

The University of South Carolina
Regional Campuses Faculty Senate
USC Salkehatchie at Walterboro

Friday, February 20, 1998

Coffee 9:30 - 10:00 AM
Room #111, Main Building

Morning Session 10:00 - 10:30 AM
Room #111, Main Building

Welcome

Standing Committees 10:30 - 12:30 PM

I. Rights and Responsibilities
Room 120

II. Welfare Room
206

III. System Affairs
Room 218

Executive Committee
Room #118

Deans Meeting
Room #108

Luncheon 12:30-1:30 PM
Room #111

Afternoon Session 1:30 - 4:00 PM
Room #111

Reception 4:00 PM
Room #111

AGENDA

- I. Call To Order
- II. Correction/Approval of Minutes: November 21, 1997
USC Sumter
- III. Reports from University Officers
 - A. Dr. John J. Duffy, Vice Provost & Executive Dean
 - B. Dr. Carolyn West, Associate Vice Provost
- IV. Reports from Standing Committees
 - A. Rights and Responsibilities - Professor John Logue
 - B. Welfare - Professor Tye Johnson
 - C. System Affairs - Professor Steve Bishoff
- V. Executive Committee - Professor Mary Barton
- VI. Reports from Special Committees
 - A. Committee on Libraries - Professor John Catalano
 - B. Committee on Curricula and Course - Professor Robert B. Castleberry
 - C. Committee on Faculty Welfare - Professor Bruce Nims
 - D. Faculty-Board of Trustees Liaison Committee - Dr. Carolyn West
 - E. Research and Productive Scholarship Committee - Professor Steve Bishoff
 - F. Other Committees
 1. Insurance and Annuities - Professor Jerry Dockery
 2. Ad Hoc Committee on Teaching Effectiveness - Professor Roy Darby
 3. University Committee on Conflict of Interest - Professor Tandy Willis
- VII. Unfinished Business
- VIII. New Business IX.
- Announcements X.
- Adjournment

THE UNIVERSITY OF SOUTH CAROLINA
REGIONAL CAMPUSES FACULTY SENATE MINUTES
FEBRUARY 20, 1998

MORNING SESSION

CALL TO ORDER: Ellen Chamberlain, Chair

I. Professor Chamberlain welcomed the senators to the third 1997-1998 meeting of the Regional Campuses Faculty Senate. She thanked Dean Carl Clayton, Ann Carmichael, and the faculty and staff of Allendale and Walterboro for hosting the meeting. She recognized Associate Vice Provost Carolyn West who was making her first appearance at a Regional Campuses Faculty Senate meeting in that capacity. Ann Carmichael, the Director of the Walterboro Campus was introduced.

II. Ms. Carmichael described the Walterboro Campus and the surrounding historic area. She then introduced Rebecca Brewer, the CEO of the Colleton Regional Hospital. Ms. Brewer earned her bachelor of science degree in nursing from Clemson University in 1973, and her masters in nursing administration from the University of South Carolina in 1982. After extensive experience in the field of nursing and nursing administration, she became the chief executive officer of Colleton Regional Hospital in 1995. Due to her leadership skills, this hospital has been named as one of the top one hundred hospitals for its size in America in January. There are only two such hospitals in South Carolina. Ms. Brewer addressed the Senate and answered questions. (ATTACHMENT 1)

STANDING COMMITTEES MET

AFTERNOON SESSION

I. CALL TO ORDER: Professor Chamberlain.

II. CORRECTIONS TO AND APPROVAL OF THE MINUTES OF NOVEMBER 21, 1997.

The reference to "Major Olsen" on page one was changed to "Major General Olsen". The minutes were approved as corrected.

III. REPORTS OF UNIVERSITY OFFICERS:

Assistant Vice Provost West -

- reported that Dr. Duffy was sorry that he could not attend today. He is making a presentation at the Board of Trustees' Retreat.

- extended greetings from Provost Jerry Odom, who hopes to join us the next time this group meets.
- reported that we are on the verge of getting approval from the Commission of Higher Education for the BAIS degree. They expect to obtain this approval in April. They are also approaching the CHE for approval of the Hotel, Restaurant and Tourism Program in Beaufort in which a four-year degree will be offered on the Beaufort campus.
- noted that the Criminal Justice Program which is being piloted in Beaufort may be available on other campuses in September. This program may go to CHE after the HRTA Program has been approved.
- made some observations based on having attended a number of CHE meetings. She is very positively impressed with Rayfield Barton. There seems to be a different atmosphere at CHE which includes an attitude of listening to what the institutions have to say and some attempt to accommodate problems regarding the Performance Indicators. She hopes that our relationship with CHE will improve under this new leadership.
- discussed the Performance Indicators in their form as of February 10. Several years ago she predicted that the indicators would result in an implosion due to the quantity of information. Many of the indicators have been changed with 22 of the indicators no longer being quantitative. The remaining 15 are still quantitative. There has been some discussion in changing the concept of sectors and having the institutions judged together on some of the Performance Indicators. The faculty must understand the importance of some of these indicators, as they will impact the availability of money. We must have in place operating peer review systems and some semblance of post-tenure review. While many faculty have philosophical differences about post-tenure review, the legislature demands that we conduct post-tenure review.
- reported on a meeting she had with Associate Provost Greiner on the scholarship document approved by the Regional Campuses Faculty Senate. He responded to this document to the Provost on December 8. She has asked the Provost if he might distribute this response. Dr. Greiner was unable to attend this meeting of the Regional Campuses Faculty Senate, but he is prepared to talk to the Rights and Responsibilities Committee about that document. She feels that this is a beginning of a dialogue. The Provost's Office and the Rights and Responsibilities Committee have different points of view which need to be discussed before a reconciliation can be reached.

In response to a question from Professor Don Wedlock, Chair of the Columbia Faculty Senate, regarding the differences between the viewpoint of the RCFS and Dr. Greiner,

Professor West described the attempt of the Rights and Responsibilities Committee to broaden the definition of scholarship on our campuses. Dr. Greiner has some concerns about those changes.

Professor Dockery reported that he was involved in some CHE meetings where a discussion of the Performance Indicators took place. At that time, there was agreement that post-tenure review would take place every five years; now the interval seems to be three years. He requested that Professor West check on the process that changed the time period.

Professor Logue stated that the document from CHE indicates that the Peer Review Process should take place every three years, and that an external post-tenure review should take place each six years. Professor West suggests that when we receive that document, we should examine it to confirm that statement.

Professor West stated that she is enjoying her position. Her objective is to improve communication for the Regional Campuses with Columbia. She requests that the faculty not hesitate to call her. She attempts to call as many people as she can to maintain contact, but should anything come up, please contact her.

Professor Chamberlain noted that there does seem to be an improvement in the cooperation between the institutions and the staff of CHE. Ray Barton, the Executive Director of Staff, will speak at the April meeting of the Regional Campuses Faculty Senate.

Professor Chamberlain expressed the concern of the Executive Committee and the Academic Advisory Committee about the status of the definition of scholarship which was passed in February 1997. She urged the Provost's Office to react to the document provided to them on this issue so a discussion may begin.

IV. DEANS' REPORTS (ATTACHMENT 2)

Beaufort - Dean Chris Plyler's report was presented by Professor Chamberlain. (ATTACHMENT 2A)

Lancaster - Dean Joe Pappin discussed fund raising, the Gregory PE Center, the Medford Library, the TRIO Program, the installation of the technology or TIPS, their Honors Program, recruitment activities, staff development workshops, and reported on student activities. (ATTACHMENT 2B)

Salkehatchie - Dean Carl Clayton welcomed the group to the Walterboro campus. His written report describes a number of student, faculty and staff activities. He invited the group to the Feast Day scheduled on April 21. He proudly announced that the

Salkehatchie Team involved in the intra-collegiate baseball games prevailed in a double-header with USC Aiken. (ATTACHMENT 2C)

Sumter - Dean Les Carpenter briefly reported that Dr. Joe Gagne , the Governor's Professor of the Year for 1997-1998, was one of two individuals from the Sumter community to receive an Outstanding Achievement Award from the Greater Sumter Chamber of Commerce at their annual banquet. The unofficial enrollment figures at USC Sumter indicated an increase in both head count and F.T.E. for the first time in five years. He concluded his report by noting that Sumter has 8 unfilled tenure track faculty positions. Searches are in progress to fill 5 of those positions with either permanent or temporary faculty members.

Union - Dean Jim Edwards reported on the increase in enrollment at the Union campus for the fourth straight semester. He described the annual Founders Day ceremony in which Mrs. Eleanor "Nonie" Richardson was honored as one of the founding scholarship donors. He also discussed the progress on the renovation of Truluck Activity Center, the hiring of a director of the TRIO Program, campus activities, and the proposed Center for Higher Education for the Laurens area.

Continuing Education, - Professor Sally Boyd reported for Dean May. She reported that the credit and non-credit programs in Continuing Education are operating effectively and efficiently. The faculty are beginning a comparative analysis between our Peer Review System and those in Columbia and on the Regional Campuses. In addition, work has begun on post-tenure review.

V. REPORTS FROM THE STANDING COMMITTEES:

A. Rights and Responsibilities -- John Logue, Chair (ATTACHMENT 3)

The committee made a motion regarding the procedure for post-tenure review.

In reference to the discussion on the appeal process, Professor Faulkner (Lancaster) inquired whether the faculty member had an appeal right prior to the grievance procedure. Professor Logue replied that the appeal process occurs at the end of the process where they can receive the file with the justifications. Professor Faulkner inquired whether appeals had occurred in the past. Professor Logue reminded the faculty that in the last few years a number of changes have been made in the process which are not reflected in the letter to the applicant. Professor Chamberlain noted that recommendations for changes in the letter will be made at the April meeting.

Professor Bishoff (Sumter) inquired about the stage at which the process of considering the application ended, and at which the appeal procedure could begin. Professor

Logue stated that the end of the process occurred at the level of the President's decision.

Professor Washington (Continuing Education) requested that copies of the post tenure procedure be distributed before consideration of new business. Professor Larry West was requested to obtain extra copies of this motion.

B. Welfare Committee -- Tye Johnson, Chair

The Committee discussed the survey that will assess the resources available to the Regional Campuses faculty for the support of scholarship. Responses from the faculty will be very important.

A discussion was conducted regarding part-time and adjunct faculty with respect to input from full-time faculty on the hiring and review of these individuals. The sense of the discussion was that on many campuses the full-time faculty are not involved in the processes and such input would be valuable for the campus.

A discussion was also conducted regarding the process of peer review on the various campuses.

C. System Affairs Committee -- Steve Bishoff, Chair

A motion was made that the Regional Campuses Faculty Senate retain membership on the Savannah River Site Committee.

A second motion was made to approve changes in the CASS (Cooperative Associate of States for Scholarship) program at USC Sumter.

A third motion was made regarding the SPAR program:

To increase the Regional Campuses faculty participation and success in seeking grants through SPAR's research and productive scholarship programs, we move that:

1. The grant requirements and dates be posted on the Regional Campuses Faculty Senate Home Page to include a list of past SPAR committee members.
2. A workshop be given in Fall 1998 that brings together a SPAR representative, past committee members, previous applicants and past recipients with interested Regional Campuses faculty.

The committee spent the rest of the meeting discussing the transferability of courses and the communication of the Regional Campuses faculty with their respective disciplines in Columbia.

D. Executive Committee -- Mary Barton, Chair

The committee discussed a number of issues including the uniformity of computer policies/guidelines among the Regional Campuses, the membership in the Savannah River oversight committee, and the third year review procedure for untenured tenure track faculty.

VI. REPORTS OF SPECIAL COMMITTEES

A. University Library Committee - John Catalano

This committee has not met since the last meeting of this body, but a meeting is scheduled on February 23, 1998.

B. University Committee on Curricula and Courses - Robert Castleberry

Professor Logue read the report from Professor Castleberry. (ATTACHMENT 4)

C. University Faculty Welfare Committee -- Bruce Nims (ATTACHMENT 5)

D. Board of Trustees: Academic Affairs and Faculty Liaison Committee -- Carolyn West

This group met on February 12. She was unable to attend that meeting.

E. Research and Productive Scholarship Committee - Steve Bishoff

The committee has not yet met, but the meeting will be scheduled on March 20, 1998. Professor Bishoff will not be able to attend this meeting and requested that someone volunteer to substitute for him.

F. Insurance and Annuities Committee -- Jerry Dockery

This committee has not met since the last Regional Campuses Faculty Senate meeting.

G. Ad Hoc Committee on Teaching Effectiveness -- Roy Darby

No Report.

H. Conflict of Interest Committee -- Tandy Willis

This committee has not met.

Professor Wedlock was invited to make a few remarks by Chair Chamberlain. He discussed the post-tenure review procedures which are available on the Provost's Web site with the support material. A quasi-committee of the whole will be held at the March Columbia Senate meeting to encourage comments from the faculty.

VII. UNFINISHED BUSINESS

In its earlier report, the System Affairs Committee made the following motion:

It is moved that the Regional Campuses Faculty Senate retain membership on the Savannah River Site Committee.

Professor Logue was called upon to describe the goals and actions of that committee. He recalled that the committee actions usually dealt with the contractual arrangements whereby faculty of the consortium schools made proposals for funding to work with the Savannah River plant. We have not been involved in the situations discussed and do not have the potential to be involved. When the committee was first created by the Columbia Faculty Senate, it was designed to oversee the relationships with the Savannah River plant. Individuals were concerned about our affiliation with a group involved with the production of nuclear materials. The committee was originally intended to protect faculty members from too many regulations and to insure that the regulations imposed by the Westinghouse Savannah River Plant did not supersede the guidelines of the University for faculty research.

The motion was defeated.

VIII. NEW BUSINESS

The Nominating Committee (Professor Costello) presented the following slate of nominees which is subject to additional nominations from the floor at the time of the elections:

Executive Committee:

Immediate Past Chair - Ellen Chamberlain, Beaufort
Chair -- Bob Costello, Sumter
Vice-Chair -- Mary Barton, Union
Secretary - Danny Faulkner
Member at Large -- Larry West, Salkehatchie
Member at Large - Buddy Dunlap, Continuing Education

Special Committee Representatives:

Board of Trustees Academic Affairs and Faculty Liaison Committee -
Kay Oldhouser, Sumter
University Committee on Curricula and Courses - Robert Castleberry, Sumter
Insurance and Annuities Committee -- Bill Bowers, Salkehatchie
Research and Productive Scholarship - Tom Harlow, Salkehatchie

A motion was solicited by the Chair to vote on the position of member to the Board of Trustee Academic Affairs and Faculty Liaison Committee. The motion was seconded.

Professor Willis recommended that the chair appoint an interim representative. The motion was withdrawn and Chair Chamberlain appointed Kay Oldhouser as the interim representative until the April meeting.

The motion from the Rights and Responsibilities Committee (ATTACHMENT 3) was determined to be substantive. These motions will be voted on at the April meeting. A clean copy is available on E-mail.

The System Affairs Committee's first motion requested that the following changes in the CASS program be made, with the hindsight of one CASS cycle, in the small ecobusiness sequence:

1. RCAM 210: The prerequisite which used to be BIOL 220, should be changed to BIOL 270 or BIOL 220.

Rationale:

BIOL 220 is an instructor designed course, the content of the BIOL 220 used with the previous CASS students is covered in BIOL 270 adequately. Also, the CASS students are required to take BIOL 270.

Two other benefits apply to this change. One, we intend to increase the choices for the CASS students by re-designing BIOL 220 for use later in the ecobusiness sequence. Two, non-CASS students would become eligible to take the ecobusiness sequence.

2. RCAM 220: This course would be dropped from the sequence.

Rationale:

While the time was used effectively in the first cycle, modification of the RCAM 210 course content will meet the goals of the sequence without RCAM 220.

3. RCAM 230: The prerequisite for RCAM 230 would be RCAM 210 or AMGT 473 (MGMT 473 in Columbia or the equivalent) and permission of the RCAM 230 instructor.

Professor Bishoff explained that these courses were originally set up as a five course sequence, and these proposed changes deal with redundancies among the courses.

Professor Chamberlain inquired whether these changes would affect anyone but the Sumter campus. Professor Bishoff replied that these changes would only currently affect the Sumter campus. These courses are part of the CASS Program under a grant from Georgetown University in Washington which brings students from Central America and the Caribbean to the Sumter campus to attempt the associate degree that includes business experience and ecology.

It was noted from the floor that these changes would open these courses to regular students.

Chair Chamberlain inquired whether these courses were acceptable on other campuses. Professor Bishoff replied that each of these courses has the caveat that the course may not fulfill the requirements for a major and the student should contact the department that they plan to attend for information about acceptability.

The motion was passed.

The System Affairs Committee made a second motion:

To increase the Regional Campuses faculty participation and success in seeking grants through SPAR's research and productive scholarship programs, we move that:

1. The grant requirements and dates be posted on the Regional Campuses Faculty Senate Home Page to include a list of past SPAR committee members.
2. A workshop be given in Fall 1998 that brings together a SPAR representative, past committee members, past applicants and recipients with interested Regional Campuses faculty.

Professor Costello inquired about the possible funding for the workshop. Professor Bishoff replied that he had inquired about the expense from SPAR, and determined that the least expensive approach would be to have one of their staff make the presentation. Assistant Provost West assured the group that Vice-Provost Duffy's office would provide funding for a meal for the workshop.

Chair Chamberlain wanted to know the rationale about providing a list of the past SPAR committee members on the Home Page. Professor Bishoff replied that there would be problems if a list of the current committee members was published, but more assistance could be provided by past members.

The motion was passed.

IX. ANNOUNCEMENTS

Chair Chamberlain expressed her appreciation to the Waltherboro campus and to the following staff and students for their hospitality:

Students: Dan Adams, Latai Cain, Julie James, Shauna Goff, Chasity Stevens, Gene Owens, Shirley Yurcho, Darin Kingery, Malita Littles, Beth Clinton, Janelle Hollaway, Jalina Davender, and Joy Vonkaenel.

Staff: Terry Summers, Administrative Assistant; Francine Jenkins, and Margo Berryman.

ATTACHMENTS

ATTACHMENT 6 IS THE 1997-1998 SALARY STUDY WHICH IS PRODUCED EACH YEAR BY REQUEST OF THE WELFARE COMMITTEE.

Respectfully submitted

Mary Thomas Barton

ATTACHMENT 1

REMARKS BY MS. REBECCA BREWER TO THE REGIONAL CAMPUSES FACULTY SENATE FEBRUARY 20, 1998

Ms. Rebecca Brewer recognized USC Salkehatchie as a resource for both Walterboro and Allendale. In discussing the history of the Colleton Regional Hospital with the community, she described the need for all businesses, including educational businesses, to provide a service or product to the community that is both of value, and that is delivered in a fashion that is acceptable to the community. In addition to providing a product, a business must be a good corporate citizen and strive to improve the economic basis and the future of the community. In that context, Ms. Brewer described the support from USC Salkehatchie for the health fair put on by the hospital. Another example of this collaboration is the exercise physiologist from USC Salkehatchie who serves as a resource for the Senior Friends Organization which has been developed to address the special wellness needs of senior citizens. Ms. Brewer described the joint project between some students from USC Salkehatchie and the Chamber of Commerce to produce a self-directed audio-tape tour of the community.

Ms. Brewer recognized the contributions of USC Salkehatchie in providing the educational needs of Allendale and Walterboro, which is an extremely rural community. The Walterboro campus provides an opportunity for an education to a population of individuals who would not otherwise have the resources to attend college. She noted that, included in the student body were a number of adults who, because of family responsibilities, could not travel to obtain a college education. To illustrate this point, she described the two staff members in her office who were continuing their education at the Walterboro campus. Ms. Brewer feels that the community needs to develop a better local pool of workers. The better jobs at the hospital, for example, require recruitment of individuals from distant locations because of the lack of trained individuals locally. USC Salkehatchie is an asset because it trains individuals who will both work in the community and support the community as residents.

Ms. Brewer then described the special project involving the continued development of the people that are available in the community. The hospital and other businesses have not only had to recruit workers from outside of the community, but they have had to spend a great deal of money in an attempt to train local individuals by sending them to Columbia, Duke, etc., to fulfill the needs of businesses for highly trained workers. Three businesses have developed their own learning centers to address their critical needs. Such endeavors were very costly. In discussing this problem with the community businesses which employ from 5 to 100 employees, the idea of a center for developing a workforce has been developed. Such a center would allow a cost-effective approach. A number of sub-committees are examining the feasibility of such a center.

She concluded by stating that it is important for every community to know the differences between where they are and where they can be. No outside individuals will come in and take care of the needs of the community. It is the responsibility of the community to create its own destiny utilizing the available resources. She expressed her appreciation for the contributions of the Walterboro campus of USC Salkehatchie and of all the Regional campuses to their respective communities.

Upon request, Ms. Brewer described the national recognition that has been given Colleton Regional Hospital. This hospital has been recognized by HCA as one of the top 100 hospitals that set the standard for performance in the hospital industry.

Ms. Carmichael mentioned that the previously described Business Center has USC Salkehatchie excited. Although the principle mission of the campus is to provide higher education to the community, it is also important to serve the other needs of the community. The business community is funding the establishment of this center, which indicates their interest in the project. Ms. Carmichael presented Ms. Brewer with a sweatshirt in appreciation of her presentation.

02/18/98

Dear Colleagues,

We are off to an energetic start in 1998, with a variety of projects and initiatives keeping us busy as we head into the spring. Progress on our Arts and Sciences building project continues, despite a booming construction market in our area that resulted in a 1.6 million dollar cost overrun on estimated construction costs. In less than four weeks, we have succeeded in raising over half of the money; and thanks to the generosity of our community, we hope to complete this short term fund-raising project by the first week of March. We also celebrated the re-naming of our PE Center as the Gregory PE Center with a luncheon honoring Mr. Bubber Gregory who was instrumental to the success of that project. Mr. James Bradley from the USC Board of Trustees, Mr. Tommy Stepp, Provost Jerry Odom, and Dr. Carolyn West were our special guests at this exciting event. Many other initiatives are underway as well:

Medford Library:

- The architectural firm of Clark Nexsen has been selected for the library renovation and expansion project. Phase One (determining the extent of renovation to the existing structure) is already underway
- The Friends of the Medford Library continue to be very active with lectures/book signings and other promotional activities. On March 13, Dr. Robert Remini (author of the new 3 volume biography of Andrew Jackson published by Johns Hopkins UP) and Dr. Walter Edgar will be on our campus as part of this continuing series.
- This month our library implemented the new DISCUS service, promoting it through printed guides and technical and informational demonstrations to faculty and students.

Academic Affairs

- We are pleased to have hired Dr. Cecil Givens to direct our TRIO program. TRIO funds are paying for the addition of 15 new Gateway computers and 5 new laser printers to be used in our Academic Success Center to support the TRIO program's Opportunity Scholars.
- We are currently in the process of installing the technology for TIPS
- The new Friday morning honors curriculum is meeting with success. Seventeen students are enrolled in English 102 Honors, meeting in a 3 hour seminar format. The entire class will be traveling to Florida next month as part of the course and will take part in a variety of lecture and outdoor activities. We have already planned this fall's honors curriculum as well-- a 6 hour, team-taught Friday seminar combining English 101 and Art Appreciation that includes experiential learning.

- An Honors program consultant will be joining us later this spring for a full day of strategic planning. We'll be inviting all the directors of Honors Programs on the regional campuses to join us and will get further details to you as soon as they are available.

Admissions

- Spring recruitment is underway. We have just held our first Winter Open House with another one planned for April. In addition, our inaugural "New Student Reception" is planned for Monday, March 2. This will be the first time we have offered this event on our campus, and we are very excited about it.

Staff Development

- Our third (in a series of four) staff development workshops was held in January. Once again, Laura Hamilton did an excellent job helping us think about different work styles and on-the-job communication issues.


Dean's List/President's Honor Roll Reception

- On Tuesday, April 7 from 5:30 to 6:30 p.m. we will host our second annual Dean's List/President's Honor Roll Reception for our students and their parents. Our new Associate Provost and Graduate Dean, Dr. Marcia Welsh, will be our special guest speaker.

It is always a pleasure to share our activities and ideas with you and, we appreciate your interest and support. Best wishes to each of you as we continue to work our way through the remainder of the Spring semester and on toward Commencement.

ATTACHMENT 2C

OFFICE OF THE DEAN

DATE: February 19, 1998
TO: USC Regional  Campuses Faculty Senate
FROM: Carl A. Clayton
SUBJECT: Written Report USC Salkehatchie

The following are some of the activities at USC

Salkehatchie:

1. The campus is sponsoring a Sunday's Series throughout the year and on February 22 at the campus Civic Arts Center, the Wade Hampton choir and jazz band will be performing. On March 22, Carolina Alive will perform. Other programs are scheduled for the remainder of the year.

2. The TRIO program at Salkehatchie is progressing. Mr. Andy Thomas has been appointed coordinator of the program.

Renovations are 95% complete on the GRS and Tech Prep buildings

4. Black History month is progressing with a number of activities. The next scheduled event is next Tuesday, February 24--African Storyteller in the Walterboro Gym at 6:30 p.m.

5. Feast Day is scheduled for Tuesday, April 21. Please join us for food, fun and fellowship.

6. Professor Larry West and Professor Tye Johnson are pleased to announce that Ms. Georgia Schiavone, a USC Salkehatchie Student in Professor West's ECON 379 class will be presenting her paper, "Domestic Partner Benefits," to the University of Georgia's Undergraduate Symposium in Sociology.

7. The third annual USC Salkehatchie Alumni Golf Tournament will be held Saturday, February 28 (Shotgun start) 11:00 a.m. at the Alendale Golf Club.

3. New course offerings have centered around Distance Education selections in Nursing, Business, and Criminal Justice. Our SCETV classes have expanded to offer History, English, and in Fall '98, Math.

9. The Salkehatchie Regional Campus has been fortunate to be included in a statewide virtual consulting network through the

South Carolina Research Institute. The center for Manufacturing and Technology (CMAT) is located at the USC Salkehatchie Learning Resources Center.

10. The Salkehatchie Leadership Center represents a dynamic public/private partnership designed to serve family, community, and regional development needs in Allendale, Bamberg, Barnwell, Colleton and Hampton counties. Soon campus personnel will be searching for a director of the program.

11. This year the Tri-County Heritage School to Workforce Readiness Partnership (a Tech Prep Consortium for Allendale, Bamberg and Barnwell Counties) has relocated to the Salkehatchie campus.

12. The libraries at Walterboro and Allendale continue to grow in collection size, quality, and services offered to patrons. The Allendale LRC has excellent electronic access to the Internet and other databases for research use. The Walterboro LRC will be offering the same excellent services this spring. Beginning in 1998 we will be offering electronic interlibrary loan, digital interlibrary document delivery/transmission, and online full-text viewing of hundreds of journals and thousands of bibliographic citations at both sites.

13. Dr. Ann Carmichael, Director of Development has announced that USC Salkehatchie has received donations in the amount of \$795,000.

14. Dedication of the USC Salkehatchie Walterboro Peden McLeod Library Building is scheduled for April 7. While on campus today please visit the facility.

Rd2 fsy,,,,. i»ay+e ft+~i~lrs. ~FS a dop f ? of/os~s,,gad. /s/OS Tt+sa'G i A' edC]
P4aced€..- `i4.4c- A7?.dto~. 15

'v"R cm's..*. also ~`sucrsed ~o~ocea~ai't assotia~ , that.
RC rp'p ~,,f,,. ! ~ ~ 6.E.. •s 4 s C' VD csi rw t4 2~==~S

"~7 -/ ' r .

/~~6~~s wi /y~er~,d/ lflroctc~ures o, VAt- ACTS Corrvr~flaG S
s+~rzt ~f04 •~c.~elwf~ st.~rois 7
~4M o4/ç.as 6f rej~e~en~~t.~ ves ey. ~fsc. 1Z

~•

/2 fl04w~cI °" ~`S c-etr,:. Y . 4.- of ffac ~e~P~.cc~S ~ltoC,re~ ar.~ ,cf/2d ,
7%C /~Y'.mo 0

ATTACHMENT 3A

R & R MOTION
February 20, 1998

Post Tenure Review

1. Each campus will conduct an annual administrative evaluation of its faculty. The faculty member will be provided a written report of this performance evaluation. The basis for these evaluations is the criteria for tenure and promotion established by the faculty, approved by the administration and Board of Trustees, and published in the RCFM.
2. Each campus will conduct an annual peer review for its untenured faculty. The criteria for tenure and promotion will be used as a basis for this review. Tenured faculty members will undergo peer evaluation on the local campus every third year. Written results of peer evaluations will be provided to the faculty member.
3. Once every six years, tenured faculty members (of any academic rank) shall undergo a process of review which includes peers outside of the faculty member's department or division. (Though post tenure review is based on criteria established for tenure and promotion, the process of evaluation need only establish satisfactory or unsatisfactory levels of performance and NOT "a distinguished record of service..." as required for promotion to higher academic ranks.)
4. When a tenured faculty member receives an overall rating of unsatisfactory, the file will be referred to a local campus committee which will work with the faculty member to develop a plan and time table for correcting deficiencies.
5. The procedure which governs "termination for cause" of any tenured faculty appointment is clearly articulated in the RCFM (C-8, 9) and no process or outcome associated with post tenure review shall supersede the guidelines established by these provisions.

FROM: Robert B. Castleberry
TO: Regional Campuses Faculty Senate
cc. Goddess of the Podium

I am sorry I am not able to give this report in person. Actually, that was a lie. I am really glad that I am here at this conference instead of reading this to you now, I was just trying to be polite. The Courses & Curriculum Committee met in December, January, and early in February:

I. Courses & Curriculum meeting, 12-04-97

There was not much going on this meeting. As always, you should check the minutes of the last Columbia Senate meeting.

1. The meeting started with a discussion of the May session (see Mike, I remembered the correct terminology). The committee came up with a tentative approach to considering future May session courses.
2. the curriculum change for STAT was approved; there were some rephrasing and the addition of a one hour course.
3. Some May session courses were approved.
4. the curriculum change for JOUR was approved; they are moving from a cognate to a minor.
5. We agreed to have the next meeting in February.

II. Courses & Curriculum meeting, 01-98

For some reason, a meeting was called for January, and I was not informed about it. However, not many members showed up, and little was determined. There were only two finally approved actions from this meeting; one was the creation of an experimental (X) MATH course, and the other was a credit hour change for a GERM course.

III. Courses & Curriculum meeting, 02-06-98

1. the curriculum change for HRTA was approved (contingent on some letters of support from BADM). The curricular change "for the most part are made in response to changes in the College of Business curriculum.
2. the changes in curriculum for GEOL and BIOL were approved contingent on the approval of the changes to the MSCI program. The changes are to current prerequisites only ... replace any mention of MSCI 101 with MSCI 111 and any mention of MSCI 301 with MSCI 312.
3. the curriculum change to MSCI was approved in principle, but the Committee is waiting for feedback from me (there is some confusion about the regional campuses). Basically, MSCI wants to change the current curriculum so that MSCI 101 and 101L are merged and called MSCI 112; MSCI 102 and 102L are to be merged and called MSCI 111. Notice that the content of the old MSCI 101 is now in the second semester instead of the first semester course. In addition, MSCI 301 and 301 L are merged into MSCI 312 and MSCI 302 and 302L are merged into MSCI 311. Again, they are folding in the lab into the lecture and flip-flopping the semesters. The confusion occurs because they then submitted a letter indicated that they now didn't want to drop the MSCI 101-102 lecture/lab sequence for the regional campuses. I have talked to faculty on the Sumter and Beaufort campuses about this. 4. among a few other items, a new "capstone" course called UNIV 401 got a great deal of discussion. The committee seems to be resisting the course. Dialogue will continue in the next meeting.

Commentary:

The Marine Science change is proving to be interesting. Unfortunately, our faculty who teach the course were not brought into the discussion until after the fact. Basically, Columbia wants 4 hour courses; USC Beaufort-faculty have suggested the need to keep things as they currently are: a 3 hour lecture separate 1 hour lab. MSCI in Columbia is amenable to this, but do we really want to emphasize difference from USC Columbia? I am not sure there is an easy answer to this question. Below please find a copy of a recent memo I sent to the parties involved (based on a number of phone conversations): I believe that MSCI in USC Columbia has agreed to the following:

MSCI 111 and 112 will be presented to the Columbia Senate as new courses. The MSCI 112 course will not have MSCI 111 as a prerequisite.

MSCI 101, 101L, 102, 102L will remain on the database, but will be suppressed from the Columbia catalog. In the future, USC Columbia may need to schedule MSCI 101 L and/or MSCI 102L on an as needed basis for a while.

USC Beaufort will likely continue to schedule MSCI 101 and 101 L and MSCI 102 and 102L. It is understood that MSCI 102 and 102L from Beaufort will be equivalent to the new MSCI 111; MSCI 101 and 101 L will be equivalent to the new MSCI 112.

USC Beaufort feels that it is appropriate to continue to use the MSCI 101-102 sequence for a while to maximize enrollments in the different courses. Other than this one aspect, the content of the courses at Beaufort will match up with the content of the courses at USC Columbia.

Recommendations:

I would suggest that the Regional Campuses Faculty Senate consider making official recommendations through Administrative channels that periodic meetings between the Columbia and Regional Campus faculty be routinely held.

I suggest we consider the implications of and process for not changing our course offerings when Columbia changes its own curriculum.

ATTACHMENT 5

MEMORANDUM

From: Bruce Nims, USC-Lancaster

To: Regional Campuses Faculty Senate

Subject: Report of the USC Columbia Welfare Committee

Date: February 20, 1998

The Faculty Welfare Committee met on November 20, 1997, December 11, 1997, and January 28, 1998, at the Faculty House. Chairman Robert Wilcox presided at the November and December meetings, but had to miss the January meeting.

At the November 20 meeting, the Committee discussed proposed changes in the composition of the USC Columbia Grievance Committee as well as the University Committee on Tenure and Promotion. After some discussion the Committee declined to support a proposal that only full professors should serve on the Grievance Committee. The Welfare Committee agreed that all members should be tenured, but not necessarily full professors. A proposal that no administrator or anyone with a pending administrative appointment should serve on the UCTP was backed with little debate.

The November 20 meeting also took up the issues of parking and health insurance. According to Chairman Wilcox, peripheral parking will be the longterm solution to the University's parking problems. Any on-campus parking will ultimately become quite expensive. A faculty survey of parking needs is certainly called for given this prospect. The Committee also supported looking into expanding present Blue Cross/Shield coverage to include physical examinations and other preventative care.

Finally, Chairman Wilcox reported that since the University Computing Committee had not responded to the Welfare Committee's recommendations concerning computing policy, we would pass our recommendations on to the full Senate. Chairman Wilcox did so at the December 3 meeting and the recommendations passed with one minor amendment. Please refer to the Columbia Senate minutes for more details.

The December 11 meeting consisted of a long, open-ended discussion of post-tenure review, but there was no resolution.

In Chairman Wilcox's absence on January 28, the Committee took up two matters: the eligibility of non-tenured faculty for teaching awards and salary compression. The eligibility of non-tenure track faculty for teaching awards is a special concern for several departments, but the Committee consensus was that a special award would have to be created. No general consensus on the intractable issue of salary compression emerged, but the members shared a wealth of anecdotal information.

FREQUENCY DISTRIBUTION BY RANK AND FOI SALARY RANGE FY
 1997-1998 REGIONAL CAMPUSES SALARY SURVEY
 AS OF 02/15/98 BASED ON 9MNTN EQUIVALENT BASE SALARY

10:07 WEDNESDAY, FEBRUARY 18, 199E ¹⁶

	RANK						TOTAL	
-----+-----+-----+-----+-----+								
SALARY RANGE	1							
-----+-----+-----+-----+-----+								
\$22,001 TO \$22,900	~						4	
\$30,00 TO \$30,999	1	1	1				9	
\$34,000 TO \$34,999								
\$38,000 TO \$38,999								
\$46,000 TO \$46,999								
\$49,000 TO \$49,999								
\$50,000 OR MORE								
-----+-----+-----+-----+-----+							TOTAL	110

FREQUENCY DISTRIBUTION BY GENDER AND FOI SALARY RANGE FY 1997-1998
 REGIONAL CAMPUSES SALARY SURVEY
 AS OF 02/15/98 BASED ON 9MTH EQUIVALENT BASE SALARY

18
 10:07 WEDNESDAY. FEBRUARY 18. 1998

RANGE	GENDER		TOTAL
	N	N	
\$22.000	1	3	4
\$22.001 TO \$26#000	3	6	9
\$26.001 TO \$30.000	51	38	89
\$30.001 TO \$34.001	13	71	84
\$34.001 TO \$38*001	61	91	152
\$38.001 TO \$41.000	181	1	182
\$42.001 TO \$46.000	1	151	152
*469001	-	2	2
\$50.000 OR	1	-	1
TOTAL	1	961	541

RANGE	MASTER'S IPH.D/ED.D I OTHER				TOTAL
	N	I	N	I	N
\$18*001 TO 229000		4			4
\$309001 TO (-----+ \$349000	1	9	101	11	20
\$389000			15		15
\$42001 TO \$469000	14			1	25
\$46001 TO \$499999		41	171	5	21
ITOTAL		621	861	21	150

Wswso

MORE **151** 2 i - 1 71 / I

431 81 511 **241** **181** **421** . 141 111 251 141 171 **TOTAL** 1

FREQ
DISTRIB
UTION
BY
RANK/GE
NDER
AND FOI
SALARY
RANGE
FY 1997-
1998
REGIONAL
CAMPUSES
SALARY
SURVEY

(03fNIINO))

19 19 1h

□-----□-01-

N N N

lot O1 91 9 O1 0 Sfld 5ZI

d0ad
DOSSV

□-----□
-----□

AdVIVS 3SY9 IN3IVAI103 HINW6 NO 03SVO 96/91/60 AO SV
A3AafS ALVIVS S3SldWV0 IVN0I938 86 61-L661 A3
39NVa AJVIVS I03 ONV SlV3A/4NVJ A9 No IinBilSIO 036d

9661 '91 AaVf11833 'AVOS3N03M LO:0T

OVS33a9 3 0/~ ^IOA6 NOIn9IaiS10 03ad