

**UNIVERSITY OF SOUTH CAROLINA UPSTATE  
FACULTY WELFARE COMMITTEE YEAR-END REPORT  
2014-2015**

**Committee Members**

Stefanie Keen, Chair  
Darlene Amendolair  
Marilyn Knight  
Richard Combes

Camille McCutcheon  
Mary Sarver  
Elizabeth Cole  
Astrid Rosario

Rachel Snow  
Nick Rouse  
Xinli Wang  
Lindsay Yearata

**Meetings Conducted**

September 4, 2014  
September 25, 2014  
November 13, 2014  
February 5, 2015  
April 7, 2015

**Actions/Activities/Accomplishments**

At the request of the Faculty Senate, the Faculty Welfare Committee administered the AAUP's Shared Governance Survey of Faculty during the fall of 2014. The survey was distributed to all full-time faculty, and completed surveys were returned anonymously to Faculty Welfare Committee members. The numerical data were analyzed via computer, with the assistance of Mr. Kevin Bessent from Institutional Research, and the qualitative data were analyzed via content analysis by the Faculty Welfare Committee members. A written summary of this content analysis was presented to the Faculty Senate on December 12, 2014. The Faculty Welfare Committee further drafted a list of questions (at the request of the Faculty Senate) to present to Dr. Moore. These questions were based on faculty concerns expressed in the written survey responses that were not addressed by Dr. Moore at the General Faculty meeting on January 16, 2015, and were presented to the Faculty Senate at the February 20, 2015 meeting. The members of the Faculty Welfare Committee concluded that Dr. Moore's responses to both the AAUP survey and the follow-up questions were generally insufficient and disappointing.

In addition to work connected with the AAUP survey, the Faculty Welfare Committee addressed concerns raised by the Faculty Senate related to the University's tobacco and solicitation policies. With respect to the tobacco policy, the Faculty Welfare Committee voted to include e-cigarette use as prohibited on campus. With respect to the solicitation policy, the Faculty Welfare Committee determined that the current policy is sufficient and that any current issues seem related more to enforcement of the policy.

The Faculty Welfare Committee additionally addressed several concerns related to the promotion and tenure and peer review processes. Specific concerns included inconsistencies between individual unit criteria and the Faculty Manual, the possibility that the current promotion and tenure criteria were included into the Faculty Manual without informed faculty consent, and the lack of information within the Faculty Manual regarding guidelines for peer review. All of these issues were discussed with Dr. Lynette Gibson, Chair of the Promotion and Tenure Committee, who noted that all of these concerns were being addressed by that Committee.

Following several issues with this year's administrator review report (specifically, incorrect ratings for several administrators), Dr. Stefanie Keen, Chair of the Faculty Welfare Committee, spoke with Dr. Kathleen Brady, Vice Chancellor of Planning, Institutional Research and Metropolitan Studies. Dr. Brady noted that she was amenable to making available the raw data for these rankings in the future.

The Faculty Welfare Committee brought forward a motion at the February 20, 2015 Faculty Senate meeting requesting that a new policy regarding mandatory online annual administrative reviews be reconsidered by the Office of Academic Affairs. Of particular note was a concern that the policy appeared to violate the Faculty Manual, which indicates that "academic units may allow faculty undergoing peer review to use their peer review files for administrative review" (p.72). Prior to the meeting, Dr. Clif Flynn, Assistant Vice Chancellor for Academic Affairs, noted that the Office of Academic Affairs agreed to postpone the mandate that all faculty submit online annual administrative reviews and, therefore, the motion was withdrawn.

Finally, the Faculty Welfare Committee was asked by Dr. Clif Flynn to consider a proposal whereby Senior Instructors would be permitted to undergo administrative reviews once every three years (as do tenured faculty). The proposal was discussed at length, and it was decided to defer the matter until more information could be collected. In particular, the committee members were interested in hearing from department chairs and other rating administrators regarding their thoughts on this proposal. The results of this discussion were relayed to Dr. Flynn and, pending additional information, the proposal will be further considered when the Faculty Welfare Committee reconvenes in the fall of 2015.

One grievance hearing panel from the 2014-2015 grievance pool was formed during the spring of 2015.

Richard Combes was elected to be the Faculty Welfare Chairperson for the 2015-2016 academic year.