements but rather is to fulfill requirements. We currently have two sets of requirements. One is handed down from the CHE and the other is from the Provost. Therefore the campus's evaluation forms now incorporate both sets of questions. This morning I brought up the question of continuing the ad hoc committee during the meeting of the System Affairs Committee, and we were in nearly unanimous agreement that at this point to pursue a uniform system of student evaluations is probably a futile and extensive endeavor. Therefore I recommend to the Chair that this ad hoc committee not be reconstituted. The one issue remaining of delineating what constitutes distinguished teaching is being addressed by the R&R Committee."

3. Conflict of Interest Committee – Professor Tandy Willis
"That Committee has not met."

VI. SPECIAL ORDERS

Election of a new representative to the Research and Productive Scholarship Committee

| Professor Scarlett (Lancaster) and Professor Privett (Sumter) were placed into nomination.

After a brief discussion in how the vote should proceed, it was pointed out that the vote should be by secret ballot. A motion to suspend the rules to vote by a show of hands passed by the required 2/3 majority. Professor Scarlett was elected by a hand vote.

VII. UNFINISHED BUSINESS- none

VIII. NEW BUSINESS

There were two motions from the R&R Committee. The first motion dealt with altering the wording of the letter sent to candidates for tenure and promotion (see attachment 8). That motion had already been ruled non-substantive by the Chair, and passed with no further discussion.

| The second motion was a change to Appendix 5, section 8 of the Faculty Manual to permit the request of a transcription of the justifications of tenure and promotion decisions (see attachment 8). There was much discussion at this time, particularly by Professors Castleberry (Sumter), Johnson (Salk.), and Catalano (Lancaster), Faulkner (Lancaster), and several others that did not identify themselves. One question was what is meant by "transcription." Would it be a

copy, or would it be edited or redacted? It was answered that a transcription is a retyping of the justifications, rather than a photocopy so they the authors can be identified. Another question was if the request for a transcription constituted the initiation of the grievance procedure. It was answered that it would be, but that a candidate could withdraw the grievance. It was also pointed out that the wording of the proposed change states that the transcription should be requested after notification by the Board, but that in a negative decision, there is no notification by the Board. The R&R Committee Chair responded that it is the intent to allow those with positive decisions to see the justifications as well. There was much concern that if the request constituted the initiation of the grievance procedure, then time limits would be invoked at that time, and that that could work to the disadvantage of applicants.

At this point the Chair ruled that the motion was substantive, and asked that senators take this motion back to their campuses for faculty input. Further discussion occurred as to why one should have to grieve merely to gain information. Another question was if the "desire to grieve" is the same as notification to grieve. That question was not fully answered. Many senators expressed that this needs to be clarified. It was asked if there is a time limit within which the administration must comply with the request for the transcription. It was answered that there is a time limit within the grievance procedure. If this request for information is not a grievance, then why does the grievance timetable apply? Many thought that this required more attention as well. Overall there was much disagreement about what this motion would actually mean and how it should be interpreted.

Eventually Professor Nims (Lancaster) called a point of order that the Chair has already ruled this motion is substantive, and so we should move on. The Chair responded that it was important that we have this discussion now so that we can air the relevant issues now so that progress can be made on this. It was also decided that the R&R Committee should make some changes in the motion in response to some of the issues and concerns brought up today. Professor Washington (Continuing Education) asked when would we see this motion. It was responded that a copy would be delivered through e-mail.

Professor Willis (Union) asked if given the confusion, was it not best to remand the motion to the R&R Committee. The Chair argued against this. Professor Macias (Sumter) suggested that since the Chair has already decided to essentially do just this, Professor Willis's motion should be ruled out of order and that we should proceed with other business. The Chair agreed.

IX. ANNOUNCEMENTS

Professor Castleberry asked if Room 510 has a Jacuzzi.

Dean Edwards stated that he is looking forward to having the RCFS meeting on November 20 mtg on his campus, and that further information will be sent later.

Professor Chamberlain asked if everyone was aware that each campus must come up with a post-tenure review process by January.

X. ADJOURNMENT

ATTACHMENT 1

REPORT FOR CONTINUING EDUCATION JOHN P. MAY, ASSOCIATE VICE PROVOST FOR CONTINUING EDUCATION

For the Academic Credit Programs area of Continuing Education there are fewer courses being offered this fiscal year. The number of courses was reduced in order to make funds available for adjunct and graduate teaching assistant pay increases. The floor for teaching a 3-hour course has been raised from \$1700 to \$2000. While there are fewer courses, the enrollments are quite strong.

For the Non-Credit Programs area of Continuing Education the conferences for the fall semester will begin in October and end in early December with eight major activities. Educational Travel Programs will be conducting 5 tour offerings. The Short Course Program is underway with a full slate of courses including a new certificate program in Computer Information Management.

Faculty Senators:

David Bowden
Linda Allman
Nancy Washington

Continuing Education representative to the Columbia Faculty Senate is David Bowden. Elected member for the Vice Provost and Executive Dean Search Committee is Sally Boyd.

ATTACHMENT 2

1. We have just met our supplementary fund-raising goal on our new Arts & Sciences Building, of \$1.6 million last week. Our grand total of funds raised or pledged on the new building now totals approximately **\$8 million**. The construction of the new building is well under way, and just maybe, it might be ready by September 1999.

2. The Honorable Sam R. Foster, II, was our guest speaker this week for our Annual Fall Convocation. He gave a truly inspirational address, encouraging our students to complete the educational journey, and emphasizing the importance of the model of integration as an ideal necessary for our nation. The Hon. James Bradley introduced Mr. Foster.

3. Distinguished Professor of English, Matthew Bruccoli led our Freshman Students in our Annual Freshman Year Reading Experience, with a guest lecture and classroom appearance on the short stories of F. Scott Fitzgerald. Prof. Bruccoli also spoke before a USCL Faculty Colloquium. He brought with him samples of Fitzgerald's original manuscripts which are housed in the USC Cooper Library Rare Book Collection.

That concludes my report.



OFFICE OF THE DEAN

DATE: September 24, 1998

TO: Regional Campuses Faculty Senate

FROM: Carl A. Clayton

SUBJECT: Report to Regional Campuses Faculty Senate

1. Stabilization of the former Howard Johnson's restaurant to the campus Bookstore/Student Center should be completed in early fall, providing needed space for both activities.
2. Dr. Gail Gibson, Associate Dean for Academic Affairs began work on September 21.
3. The 1998 Dove Shoot reception will be held November 23 and the field activities November 24. Location to be announced. This is the 15th year for the Dove Shoot.
4. The annual Legislative Dinner is scheduled for November 10.
5. The 1998 U.S.C. Salkehatchie Convocation was a success. Dr. Rayburn Barton was guest speaker.
6. Congratulations to Mr. Andy Thomas and staff for a successful OSP program. Currently 77 students are being served by this grant-funded program.
7. The U.S.C. Salkehatchie Leadership Center Retreat was held September 22 and 23 at Hickory Knob State Park to chart direction for the Leadership Center.
8. Last year was an organizational year for Tech Prep. This year committees are functioning and establishing objectives and goals.

Thank you.

CAC:pt

ATTACHMENT 4

REPORT FROM LES CARPENTER TO THE REGIONAL CAMPUS FACULTY SENATE, 9/25/98

I send my regrets at not being able to deliver these remarks to you personally. My absence is due to an unavoidable scheduling conflict with a donor-related event on the Sumter campus.

Since last reporting to this faculty body last spring, there have been a number of notable events and activities involving USC Sumter.

Changes involving faculty include Dr. Richard Bells' promotion to full professor; Dr. Susan Hendley's receipt of tenure; Dr. Mainland Rose's receipt of tenure and promotion to associate professor; Mr. Jack Doyle's resignation as chair of the division of arts and letters and his return to full-time teaching; Ms. Cara-lin Getty's appointment as chair of the division of arts and letters; Dr. Jean-Luc Grosso's appointment to a tenure-track position as assistant professor; Dr. Carolyn West's appointment as interim Vice Provost and Executive Dean for Regional Campuses and Continuing Education; Dr. Pearl Fernandes' appointment to a term position as visiting assistant professor of biology; Dr. Teresa Smith's appointment to a term position as instructor of economics.

Recently, John Logue was appointed to chair the search committee for the new permanent Vice Provost and Executive Dean for Regional Campuses and Continuing Education.

Over the summer, several renovation projects were completed, resulting in new office space for the Division of Science, Mathematics, and Engineering, and the Division of Business Administration and Economics. Also, a new Direct Inward Dialing telephone system was installed, resulting in new extension numbers for all telephones at USC Sumter. Another major project nearing completion in about two weeks is the upgrading of faculty computers, at which point all USC Sumter faculty will be on a Windows 95 platform, with a Pentium chip, and connected to Groupwise e-mail and scheduling.

Also, over the summer, two USC Spartanburg bachelor's degree programs (in Elementary Education and Early Childhood Education) were fully implemented at USC Sumter **as distance education programs**. In support of these new programs, new completely interactive compressed video/audio technology was installed, classrooms and offices were renovated, and a new technical support staff position was filled. The unbudgeted start-up costs to USC Sumter for these programs are \$149,000. Financial assistance has been requested from the Provost, who is still seeking sources of possible assistance. These two programs replace the single program previously and only partially offered at USC Sumter by Coastal Carolina University, and bring to six (6) the number of bachelor's degrees available to students on the Sumter campus in cooperation with other campuses of the University.

As a result of an unexpectedly large enrollment decline (approximately 10%) this fall semester, USC Sumter's revenues for this fiscal year will be lower. Accordingly, the Sumter campus has prepared revised budgets to accommodate these lower revenues. As always, core academic functions and services will be protected as much as possible.

On behalf of the Sumter campus, I offer each of you good wishes for a challenging and successfully year. And, I offer my thanks to Dr. Bob Costello for delivering these remarks to you in my absence.

Les Carpenter

Dean of the University

ATTACHMENT 5
DEAN'S REPORT
USC UNION
REGIONAL CAMPUSES FACULTY SENATE
SEPTEMBER 25, 1998

Dean Jim Edwards reported on the following:

- **Fall Enrollment**

	<u>1998</u>	<u>1997</u>	<u>Change</u>
Headcount	357	365	-7.2%
FTE	168	177	-5.2%

- **USC Union's Community Arts Series**

Nov. 16, 1998 "Beauty Stands Alone – A Southern Gothic Comedy"

Jan. 28, 1999 Andrew Brown, Pianist

Feb. 9, 1999 Orisirisi (African Folklore)

Mar. 18, 1999 John Tudor, Magician

- USC Union, Piedmont Tech and Laurens County are working together to establish a Higher Education Center in Laurens. King Dixon is USC Union's representative on the task force. He also chairs USC Union Laurens advisory committee.
- The Truluck Activities Center is in the planning stage for renovation. Plans call for bids to be let in December with construction to begin in January 1999.
- The 3rd Annual Juvenile Justice Conference will be held on the USC Union campus on October 9th. This year's theme is "Joining Together: the Faith Community's Role in Juvenile Justice."
- This fall's Continuing Education department is having an active semester. The program includes:

Yoga rose growing genealogy	ballroom dancing SAT preparation grant writing	money management computer skills holiday decorating	calligraphy
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ATTACHMENT 6

1997-98 Tenure and Promotion Cycle: The Provost's Report to the Faculty

"The Provost will report annually to the General Faculty the results of the tenure and promotion process. The report must contain statistics that show the percentage of agreement between the President's, UCTP's, Provost's, Deans', and Chairs' recommendations in tenure and promotion decisions, and the positive and negative vote of the local units taken as a whole."

Below are the figures as of August 24, 1998.

Total decisions (both tenure and promotion) in 1997-98: 71.

President agreed with UCTP in 66 of 71 decisions (93%).

President agreed with Provost in 62 of 71 decisions (87%).

President agreed with Deans in 57 of 71 decisions (83%).

President agreed with Chairs in 53 of 64 decisions (some units do not have Chairs) (83%).

UCTP agreed with Provost in 56 of 71 decisions (79%).

UCTP agreed with Deans in 52 of 71 decisions (73%).

UCTP agreed with Chairs in 50 of 64 decisions (some units do not have Chairs) (78%).

Provost agreed with Deans in 64 of 71 decisions (90%).

Provost agreed with Chairs in 52 of 64 decisions (some units do not have Chairs) (81%).

Deans agreed with Chairs in 52 of 64 decisions (some units do not have Chairs) (81%).

Positive local unit votes (both tenure and promotion): 67 of 71.

Negative local unit votes (both tenure and promotion): 4 of 71.

ASSOCIATE PROFESSOR TO PROFESSOR

CAMPUS COMM.		ACADEMIC DEAN		CAMPUS DEAN		RCTP COMM.		VICE PROVOST		PROVOST	
P	T	P	T	P	T	P	T	P	T	P	T
Yes		Yes		Yes		No		No		No	

ASSISTANT PROFESSOR TO ASSOCIATE PROFESSOR

CAMPUS COMM.		ACADEMIC DEAN		CAMPUS DEAN		RCTP COMM.		VICE PROVOST		PROVOST	
P	T	P	T	P	T	P	T	P	T	P	T
Yes		Yes		Yes		Yes		Yes		No	
No	No	Yes	Yes	Yes	Yes	Yes	No	No	No	No	No
No	No	Yes	Yes	Yes	Yes	Yes	No	No	No	No	No
Yes				Yes		Yes		Yes		No	
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

ASSOCIATE PROFESSOR TO FULL PROFESSOR

CAMPUS COMM.		ACADEMIC DEAN		CAMPUS DEAN		RCTP COMM.		VICE PROVOST		PROVOST	
P	T	P	T	P	T	P	T	P	T	P	T
No				Yes		No		No		No	
Yes		Yes		Yes		Yes		Yes		Yes	
Yes		Yes		Yes		Yes		Yes		No	
Yes		Yes		Yes		No		Yes		No	

ASSOCIATE PROFESSOR TO ASSOCIATE PROFESSOR W/ TENURE

CAMPUS COMM.		ACADEMIC DEAN		CAMPUS DEAN		RCTP COMM.		VICE PROVOST		PROVOST	
P	T	P	T	P	T	P	T	P	T	P	T
	Yes		Yes		Yes		Yes		Yes		Yes
	Yes				Yes		Yes		Yes		Yes

GRIEVANCE PROCEDURES ATTACHMENT 8

Motion Remanded to Committee:

Relative to issues of grievances/appeals as they appear in the Regional Campuses Faculty Manual (RCFM), the letters prepared and sent to candidates by the Regional Campuses Tenure and Promotion Committee have led to confusion. The Guide to Regional Campuses Tenure and Promotion Procedures (Appendix V of the RCFM) and references to the appeals procedure on page C-7, paragraph 1 indicate that appeals lodged on the basis of Tenure and Promotion decisions are to be submitted to the Vice Provost and Executive Dean of Regional Campuses and Continuing Education after the candidate has received the letter of notification from the President. (Table 1, Appendix V actually indicates that the candidate may appeal after notification from the Board of Trustees.)

Therefore, the Rights and Responsibilities Committee moves that the specified wording of letters (RCFM section C page 6) to tenure and promotion candidates be changed to read: "If you wish to appeal the committee's action with regard to ____, you may do so by writing to the office of the Vice Provost as outlined in the Regional Campuses Faculty Manual, Grievance Procedure (Appendix III). The process of appeal should be initiated no sooner than receipt of written notification from the President."

The above change would necessitate altering the flow chart (RCFM, Table1, page F-17) to indicate that the candidate may appeal through the grievance procedure after notification by the President.

The Rights and Responsibilities Committee makes the motion that: Section VIII in the Guide to Regional Campuses Tenure and Promotion Procedures (RCFM, Appendix V) be changed to read: "A candidate may request a transcription of the recommendation and justifications of all levels of review. This request may be in the form of a letter to the Vice Provost and Executive Dean of Regional Campuses expressing the candidate's desire to appeal through the grievance procedure. An applicant also may request this information by writing to the Vice Provost after receiving notice from the Board of Trustees of its final disposition of his or her petition for promotion and/or tenure."

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ATTACHMENT 9

Welfare Committee Meeting
9/25/98
USC Columbia

Present:

Noni Bohonak, chair - Lancaster
Tye Johnson - Salk.
Sal Macius - Sumter
Lisa Rashley - Lancaster
Bob Kearse - Union
Ron Tuttle - Beaufort
Bonnie Lawrence (alt for Carla Curran) - Beaufort
Bill Tucker - Sumter
David Bowden - CE

Members met to review the charges for the 1998-1999 year and to continue with the work done during the previous year. The following issues were discussed:

1. Salary Study
Salary information was distributed to each representative for further discussion at the next meeting. Each campus has a printout of the salary information for faculty members, listed in increments of \$7,000 for salaries under \$50,000. In addition, a sheet of information was included, showing percentage pay raises by campus. Representatives from each campus will report back on the way that salaries are determined on their campuses.
2. Technology Study
Members will continue the study of the technology available to faculty for research and other scholarly endeavors. A report will be given at a later date after the information has been reviewed.
3. Campus Computer Policy
Members were asked to gather information about computer policies on each campus. The committee members will study this information to determine if there is a big difference between the way each campus sets policy and if it varies with Columbia policy.
4. Faculty Discipline Policy
A discussion of the existing methods for disciplining faculty and the possibility of faculty coming up with some type of discipline ensued and the member decided that this would be passed on the Rights and Responsibility Committee.
5. Old Business
Bill Tucker reported that the summary information from last year had just been received and he will report on it at the next meeting.

Noni Bohonak - chair

UNIVERSITY OF SOUTH CAROLINA
REGIONAL CAMPUSES FY 98-99 SALARY SURVEY

DEPARTMENT/CAMPUS: 17220 USC BEAUFORT

09/15/98

NAME	INTERNAL TITLE(S)	PAY FP BASIS	FY 1998-99 BASE SALARY OR FOI SALARY RANGE	FY 1998-99 9 MNTH EQUIV BASE SALARY OR FOI SALARY RANGE	TOTAL EARNINGS BY FOI SALARY RANGE FOR FY 1997-98	YRS AT USC
BLAIR, JR., JOHN P	ASSOC. PROFESSOR DEPT CHAIR	F 9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$51,691	11.1
BOULWARE, RICK D	ASSOC. PROFESSOR DEPT CHAIR	F 9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$46,001 TO \$49,999	18.7
BURK, EFRAM L	ASST PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000		0.1
CALVERT, CHARLES	INSTRUCTOR	F 12	\$38,001 TO \$42,000	\$34,001 TO \$38,000	\$30,001 TO \$34,000	1.1
CHAMBERLAIN, ELLEN E	PROFESSOR	F 12	\$54,010	\$42,001 TO \$46,000	\$51,320	20.2
CORDRAY, WILLIAM T	ASSOC. PROFESSOR	F 9	\$42,001 TO \$46,000	\$42,001 TO \$46,000	\$38,001 TO \$42,000	24.7
CROSS, RANDALL E	ASST PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$39,000	\$30,001 TO \$34,000	4.1
CURRAN, MARY C	ASST PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$34,001 TO \$38,000	1.1
DARBY, ROY O	ASSOC. PROFESSOR DEPT CHAIR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$42,001 TO \$46,000	9.1
DAVIS, MARTHA L	INSTRUCTOR	F 12	\$46,001 TO \$49,999	\$38,001 TO \$42,000	\$38,001 TO \$42,000	1.1
EBY, CARL P	ASST PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000		0.1
FLOWERS, MARY E	INSTRUCTOR	F 12	\$22,001 TO \$26,000	\$18,001 TO \$22,000	\$22,001 TO \$26,000	5.1
HAIST, GORDON K	PROFESSOR	F 9	\$46,001 TO \$49,999	\$46,001 TO \$49,999	\$42,001 TO \$46,000	24.1
HARSHBARGER, RONALD J	PROFESSOR	F 9	\$50,540	\$50,540	\$51,712	2.1
LAWRENCE, BONITA	ASST PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$42,001 TO \$46,000	2.1
LONGEST, JANICE H	INSTRUCTOR	F 12	\$22,001 TO \$26,000	\$18,001 TO \$22,000	\$22,001 TO \$26,000	5.9
MALPHRUS, PATRICIA E	VISITING ASST. PROF	F 9	\$26,001 TO \$30,000	\$26,001 TO \$30,000	\$2,000 TO \$6,000	0.1

ATTACHMENT 10

UNIVERSITY OF SOUTH CAROLINA
REGIONAL CAMPUSES FY 98-99 SALARY SURVEY

DEPARTMENT/CAMPUS: 17225 USC BEAUFORT

09/15/98

NAME	INTERNAL TITLE(S)	PAY FP BASIS	FY 1998-99 BASE SALARY OR FOI SALARY RANGE	FY 1998-99 9 MNTH EQUIV BASE SALARY OR FOI SALARY RANGE	TOTAL EARNINGS BY FOI SALARY RANGE FOR FY 1997-98	YRS AT USC
WEEKS, LILA N	ASSOC. DEAN ASSOC. PROFESSOR	F 12	\$59,462	\$46,001 TO \$49,999	\$59,316	20.1
MEZARIC, VINCENT P	ASSOC. DEAN ASST PROFESSOR	F 12	\$55,813	\$42,001 TO \$46,000	\$54,119	24.1
MILLER, CHARLES S	ASSOC. PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$38,001 TO \$42,000	24.1
MULKEY, LYNN M	ASSOC. PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$38,001 TO \$42,000	3.1
MURPHY, FRANK N	INSTRUCTOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$18,001 TO \$22,000	0.1
ODOM, JR., THOMAS P	ASSOC. PROFESSOR OTHER	F 12	\$54,676	\$42,001 TO \$46,000	\$57,991	24.1
PLYLER, CHRIS P	DEAN PROFESSOR	F 12	\$98,340	\$80,460	\$94,557	19.9
ROWLAND, LAWRENCE S	PROFESSOR	F 9	\$53,414	\$53,414	\$50,623	27.1
SPROATT, ROD H	PROFESSOR	F 9	\$42,001 TO \$46,000	\$42,001 TO \$46,000	\$59,971	22.1
SPROUL, GORDON D	PROFESSOR	F 9	\$46,001 TO \$49,999	\$46,001 TO \$49,999	\$57,108	23.1
TOMBE, SHEILA J	ASST PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$38,001 TO \$42,000	6.1
TUTTLE, JR., ROLAND L	PROFESSOR DEPT CHAIR	F 9	\$56,814	\$56,814	\$64,658	15.2
UPSHAW, JANE T	ASSOC. PROFESSOR DIRECTOR	F 11	\$52,601	\$42,001 TO \$46,000	\$52,982	12.7
URBANSKI, JOHN C	ASST PROFESSOR	F 9	\$38,001 TO \$42,000	\$38,001 TO \$42,000		0.1
VILLENA-ALVAREZ, JUANIT I	ASST PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$34,001 TO \$38,000	4.1

UNIVERSITY OF SOUTH CAROLINA
REGIONAL CAMPUSES FY 98-99 SALARY SURVEY

DEPARTMENT/CAMPUS: 17440 USC SUMTER

09/15/98

NAME	INTERNAL TITLE(S)	FP	PAY BASIS	FY 1998-99 BASE SALARY OR FOI SALARY RANGE	FY 1998-99 9 MNTH EQUIV BASE SALARY OR FOI SALARY RANGE	TOTAL EARNINGS BY FOI SALARY RANGE FOR FY 1997-98	YRS AT USC
ANDERSON, STEPHEN T	ASSOC. PROFESSOR	F	9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$52,187	8.1
ARL, ELLEN M	PROFESSOR	F	9	\$50,317	\$50,317	\$46,001 TO \$49,999	24.1
BARRETT, JOHN W	PROFESSOR	F	9	\$46,001 TO \$49,999	\$46,001 TO \$49,999	\$59,817	19.1
BECKER, MICHAEL S	ASSOC. PROFESSOR	F	9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$42,001 TO \$46,000	20.1
BELL, RICHARD S	PROFESSOR	F	9	\$42,001 TO \$46,000	\$42,001 TO \$46,000	\$34,001 TO \$38,000	11.1
BISHOFF, STEPHEN T	ASSOC. PROFESSOR	F	9	\$42,001 TO \$46,000	\$42,001 TO \$46,000	\$55,602	7.1
BORYCKI, CHRISTINE	ASST PROFESSOR	F	9	\$42,001 TO \$46,000	\$42,001 TO \$46,000	\$46,001 TO \$49,999	4.1
CARPENTER, C.LESLIE	DEAN	F	12	\$95,161	\$77,859	\$92,270	5.1
CASTLEBERRY, ROBERT B	PROFESSOR	F	9	\$46,001 TO \$49,999	\$46,001 TO \$49,999	\$67,614	21.1
COOK, CHARLES K	PROFESSOR	F	9	\$46,001 TO \$49,999	\$46,001 TO \$49,999	\$62,284	10.1
COSTELLO, ROBERT C	PROFESSOR	F	9	\$46,001 TO \$49,999	\$46,001 TO \$49,999	\$58,960	22.1
COYNE, ANTHONY M	ASSOC. DEAN PROFESSOR	F	12	\$75,146	\$61,483	\$80,000	1.2
CRAVEN, LONNIE L	DIRECTOR INSTRUCTOR	F	12	\$60,637	\$46,001 TO \$49,999	\$59,599	8.0
CURLOVIC, DONALD L	PROFESSOR	F	9	\$51,054	\$51,054	\$51,212	20.2
CURLOVIC, MARGARET W	INSTRUCTOR	F	9	\$22,001 TO \$26,000	\$22,001 TO \$26,000	\$26,001 TO \$30,000	4.1
DECKER, DAVID F	ASST PROFESSOR	F	9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$38,001 TO \$42,000	4.1
DENNY, III, CHARLES F	PROFESSOR	F	9	\$53,996	\$53,996	\$62,174	23.1

UNIVERSITY OF SOUTH CAROLINA
REGIONAL CAMPUSES FY 98-99 SALARY SURVEY

DEPARTMENT/CAMPUS: 17440 USC SUMTER

09/15/98

NAME	INTERNAL TITLE(S)	PAY FP BASIS	FY 1998-99 BASE SALARY OR FOI SALARY RANGE	FY 1998-99 9 MNTH EQUIV BASE SALARY OR FOI SALARY RANGE	TOTAL EARNINGS BY FOI SALARY RANGE FOR FY 1997-98	YRS AT USC
DOYLE, III, JOHN J	PROFESSOR	F 9	\$53,358	\$53,358	\$69,004	25.1
FERGUSON, JANE J	PROFESSOR	F 12	\$56,281	\$46,001 TO \$49,999	\$54,938	25.2
FERNANDES, PEARL R	VISITING ASST. PROF	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000		0.1
FITZGERALD, BERNARD F	ASSOC. PROFESSOR	F 9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$46,001 TO \$49,999	12.1
GAGNE, JR., ARMAND J	ASSOC. PROFESSOR	F 9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$51,426	17.5
GETTY, CARA-LIN L	DEPT CHAIR PROFESSOR	F 12	\$62,798	\$51,380	\$52,201	20.1
GRAY, JEAN E	ASSOC. PROFESSOR	F 9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$38,001 TO \$42,000	22.1
GROSSO, JEAN-LUC	ASST PROFESSOR	F 9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$34,001 TO \$38,000	1.1
HALTER, JR., VINCENT F	ASSOC. DEAN INSTRUCTOR	F 12	\$69,205	\$56,622	\$57,244	17.1
HAMPTON, HAYES D	INSTRUCTOR	F 9	\$22,001 TO \$26,000	\$22,001 TO \$26,000	\$26,001 TO \$30,000	1.1
HENDLEY, SUSAN G	ASSOC. PROFESSOR	F 9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$38,001 TO \$42,000	6.1
KHER, HEMANT V	ASST PROFESSOR	F 9	\$42,001 TO \$46,000	\$42,001 TO \$46,000	\$46,001 TO \$49,999	5.1
KINGKADE, HOWARD C	INSTRUCTOR	F 9	\$22,001 TO \$26,000	\$22,001 TO \$26,000	\$30,001 TO \$34,000	1.1
LOGUE, JOHN F	DEPT CHAIR PROFESSOR	F 12	\$64,977	\$53,163	\$73,005	25.1
MACDONALD, NANCY E	ASSOC. PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$34,001 TO \$38,000	9.7
MACIAS, III, SALVADOR	PROFESSOR	F 9	\$46,001 TO \$49,999	\$46,001 TO \$49,999	\$52,906	14.1

UNIVERSITY OF SOUTH CAROLINA
REGIONAL CAMPUSES FY 98-99 SALARY SURVEY

DEPARTMENT/CAMPUS: 17440 USC SUMTER

09/15/98

NAME	INTERNAL TITLE(S)	PAY FP BASIS	FY 1998-99 BASE SALARY OR FOI SALARY RANGE	FY 1998-99 9 MNTH EQUIV BASE SALARY OR FOI SALARY RANGE	TOTAL EARNINGS BY FOI SALARY RANGE FOR FY 1997-98	YRS AT USC
MANESS, DINFORD G	PROFESSOR	F 9	\$42,001 TO \$46,300	\$42,001 TO \$46,000	\$42,001 TO \$46,000	24.2
MYERS, JR., JOHN T	DEPT CHAIR PROFESSOR	F 12	\$62,996	\$51,542	\$65,657	19.1
NERBUN, JR., ROBERT C	PROFESSOR	F 9	\$53,590	\$53,590	\$55,840	25.1
OLDHOUSER, KAY A	DEPT CHAIR ASSOC. PROFESSOR	F 12	\$50,654	\$38,001 TO \$42,000	\$57,631	19.1
POWERS, THOMAS L	PROFESSOR	F 9	\$46,001 TO \$49,999	\$46,001 TO \$49,999	\$59,845	19.7
PRIVETT, JAMES E	PROFESSOR	F 9	\$46,001 TO \$49,999	\$46,001 TO \$49,999	\$68,902	8.7
REISENAUER, ERIC M	ASST PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$34,001 TO \$38,000	1.1
ROSE, MAITLAND A	ASSOC. PROFESSOR	F 9	\$42,001 TO \$46,000	\$42,001 TO \$46,000	\$46,001 TO \$49,999	6.1
SAFFORD, JOHN L	PROFESSOR	F 9	\$42,001 TO \$46,000	\$42,001 TO \$46,000	\$54,887	14.1
SMITH, TERESA L	INSTRUCTOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$6,001 TO \$10,000	0.1
TOWERY, SUSAN C	ASSOC PROFESSOR	F 12	\$42,001 TO \$46,000	\$34,001 TO \$38,000	\$38,001 TO \$42,000	23.9
TUCKER, JAMES W	ASST PROFESSOR	F 9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$46,001 TO \$49,999	2.1
VARNER, JOHN T	PROFESSOR	F 9	\$42,001 TO \$46,000	\$42,001 TO \$46,000	\$54,305	25.1
ZAIDMAN, LAURA M	PROFESSOR	F 9	\$46,001 TO \$49,999	\$46,001 TO \$49,999	\$59,137	15.1

UNIVERSITY OF SOUTH CAROLINA
REGIONAL CAMPUSES FY 98-99 SALARY SURVEY

DEPARTMENT/CAMPUS: 17550 USC LANCASTER

09/15/98

NAME	INTERNAL TITLE(S)	PAY FP BASIS	FY 1998-99 BASE SALARY OR FOI SALARY RANGE	FY 1998-99 9 MNTH EQUIV BASE SALARY OR FOI SALARY RANGE	TOTAL EARNINGS BY FOI SALARY RANGE FOR FY 1997-98	YRS AT USC
BARRY, PETER N	PROFESSOR DIRECTOR	F 9	\$60,977	\$60,977	\$75,361	25.1
BOHONAK, NONI M	ASSOC. PROFESSOR	F 9	\$46,001 TO \$49,999	\$46,001 TO \$49,999	\$69,872	13.1
CARAWAY, BOARDMAN H	ASSOC. PROFESSOR	F 9	\$46,001 TO \$49,999	\$46,001 TO \$49,999	\$53,913	26.1
CATALANO, JOHN	ASSOC. PROFESSOR	F 9	\$42,001 TO \$46,000	\$42,001 TO \$46,000	\$59,127	16.1
CHANASAR, KINGKAO	ASST PROFESSOR	F 9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$38,001 TO \$42,000	12.1
CHITTAM, LESTER W	PROFESSOR	F 9	\$46,001 TO \$49,999	\$46,001 TO \$49,999	\$56,294	30.1
COVINGTON, KIMBERLY K	ASST PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$34,001 TO \$38,000	11.1
CURETON, DEBORAH B	ASSOC. DEAN PROFESSOR	F 12	\$56,824	\$54,674	\$68,940	18.7
CURRENCE, ARTHUR J	PROFESSOR	F 9	\$46,001 TO \$49,999	\$46,001 TO \$49,999	\$52,326	17.1
ELIADES, SHARI L	PROFESSOR	F 12	\$55,549	\$42,001 TO \$46,000	\$52,298	15.2
EVANS, DIANNE T	ASSOC. PROFESSOR	F 9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$38,001 TO \$42,000	11.1
FAULKNER, DANNY R	ASSOC. PROFESSOR	F 9	\$42,001 TO \$46,000	\$42,001 TO \$46,000	\$46,001 TO \$49,999	12.1
FOX, THOMAS H	ASSOC. PROFESSOR OTHER	F 12	\$61,882	\$50,630	\$61,681	21.1
GARRIS, WILLIAM R	DIRECTOR ASST PROFESSOR	F 12	\$58,107	\$46,001 TO \$49,999	\$59,351	9.4
HARRIS, LORENE B	ASSOC PROFESSOR	F 12	\$46,001 TO \$49,999	\$34,001 TO \$38,000	\$42,001 TO \$46,000	15.0
HAZAM, NANCY L	INSTRUCTOR DIRECTOR	F 12	\$42,001 TO \$46,000	\$34,001 TO \$38,000	\$38,001 TO \$42,000	4.7
NIMS, BRUCE G	PROFESSOR	F 9	\$46,001 TO \$49,999	\$46,001 TO \$49,999	\$59,651	13.1

UNIVERSITY OF SOUTH CAROLINA
REGIONAL CAMPUSES FY 98-99 SALARY SURVEY

DEPARTMENT/CAMPUS: 17550 USC LANCASTER

09/15/98

NAME	INTERNAL TITLE(S)	PAY FP BASIS	FY 1998-99 BASE SALARY OR FOI SALARY RANGE	FY 1998-99 9 MNTH EQUIV BASE SALARY OR FOI SALARY RANGE	TOTAL EARNINGS BY FOI SALARY RANGE FOR FY 1997-98	YRS AT USC
PAPPIN, III, JOSEPH L	DEAN PROFESSOR	F 12	\$92,648	\$74,166	\$87,785	4.2
PARKER, PEBECCA D	DIRECTOR ASSOC. PROFESSOR	F 12	\$52,958	\$42,001 TO \$46,000	\$52,854	24.1
RASHLEY, LISA H	ASST PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000		0.1
RINER, JR., WILLIAM F	DIRECTOR PROFESSOR	F 12	\$64,566	\$52,826	\$60,825	18.1
ROBERTS, DARLENE H	ASSOC. PROFESSOR	F 9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$51,102	14.1
ROBERTSON, III, BENJAMIN P	ASST PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$38,001 TO \$42,000	8.1
ROBINSON, LORI A	ASST PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000		0.1
SCARLETT, TODD L	ASST PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000		0.1
TAYLOR, BETTY C	ASSOC. PROFESSOR	F 9	\$42,001 TO \$46,000	\$42,001 TO \$46,000	\$42,001 TO \$46,000	14.1
THURMAN, WAYNE D	ASSOC. PROFESSOR	F 9	\$42,001 TO \$46,000	\$42,001 TO \$46,000	\$63,572	20.1
VANHALL, RICHARD W	PROFESSOR	F 9	\$51,932	\$51,932	\$56,766	27.1
WHITE, JEFFREY D	PROFESSOR	F 9	\$58,176	\$58,176	\$78,118	21.1
WOLFE, ERIC A	VISITING ASST. PROF	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000		0.1

* NOTE: TOTAL COMPENSATION INCLUDES BASE SALARY PLUS ANY INCOME FROM SUCH SOURCES
AS CHAIRS, DUAL EMPLOYMENT, SUMMER SCHOOL TEACHING, RESEARCH, OR

UNIVERSITY OF SOUTH CAROLINA
REGIONAL CAMPUSES FY 98-99 SALARY SURVEY

DEPARTMENT/CAMPUS: 17660 USC SALKEHATCHIE

09/15/98

NAME	INTERNAL TITLE(S)	PAY FP BASIS	FY 1998-99 BASE SALARY OR FOI SALARY RANGE	FY 1998-99 9 MNTH EQUIV BASE SALARY OR FOI SALARY RANGE	TOTAL EARNINGS BY FOI SALARY RANGE FOR FY 1997-98	YRS AT USC
BAXTER, JOSEPH E	DIRECTOR INSTRUCTOR	F 12	\$39,001 TO \$42,000	\$30,001 TO \$34,000	\$34,001 TO \$38,000	14.1
BOWERS, WILLIAM K	ASSOC. PROFESSOR	F 9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$38,001 TO \$42,000	15.1
BREWER, JANE T	ASSOC. DEAN INSTRUCTOR	F 12	\$52,319	\$42,001 TO \$46,000	\$46,001 TO \$49,999	20.7
CARMICHAEL, ANN C	DIRECTOR ASST PROFESSOR	F 12	\$54,131	\$42,001 TO \$46,000	\$52,979	7.6
CHILCOTE, WAYNE L	ASSOC. PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$38,001 TO \$42,000	9.1
CLAYTON, CARL A	DEAN PROFESSOR	F 12	\$94,230	\$77,097	\$91,591	30.1
COX, JR, MAXIE M	ASST PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$34,001 TO \$38,000	6.1
DITTMER, DALE R	INSTRUCTOR	F 9	\$26,001 TO \$30,000	\$26,001 TO \$30,000	\$30,001 TO \$34,000	2.1
FOLK, SHARON B	INSTRUCTOR	F 9	\$26,001 TO \$30,000	\$26,001 TO \$30,000	\$26,001 TO \$30,000	1.1
GROUP, ROBERT J	PROFESSOR OTHER	F 12	\$61,366	\$50,208	\$63,593	20.1
HARDEN, MILTON W	DIRECTOR INSTRUCTOR	F 12	\$38,001 TO \$42,000	\$30,001 TO \$34,000	\$38,001 TO \$42,000	21.3
JOHNSON, TYE C	ASST PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$30,001 TO \$34,000	8.7
LAMPRECHT, JR, WILLIAM O	PROFESSOR	F 9	\$54,881	\$54,881	\$62,721	26.1
LEVINE, BETTE J	ASST PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$38,001 TO \$42,000	5.1
LIGHT, MARVIN J	ASSOC PROFESSOR	F 12	\$46,001 TO \$49,999	\$38,001 TO \$42,000	\$46,001 TO \$49,999	7.9
MCDOWELL, DUNCAN E	ASST PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$38,001 TO \$42,000	10.1
MCMILLAN, CYNTHIA C	PROFESSOR	F 9	\$54,001	\$54,001	\$63,865	32.1

UNIVERSITY OF SOUTH CAROLINA
REGIONAL CAMPUSES FY 98-99 SALARY SURVEY

DEPARTMENT/CAMPUS: 17650 USC SALKEHATCHIE

09/15/98

NAME	INTERNAL TITLE(S)	PAY FP BASIS	FY 1998-99 BASE SALARY OR FOI SALARY RANGE	FY 1998-99 9 MNTH EQUIV BASE SALARY OR FOI SALARY RANGE	TOTAL EARNINGS BY FOI SALARY RANGE FOR FY 1997-98	YRS AT USC
MEHLENBACHER, CONRAD C	PROFESSOR	F 9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$61,070	20.1
MERWIN, JR., EDWIN D	ASST PROFESSOR	F 12	\$30,001 TO \$34,000	\$22,001 TO \$26,000	\$26,001 TO \$30,000	3.1
MITCHELL, ARTHUR H	PROFESSOR	F 9	\$42,001 TO \$46,000	\$42,001 TO \$46,000	\$54,284	22.7
MOSKOW, SUSAN P	ASSOC. PROFESSOR DIRECTOR	F 12	\$46,001 TO \$49,999	\$38,001 TO \$42,000	\$46,001 TO \$49,999	14.1
PINCKNEY, SHERRILL M	INSTRUCTOR	F 12	\$26,001 TO \$30,000	\$22,001 TO \$26,000	\$26,001 TO \$30,000	22.9
PULASKI, MELANIE G	INSTRUCTOR	F 9	\$26,001 TO \$30,000	\$26,001 TO \$30,000	\$26,001 TO \$30,000	2.7
RICE, ANNE P	RESEARCH ASSOCIATE	F 12	\$34,001 TO \$38,000	\$26,001 TO \$30,000		0.1
STONE, ANTHONY P	ASSOC. PROFESSOR	F 9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$50,162	13.1
STRONG, JEFFREY A	ASST PROFESSOR DIRECTOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$42,001 TO \$46,000	7.1
STRONG, LAWRENCE D	PROFESSOR	F 9	\$52,635	\$52,685	\$70,381	24.1
WEST, LARRY S	ASST PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$38,001 TO \$42,000	4.1
ZEIDAN, HUSSEIN S	ASSOC. PROFESSOR	F 9	\$38,001 TO \$42,000	\$38,001 TO \$42,000	\$53,638	13.1

* NOTE: TOTAL COMPENSATION INCLUDES BASE SALARY PLUS ANY INCOME FROM SUCH SOURCES
AS CHAIRS, DUAL EMPLOYMENT, SUMMER SCHOOL TEACHING, RESEARCH, OR
ADMINISTRATIVE ASSIGNMENTS.

UNIVERSITY OF SOUTH CAROLINA
REGIONAL CAMPUSES FY 98-99 SALARY SURVEY

DEPARTMENT/CAMPUS: 17770 USC UNION

09/15/98

NAME	INTERNAL TITLE(S)	PAY FP BASIS	FY 1998-99 BASE SALARY OR FOI SALARY RANGE	FY 1998-99 9 MNTH EQUIV BASE SALARY OR FOI SALARY RANGE	TOTAL EARNINGS BY FOI SALARY RANGE FOR FY 1997-98	YRS AT USC
BARTON, MARY T	ASSOC. PROFESSOR	F 9	\$46,001 TO \$49,999	\$46,001 TO \$49,999	\$52,168	14.1
BOWLES, ANITA K	INSTRUCTOR ASSOC. DEAN	F 12	\$42,001 TO \$46,000	\$34,001 TO \$38,000	\$42,001 TO \$46,000	2.2
BUCHANAN, STEPHEN R	PROFESSOR COORDINATOR	F 9	\$50,568	\$50,568	\$67,129	26.1
CHARLES, ALLAN D	PROFESSOR	F 9	\$50,825	\$50,825	\$57,036	30.2
DENMAN, JEAN L	DIRECTOR INSTRUCTOR	F 11	\$30,001 TO \$34,000	\$26,001 TO \$30,000	\$34,001 TO \$38,000	6.1
EDWARDS, JAMES W	DEAN	F 12	\$86,015	\$70,375	\$82,901	11.1
KEARSE, ROBERT F	INSTRUCTOR DIRECTOR	F 11	\$30,001 TO \$34,000	\$22,001 TO \$26,000	\$30,001 TO \$34,000	2.2
SEARS, HAROLD F	PROFESSOR	F 9	\$51,178	\$51,178	\$46,001 TO \$49,999	24.1
SMITH, SUSAN V	INSTRUCTOR	F 12	\$30,001 TO \$34,000	\$22,001 TO \$26,000	\$30,001 TO \$34,000	10.7
VOEPEL, TAMMY M	ASST PROFESSOR	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$38,001 TO \$42,000	1.1
WILLIS, TANDY R	PROFESSOR COORDINATOR	F 9	\$42,001 TO \$46,000	\$42,001 TO \$46,000	\$52,578	27.1
WRIGHT, JOHN T	PROFESSOR	F 9	\$46,001 TO \$49,999	\$46,001 TO \$49,999	\$55,645	25.1

* NOTE: TOTAL COMPENSATION INCLUDES BASE SALARY PLUS ANY INCOME FROM SUCH SOURCES
AS CHAIRS, DUAL EMPLOYMENT, SUMMER SCHOOL TEACHING, RESEARCH, OR
ADMINISTRATIVE ASSIGNMENTS.

UNIVERSITY OF SOUTH CAROLINA
REGIONAL CAMPUSES FY 98-99 SALARY SURVEY

DEPARTMENT/CAMPUS: 29000 CONTINUING EDUCATION

09/15/98

NAME	INTERNAL TITLE(S)	PAY FP BASIS	FY 1998-99 BASE SALARY OR FOI SALARY RANGE	FY 1998-99 9 MNTH EQUIV BASE SALARY OR FOI SALARY RANGE	TOTAL EARNINGS BY FOI SALARY RANGE FOR FY 1997-98	YRS AT USC
BOWDEN, DAVID K	PROFESSOR	F 11	\$63,731	\$52,143	\$64,798	20.7
BOYD, SARAH	ASST VICE PROVOST PROFESSOR	F 12	\$71,998	\$58,907	\$68,677	21.5
BURGGRAF, DAVID L	DIRECTOR	F 12	\$42,001 TO \$46,000	\$34,001 TO \$38,000	\$46,001 TO \$49,999	22.2
DUNLAP, MARION C	ASSOC. PROFESSOR	F 9	\$34,001 TO \$38,000	\$34,001 TO \$38,000	\$34,001 TO \$38,000	27.1
FIDLER, DOROTHY S	INSTRUCTOR DIRECTOR	F 12	\$46,001 TO \$49,999	\$38,001 TO \$42,000	\$46,001 TO \$49,999	18.7
KELLY, BONNIE A	INSTRUCTOR	F 11	\$38,001 TO \$42,000	\$30,001 TO \$34,000	\$34,001 TO \$38,000	2.7
SCHOEN, MICHAEL J	DIRECTOR INSTRUCTOR	F 12	\$50,108	\$38,001 TO \$42,000	\$46,001 TO \$49,999	9.2

* NOTE: TOTAL COMPENSATION INCLUDES BASE SALARY PLUS ANY INCOME FROM SUCH SOURCES
AS CHAIRS, DUAL EMPLOYMENT, SUMMER SCHOOL TEACHING, RESEARCH, OR
ADMINISTRATIVE ASSIGNMENTS.

UNIVERSITY OF SOUTH CAROLINA
REGIONAL CAMPUSES FY 98-99 SALARY SURVEY

DEPARTMENT/CAMPUS: 29300 OUTREACH PROGRAMS

09/15/98

NAME	INTERNAL TITLE(S)	PAY FP BASIS	FY 1998-99 BASE SALARY OR FOI SALARY RANGE	FY 1998-99 9 MNTH EQUIV BASE SALARY OR FOI SALARY RANGE	TOTAL EARNINGS BY FOI SALARY RANGE FOR FY 1997-98	YRS AT USC
MORRISON, LUCY J	VISITING ASST. PROF	F 9	\$30,001 TO \$34,000	\$30,001 TO \$34,000	\$10,001 TO \$14,000	0.1

* NOTE: TOTAL COMPENSATION INCLUDES BASE SALARY PLUS ANY INCOME FROM SUCH SOURCES
AS CHAIRS, DUAL EMPLOYMENT, SUMMER SCHOOL TEACHING, RESEARCH, OR
ADMINISTRATIVE ASSIGNMENTS.

FREQUENCY DISTRIBUTION BY RANK AND FOI SALARY RANGE
 FY 1998-1999 REGIONAL CAMPUSES SALARY SURVEY
 AS OF 09/15/98 BASED ON 9MNTH EQUIVALENT BASE SALARY

10:06 WEDNESDAY, SEPTEMBER 23, 1998 16

RANGE	RANK				TOTAL
	PROFESSOR	ASSOC PROF	ASST PROF	INSTRUCTOR	
	N	N	N	N	
\$18,001 TO \$22,000				2	2
\$22,001 TO \$26,000			1	6	7
\$26,001 TO \$30,000				4	4
\$30,001 TO \$34,000			14	5	19
\$34,001 TO \$38,000		8	7	3	18
\$38,001 TO \$42,000	1	16	4	3	24
\$42,001 TO \$46,000	9	10	4	1	24
\$46,001 TO \$49,999	15	4	1	1	21
\$50,000 OR MORE	25	1		1	27
TOTAL	50	39	31	26	146

FREQUENCY DISTRIBUTION BY YEARS AND FOI SALARY RANGE
 FY 1998-1999 REGIONAL CAMPUSES SALARY SURVEY
 AS OF 09/15/98 BASED ON 9MTH EQUIVALENT BASE SALARY

10:06 WEDNESDAY, SEPTEMBER 23, 1998 17

RANGE	YEARS						TOTAL N
	0 TO 5	5 TO 10	10 TO 15	15 TO 20	20 TO 25	25 PLUS	
	N	N	N	N	N	N	
\$18,001 TO \$22,000		2					2
\$22,001 TO \$26,000		5	1		1		7
\$26,001 TO \$30,000		5	1				6
\$30,001 TO \$34,000	13	5	2		1		21
\$34,001 TO \$38,000	10	4	2		3	1	20
\$38,001 TO \$42,000	4	4	8	5	3		24
\$42,001 TO \$46,000	1	4	5	2	10	2	24
\$46,001 TO \$49,999		3	5	4	5	4	21
\$50,000 OR MORE	2			5	10	10	27
TOTAL	40	23	23	16	33	17	152

FREQUENCY DISTRIBUTION BY GENDER AND FOI SALARY RANGE
 FY 1998-1999 REGIONAL CAMPUSES SALARY SURVEY
 AS OF 09/15/98 BASED ON 9MTH EQUIVALENT BASE SALARY

10:06 WEDNESDAY, SEPTEMBER 23, 1998 18

RANGE	GENDER		TOTAL N
	MALE	FEMALE	
	N	N	
\$18,001 TO \$22,000		2	2
\$22,001 TO \$26,000	4	3	7
\$26,001 TO \$30,000	1	5	6
\$30,001 TO \$34,000	12	9	21
\$34,001 TO \$38,000	10	10	20
\$38,001 TO \$42,000	15	9	24
\$42,001 TO \$46,000	16	8	24
\$46,001 TO \$49,999	16	5	21
\$50,000 OR MORE	23	4	27
TOTAL	97	55	152

FREQUENCY DISTRIBUTION BY DEGREE AND FOI SALARY RANGE
 FY 1998-1999 REGIONAL CAMPUSES SALARY SURVEY
 AS OF 09/15/98 BASED ON 9MNTN EQUIVALENT BASE SALARY

10:06 WEDNESDAY, SEPTEMBER 23, 1998 19

RANGE	EDUC			TOTAL
	MASTER'S	PH.D/ED.D	OTHER	
	N	N	N	
\$18,001 TO \$22,000	2			2
\$22,001 TO \$26,000	6	1		7
\$26,001 TO \$30,000	4	1	1	6
\$30,001 TO \$34,000	6	14	1	21
\$34,001 TO \$38,000	6	14		20
\$38,001 TO \$42,000	8	15	1	24
\$42,001 TO \$46,000	12	12		24
\$46,001 TO \$49,999	5	16		21
\$50,000 OR MORE	8	19		27
TOTAL	57	92	3	152

FREQ DISTRIBUTION BY RANK/GENDER AND FOI SALARY RANGE
 FY 1998-1999 REGIONAL CAMPUSES SALARY SURVEY
 AS OF 09/15/98 BASED ON 9MTH EQUIVALENT BASE SALARY

10:06 WEDNESDAY, SEPTEMBER 23, 1998 20

RANGE	RANK											
	PROFESSOR			ASSOC PROF			ASST PROF			INSTRUCTOR		
	GENDER		TOTAL	GENDER		TOTAL	GENDER		TOTAL	GENDER		TOTAL
	MALE	FEMALE		MALE	FEMALE		MALE	FEMALE		MALE	FEMALE	
	N	N	N	N	N	N	N	N	N	N	N	N
\$18,001 TO \$22,000											2	2
\$22,001 TO \$26,000							1		1	3	3	6
\$26,001 TO \$30,000										1	3	4
\$30,001 TO \$34,000							8	6	14	3	2	5
\$34,001 TO \$38,000				4	4	8	4	3	7	1	2	3
\$38,001 TO \$42,000	1		1	10	6	16	3	1	4	1	2	3
\$42,001 TO \$46,000	7	2	9	7	3	10	2	2	4		1	1
\$46,001 TO \$49,999	13	2	15	1	3	4	1		1	1		1
\$50,000 OR MORE	21	4	25	1		1				1		1
TOTAL	42	8	50	23	16	39	19	12	31	11	15	26

FREQ DISTRIBUTION BY RANK/YEARS AND FOI SALARY RANGE
 FY 1998-1999 REGIONAL CAMPUSES SALARY SURVEY
 AS OF 09/15/98 BASED ON 9MNTN EQUIVALENT BASE SALARY

10:06 WEDNESDAY, SEPTEMBER 23, 1998 21

RANGE	RANK													
	PROFESSOR							ASSOC PROF						
	YEARS							YEARS						
	0 TO 5	5 TO 10	10 TO 15	15 TO 20	20 TO 25	25 PLUS	0 TO 5	5 TO 10	10 TO 15	15 TO 20	20 TO 25	25 PLUS	0 TO 5	5 TO 10
	N	N	N	N	N	N	N	N	N	N	N	N	N	N
\$18,001 TO \$22,000														
\$22,001 TO \$26,000													1	
\$26,001 TO \$30,000														
\$30,001 TO \$34,000													8	5
\$34,001 TO \$38,000							1	3	1		2	1	5	1
\$38,001 TO \$42,000					1			3	7	4	2		3	
\$42,001 TO \$46,000			2	1	4	2		2	3	1	4		1	2
\$46,001 TO \$49,999		1	3	4	4	3			2		1	1		1
\$50,000 OR MORE	2			4	9	10					1			
TOTAL	2	1	5	9	18	15	1	8	13	5	10	2	18	9

(CONTINUED)

FREQ DISTRIBUTION BY RANK/YEARS AND FOI SALARY RANGE
 FY 1998-1999 REGIONAL CAMPUSES SALARY SURVEY
 AS OF 09/15/98 BASED ON 9MNTN EQUIVALENT BASE SALARY

10:06 WEDNESDAY, SEPTEMBER 23, 1998 22

RANGE	RANK									
	ASST PPOF				INSTRUCTOR					
	YEARS				YEARS					
	10 TO 15	15 TO 20	20 TO 25	25 PLUS	0 TO 5	5 TO 10	10 TO 15	15 TO 20	20 TO 25	25 PLUS
	N	N	N	N	N	N	N	N	N	N
\$18,001 TO \$22,000						2				
\$22,001 TO \$26,000					4		1		1	
\$26,001 TO \$30,000					3	1				
\$30,001 TO \$34,000	1				3		1		1	
\$34,001 TO \$38,000	1				3					
\$38,001 TO \$42,000	1				1	1		1		
\$42,001 TO \$46,000			1						1	
\$46,001 TO \$49,999						1				
\$50,000 OR MORE								1		
TOTAL	3		1		14	5	2	2	3	

FREQ DISTRIBUTION BY RANK/DEGREE AND FOI SALARY RANGE
 FY 1998-1999 REGIONAL CAMPUSES SALARY SURVEY
 AS OF 09/15/98 BASED ON 9MNTN EQUIVALENT BASE SALARY

10:06 WEDNESDAY, SEPTEMBER 23, 1998 23

FREQ DISTRIBUTION BY RANK/DEGREE AND FOI SALARY RANGE
 FY 1998-1999 REGIONAL CAMPUSES SALARY SURVEY
 AS OF 09/15/98 BASED ON 9MNTN EQUIVALENT BASE SALARY

10:06 WEDNESDAY, SEPTEMBER 23, 1998 23

RANGE	RANK											
	PROFESSOR			ASSOC PROF			ASST PROF			INSTRUCTOR		
	EDUC			EDUC			EDUC			EDUC		
	MASTER- "S	PH.D/E- D.D	OTHER	MASTER- "S	PH.D/E- D.D	OTHER	MASTER- "S	PH.D/E- D.D	OTHER	MASTER- "S	PH.D/E- D.D	OTHER
	N	N	N	N	N	N	N	N	N	N	N	N
\$18,001 TO \$22,000										2		
\$22,001 TO \$26,000							1			5	1	
\$26,001 TO \$30,000										4		
\$30,001 TO \$34,000							4	10		2	2	1
\$34,001 TO \$38,000				4	4		1	6		1	2	
\$38,001 TO \$42,000	1			6	9	1	1	3			3	
\$42,001 TO \$46,000	4	5		6	4		1	3		1		
\$46,001 TO \$49,999	2	13		2	2		1				1	
\$50,000 OR MORE	6	19		1						1		
TOTAL	13	37		19	19	1	9	22		16	9	1

ATTACHMENT 11

MINUTES OF THE RCFS EXECUTIVE COMMITTEE RETREAT AUGUST 14-16, 1998 OCEAN CREEK

In attendance:

Ellen Chamberlain, Past Chair
Bob Costello, Chair
Mary Barton, Vice Chair
Danny Faulkner, Secretary
Larry West, at Large Representative
Buddy Dunlap, at Large Representative
John Logue, Rights and Responsibilities Chair
Steve Bishoff, System Affairs Chair
Noni Bohonak, Welfare Chair

During our sessions reports were heard from the six campuses and from Carolyn West, Interim Vice Provost and Executive Dean. We discussed perceived weaknesses of the RCFS and the university structure and changes that might improve the *status quo*. Much of our time was devoted to developing charges for the committees this year. The charges are as follows:

1. Rights and Responsibilities Committee
 - Overhaul of the grievance procedure – current language was developed when it appeared that we would have a system grievance procedure. This never came about. Also, we must clarify when and how to lodge appeals in the T&P procedure. This may require revisiting the Guide to T&P.
 - Establish parameters for distinguished teaching.
 - Revise the manual to delineate between effective and distinguished scholarship in a fashion that is already done between effective and distinguished teaching.
2. System Affairs Committee
 - Do a literature search, gather information, and develop a reference list on distance education. Much of this information can originate from USC-Sumter. Invite well-known speakers to address this issue for us.
 - Identify problems that stem from a lack of a common USC catalog. Develop a strategy to combat this problem.
 - Develop a grant writing workshop this fall.
 - Gather information on the difficulties of USC-Spartanburg students taking summer classes at USC-Union.
3. Welfare Committee
 - Continue the salary study, particularly examining differences between campuses. How did across the board and merit raises compare?
 - Examine the technology available to our faculty for research and other scholarly endeavors.
 - Consider the adoption of a faculty disciplinary policy. At this time the University has only the option of tenure revocation in disciplinary actions.

- Obtain the various campus computer use policies to seek some consistency and to determine if these policies are consistent with University policies.
4. Executive Committee
- Gather information about inter-campus transfer problems. Much of this will come from the System Affairs Committee. Send a letter to the Provost about this problem.
 - Assume the responsibility for faculty dialogue on the issue of community service as one of the CHE performance indicators.

The dates for the RCFS meetings and the Executive Committee meetings were set:

<u>Ex. Comm.</u>	<u>RCFS</u>
Sep. 11	Sep. 25 (Columbia)
Nov. 6	Nov. 20 (Union)
Feb. 5	Feb. 19 (Lancaster)
Mar. 26	Apr. 9 (Beaufort)

One item of lengthy discussion with Carolyn West was the difficulty of the negotiations between the two and four year campuses on the transferability of credits. This has been handled between the campus Deans and Chancellors. This approach has led to inconsistencies, but the largest problem is our difficulty in bargaining from an equal position. Since the Chancellors answer directly to the President, their only peer in our chain of command is the Provost, who has not been granted authority to resolve the issue. Our Deans and Interim Vice Provost lack the clout and authority to make this happen. Our strategy should be to work through the Provost to negotiate on our behalf.

ATTACHMENT 11

**Faculty Senate Executive Committee Notes
9/11/98**

Attending:

Larry West - (Salk.) At Large
Stephen Bishoff - (Sumter) Systems Affairs
Bob Costello - (Sumter) Chair ;
John Logue - (Sumter) R & R Chair
Noni Bohonak - (Lancaster) Welfare Chair

Members of the three campuses represented and Carolyn West discussed the following:

There was a brief discussion of the most recent announcements concerning GRS events and how this might affect the campuses both politically and financially.

The importance of the student representatives to the Board of Trustees' was discussed fully. A description of how the appearance of one representative reflected not only on the students from that campus but students and faculty from all of the campuses. Problems with the lack of an SGA on one campus were discussed with suggestions from other campuses as to what makes their SGA people successful. It was suggested that the importance of good representation be carried back to each campus.

The "Policy on Computer Use" came up again. After a discussion by representatives, the problem seemed to be in overly restrictive policies that restrict faculty use of their computers. It was emphasized that the USC computer policy has not been approved as yet. However, the topic would be approached by the Welfare Committee later in the month.

The various committee chairs went over the charges from August and specifics were the same for the minutes of August 14-16, 1998.

Bob Costello reviewed the problem with course transfer between campuses and would coordinate with Carolyn West to present this information to the Provost.

John Logue discussed Rights and Responsibility. The distinguished teaching vs distinguished scholarship issue seemed to be well publicized on campuses. However, the confusion surrounding grievance procedures for tenure and promotion continues to be a problem and would be handled during the coming year.

Noni Bohonak reported on Welfare issues. The salary will be covered this year, to include a discussion of the pay raises by percent. An informal copy of the preliminary percentage information was passed out to indicate one of the areas that the committee would consider studying. Also, technological facilities for research by faculty on the Regional Campuses would be covered in September. The committee would also take up the problem of "punishing" faculty who have committed acts that are in violation of USC, State, or Federal policies.

Steve Bishoff concluded with a short discussion of the System Affairs Committee possible goals for this year. The problems involved with distance education would be researched. The "one university" issue of course articulation would be studied with a close look at any existing problems. Some type of grant writing workshop would be developed.

**Report on Courses & Curriculum Committee
Regional Campuses Faculty Senate: September, 1998
Robert Castleberry (Sumter) *RRC***

ATTACHMENT 12

The Courses and Curriculum Committee last met on September 4, 1998. Please note that at that meeting:

- 1) there were significant changes proposed to the ART (BFA) curriculum. As part of that change a number of 100 level ARTS courses will be altered.
- 2) In addition, some 600-level HIST courses (dealing with American Diplomacy) were moved to the 400-level.
- 3) The PHYS curriculum may be changed to create an Applied Physics track with three options (in Computer, Electrical, and Mechanical applications).

Other changes were acted on; let me remind you that you should peruse the minutes of the Columbia Senate to find out which proposed changes have become official.

Lastly, let me remind you that the reason I am on this Committee is twofold:

- ☺ you need to be aware of the changes to courses and curricula that the various Colleges and Schools in Columbia, in their infinite wisdom, are considering, and
- ☹ nobody else was fool enough to get stuck with this task.

In my never-ending struggle for truth, justice and the American-way, I have come up with yet another fool-proof plan (which is probably as doomed to failure as my other fool-proof plans have been) to keep you informed about what is going on in the Committee. I have created an Internet site with this important information posted on it. So, for a fun time, go visit this site:

<http://www.uscsumter.edu/~rbcastle/candc.htm>

The idea is that I will post the proposed agenda to this site within a day or so of receiving it in the mail (usually a week before the scheduled meeting). If you see anything worth getting excited about, you can call or e-mail me about it. Then after the meeting (usually the following Monday?), I will annotate the agenda with all the exciting details. Isn't this great! YOU CAN CHECK THIS STUFF WHENEVER YOU WANT AND IT WON'T COST YOU ANYTHING EXTRA! Amazing!

What if you don't have access to the Internet? Just try the following:

- ☞ Get some rich administrator to get you a hog computer hooked up to the net
- ☞ Get a gullible colleague to let you (sometimes) use his/her set up
- ☆ Develop your psychic abilities and just read my mind (although that could get ugly)

OR

⇒ Send me a note and we'll see what I can do.

ATTACHMENT 13

**MINUTES OF THE MEETING OF THE
FACULTY WELFARE COMMITTEE**

September 16, 1998

MEMBERS PRESENT: Eastman (Chair), Alexander, Bauerschmidt, Chubon, Madden, & Nims.

CALL TO ORDER at 3:00 P.M.

REPORT OF THE CHAIR:

The chair introduced Don Wedlock, Chair of the Faculty Senate, who brought the Committee up to date on various issues facing the faculty that might be addressed by the Committee. Discussion touched on the recent distribution of faculty wage increases, the concordance between the University sexual harassment policy and the Faculty Manual, and the establishment of a standing faculty committee concerned with computers.

The Committee elected Alan Bauerschmit Secretary, and then turned to the order of business of the published agenda with the departure of Don Wedlock.

OLD BUSINESS:

- A. **Parking:** The Committee discussed issues to be called to the attention of the Parking Committee. Member Chubon will submit a brief statement of concern with parking for the handicapped to add to the other concerns on hand.
- B. **Child Care:** It was noted that member Alexander's representation on the University Child Development Center Child Care Committee has not been recognized. The Chair will bring this to the attention of the Provost.
- C. **Faculty Governance:** The matters raised in the Kaufman letter to the Provost concerning faculty governance issues in the Department of Government and International Studies have been referred to the Faculty Advisory Committee. The Chair will keep the Committee informed on the matter as it unfolds.
- D. **Salary and Benefits:** The discussion opened by Don Wedlock was extended to incorporate an invitation to the Provost to sit down with the Committee to explore ways in which the Faculty might be better informed on the variety of criteria and procedures used by the various departments to allocate pay raise money in the future. Specifically, there have been some concerns raised about the distribution of performance funding money. The Chair will visit with the Provost to extend the invitation and lay the foundation for the discussion.

ATTACHMENT 14

Board of Trustees
Academic Affairs and Faculty Liaison Committee

The Academic Affairs and Faculty Liaison Committee has met three times since the April Senate meeting: April 14, June 11, and September 10. Revised mission statements for the regional campuses were approved at the April 14 meeting. The proposal to offer the HRTA degree on the USC Beaufort campus in cooperation with the College of Applied Professions was approved at the June 11 meeting. Recommendations for promotion and tenure also were accepted at the June meeting. The preliminary fall enrollment figures for the regional campuses were presented at the September 10 meeting. The next meeting is scheduled for November 19.

*Submitted by
Kay Oldhouser
USC Sumter*