

**A. Review Minutes & Motion to approve minutes from August 18th, 2020 meeting****B. Announcements/Informational items**

1. **CAS Academic Curriculum Planning Group Unit Election Results.** Sherina Feliciano-Santos was elected to serve Anthropology for AY 2020-2021. I forwarded the results to the Dean's Office.
2. **CAS spotlight. Last call for nominations for of UG students to spotlight for our major.** Also, who wouldn't mind being interviewed as a Faculty representative of the major? See excerpts from the email immediately below.  

[CAS is interested both in students who were once undecided and then discovered their major as well as students who came to college knowing they wanted this major. (**Nominees so far are Hanna Waltz, Sofia Aguilar, Madison Blanding, and Ireland Marks.**) We also would like to interview one faculty member for each major.]
3. **CAS Faculty Development Programs: Junior and Mid-Career Faculty.** See the email forwarded 9/14 also included below as an Appendix.
4. **CAS Diversity and Inclusion Academy Session: Antiracism.** In order to make good on our promise to make anti-discrimination and antiracism part of our Department's institutional culture, the first faculty training I will be requesting is the above workshop from the CAS Diversity and Inclusion Academy tailored for our Department. I will circulate a day and time when I get confirmation that this is possible for Fall 2020. Next semester, as part of the CAS training for Chairs and Directors, I will also be attending a Welcome Table session, which we might consider for next AY, but it will require a longer time commitment than what is typical of an hour-long workshop. I am also encouraging faculty to individually take advantage of the **CTE's Teaching Towards Inclusive Excellence Certificate**. Completion of training has to happen over 3 consecutive semesters and involves attending 8 workshops total. It would be wonderful to boast 2 years from now that we have 100% faculty TTIE certification.  
[https://sc.edu/about/offices\\_and\\_divisions/cte/certificate\\_completion/teaching\\_toward\\_inclusive\\_excellence.php](https://sc.edu/about/offices_and_divisions/cte/certificate_completion/teaching_toward_inclusive_excellence.php)
5. **External Review update.** I submitted the new list of external reviewers to Assoc. Dean Weldon last week. The Department also received official notification on Sept. 4<sup>th</sup> from the Dean's Office that External Review will happen Spring 2021. Given that we have already submitted the list of reviewers and have been authorized to use the Self-Study we prepared last year, we are way ahead in

planning. As soon as Dean Weldon is able to secure the reviewers and have narrowed down on some dates, we'll be able to move forward with planning meetings.

6. **Dean's update PhD candidate, Nina Yolmo, a potential spousal hire accommodation in Anthropology.** The Dean is conveying our feedback regarding our cursory assessment of her file to the Dean of CEC. Dean Ford believes that the hire would be an FTE of some sort (not a TFAC) and it would depend on our eventual ability to properly vet her and determine if TT or non-TT meets our needs. So we will be waiting to hear from CEC regarding next steps.
7. **Newly Formed Teaching & Research Lab Committee:** Joanna Casey, Carlina de la Cova, Sherina Feliciano-Santos, Kelly Goldberg, Eric Jones, & Gail Wagner
8. **Ad Hoc Annual Review Rubric Committee:** Terry Weik (Chair), Kim Simmons & Magda Stawkowski
9. **Deep Spring Cleaning in the Works!** Set aside furniture, papers, electronics, and any stuff you want to get rid of. This Spring we are going to invest in whatever it takes to get rid of anything that takes up space and makes the department look dumpy and we'll start to plan an upgrade [paying as we go] to make the Department look better as well as be a more welcome space to work in once we are able to really return to work.

### C. Reports and discussion:

1. AGORAE Representative
2. Undergraduate Director – de la Cova
  - a. Feedback on new digital and fillable UG advisement forms (Thank you Courtney!)
  - b. Adding African Diaspora Track to UG curriculum
  - c. UG webpage proposed updates for discussion.
3. Graduate Director – DeWitte
  - a. Efforts to advertise the grad program, enhance recruitment
  - b. Extend PhD funding to 4th year pending performance?
  - c. Continue to require the GRE?
  - d. Breakthrough Graduate Scholar Award - Nominations due 10/16
4. 4-Field Curriculum & Course Scheduling Committee – Lewis
  - a. Survey Results from course scheduling preferences & Discussion
5. SCIAA News - Smith
6. Faculty Senate – Feliciano-Santos
7. Colloquium Coordinators – Stawkowski & Barra
8. T&P – Reynolds

- a. Need to include provisions to protect faculty due to delays/impacts on research due to travel bans and other forms of research interruptions associated with COVID-19 in Annual Review and T&P process

**D. Old Business****E. New Business****1. Development! Seeking ideas to get Alumni interested in donating to our Education Foundation**

**Funds.** One of my goals this year is to research what other units do on campus in development to generate interest in giving to their Education Foundation accounts – reaching out to alumni will be essential. I'll also be talking with the Development office directly in addition to other Chairs and Directors. Faculty suggestions are also most welcome – as a young person, I flunked out of 4-H precisely because fundraising was not my forte!

**2. UG contest idea.** Kelly suggested we launch an annual or semesterly essay contest. [Many of you might recall the Kingsolver essay contest established by Balasundarum which has an Ed. Foundation budget line!; We also had a photo contest many years ago].**3. New ASA Newsletter (Email excerpt from Laura Wellons).** ASA has discussed making this a virtual publication released twice a semester. (If we think we might reach more people with physical copies, we can pursue that next semester if, hopefully, COVID slows down and more people are on campus.) Claudia has agreed to aid in circulating the newsletter once we have the first one ready, and AGORE has reached out to me with an interest in helping with editing. We would like to have the newsletter contain work from undergraduate students, graduate students, and professors as a way to foster communication and build community throughout the department. Our thought was that we could have students submit work to us and we will review it, confirm whether we will include it or not, and edit it if necessary (which is why it is so nice that AGORE is interested in helping with this aspect of the paper). I figure if this takes off then perhaps, we can create an executive position for running the newspaper, but for now, I am happy to do whatever I can to get this started and published.

**I would be very grateful for any ideas, advice, or input either of you may have about the newsletter. From there I suppose our next step would be a call for submissions, correct?**

**F. Good of the Order****Appendix: Forwarded Email from CAS Dean's Office****ANNOUNCEMENT: CAS FACULTY DEVELOPMENT PROGRAMS FOR JUNIOR AND MID-CAREER FACULTY**

The College of Arts and Sciences is now offering two programs to support the development and promotion of tenure-track and tenured faculty.

### **JUNIOR FACULTY DEVELOPMENT PROGRAM**

Now in its second year, the Junior Faculty Development Program will introduce participants to the resources of the *National Center for Faculty Development and Diversity (NCFDD)*, as well as other practical tips and information needed to be successful in their research, teaching, and service endeavors. Participants will cover a range of topics focused on strategic planning, productivity, work-life balance, and building healthy and supportive relationships. While all junior faculty in the College are welcomed to participate, CAS tenure-track faculty who are new to the University are strongly encouraged to attend. Participants who complete at least five of the six planned sessions this year will be given priority for a small number of fellowships to be awarded by the College for the [NCFDD Faculty Success Program \(FSP\)](#). More details on these fellowships will be announced later in the year.

All sessions will be hosted Fridays online from 12:00 - 1:30 p.m. **Interested faculty should register for the sessions on the [Faculty Development Program website](#).**

Questions/Suggestions? Please contact:

- Dr. Tammi Richardson - [richardson@biol.sc.edu](mailto:richardson@biol.sc.edu)
- Dr. Qiana Whitted - [whittedq@mailbox.sc.edu](mailto:whittedq@mailbox.sc.edu)
- CAS Associate Dean Tracey Weldon – [weldont@mailbox.sc.edu](mailto:weldont@mailbox.sc.edu)

### **MID-CAREER FACULTY DEVELOPMENT PROGRAM (NEW)**

To help associate professors prepare for promotion to full, the College of Arts and Sciences Mid-career Faculty Development Program will draw on the resources of the *National Center for Faculty Development and Diversity (NCFDD)* in order to provide practical advice and resources for post-tenure faculty who are planning the next phase of their careers.

Sessions will cover a range of topics, including productivity, work-life balance, strategic planning, networking, assessment of promotion criteria, and identifying good mentors. While all associate professors in the College are welcomed to participate, post-tenure faculty who are beginning to work towards promotion to full are especially encouraged to attend. Participants who complete at least five of the six planned sessions this year will be given priority for one of several incentives:

- A fellowship to the [NCFDD Faculty Success Program \(FSP\)](#)
- A fellowship to the [NCFDD Post-tenure Pathfinders Program](#)
- A “service sabbatical” (i.e., one academic year with no service commitments) plus a \$5000 research fund.

More details on these incentives and how to apply for them will be announced later in the year.

All sessions will be hosted Fridays online from 9:30-11:00 a.m. **Interested faculty should register for the sessions on the [Faculty Development Program website](#).**

Questions/Suggestions? Please contact:

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