



UNIVERSITY OF SOUTH CAROLINA UPSTATE
General Faculty Meeting
MINUTES
August 24, 2018

TIME: 2:45 P.M.

PLACE: Campus Life Center Ballroom

I. Call to Order

- The meeting was called to order at 2:47 p.m.
- Dr. Lizabeth Zack (SCW) opened the meeting and thanked those involved in faculty governance including recording secretary Dr. Emily Kofoed (FACS) and volunteers on standing committees: Academic Affairs Committee Chair Dr. Carmen Harris (HPPA), Assessment Committee Chair Dr. Karen Lounsbury (SOE), Academic, Budget, & Facilities Planning Committee Chair Dr. Elizabeth Cole (JCBE), Faculty Excellence Committee Chair Dr. Andrew Kearns (LIB), Faculty Welfare Committee Chair Dr. Peter Caster (LLC), General Education Committee Chair Dr. Richard Combes (HPPA), Promotion and Tenure Committee Chair Dr. Lisa Johnson (SCW), Student Services Committee Chair Ms. Bridget Kirkland (FACS), and Graduate Committee Chair Dr. Elise Harvey (JCBE)
- Dr. Zack thanked outgoing Senate Chair Dr. Holly Pae (SOE) for: representing faculty on committees for investiture, 50th anniversary planning, graduation; sharing faculty perspective in Columbia on technology issues; chairing CIO search ; completing Faculty Manual; advocating for faculty welfare.
- Dr. Zack introduced her plan for 2018-2019 Faculty Governance (the four-point scorecard) –
 - 1) Faculty Manual – Stressed the need for a new faculty manual that is streamlined, nimble, and forward-looking – one that captures where the university is now and where USC Upstate is moving in the future. Committed to work on this, with the goal of a new manual for faculty approval by end of this academic year
 - 2) Committee Structure – Described committee structure as the 10 standing committees and the rules and procedures governing their operation. Noted that the recent reorganization of the colleges and other changes on campus has rendered parts of the current committee structure inoperable and in need of updating. Noted that the formula for representation on committees does not work anymore now that there are new departments and colleges. Pledged to work with those committees and the Senate with the goal of updating it by the time of committee elections in the spring

- 3) Faculty Governance Webpage – Described history of putting faculty governance on-line and the current presence under the dome. Pledged to continue Dr. Pae’s work of improving the site and to making it a key resource for faculty.
- 4) Faculty Governance Training – Explained that a good faculty governance system must have rules and expectations that are clear, widely understood and consistently applied. Described plans to offer training and workshops.
- Emphasized that faculty governance is a collective effort and the need to work together. Expressed hope of celebrating together some of these accomplishments this time next year.
- Thanked the Senate for her election as chair.

A. Approval of Minutes – May 4, 2018 (2-18)

- A motion was made by Dr. Jim Griffis (HPPA) to approve the May 4, 2018 General Faculty Meeting minutes and seconded by Dr. Laura Jennings (SCW).
- The motion was approved unanimously

B. Administrative Updates

- **Dr. Brendan Kelly, Chancellor**
 - Reiterated Dr. Zack’s thanks for Dr. Pae and the involvement she had as Faculty Senate Chair in all parts of the University. He discussed how the Faculty Senate Chair from his alma mater (Dr. Ray Quiel of Eastern Michigan University) specifically discussed how impressed he was with Dr. Pae’s involvement in all University functions. As Dr. Kelly came into the University, Dr. Pae’s leadership was exemplary.
 - Welcomed new faculty joining our University community.
 - Commended faculty on their attendance at the Public Scholarship Workshop on Tuesday, August 21. The room had wonderful energy. Special thanks to Dr. Lisa Johnson (SCW) for her introductory speech that captured the spirit and value proposition of public scholarship. USC Upstate is in a position where we can be known for public scholarship.
 - Agreed with Dr. Zack’s call for new faculty manual and also calls for new policy process. Noted the difficulty for new faculty to understand how we do business when they are starting out, due to the two sets of policy - system-wide policies and, now with changes at the Board of Trustee level, policies specific to USC Upstate that are independent. Stressed need for new system and for a home for this system on the web that can be more accessible and regularly updated. SACS requires policies and procedures to be well published and transparent. Described current process of going through university policies this year, led by Dr. Alphonse Atkins, Chief Diversity Officer, also a licensed attorney. As Title IX Coordinator, policy is very important, so Dr. Atkins will lead a team of people in revising policy processes. Dr. Pae will help lead because of her involvement in policy processes over the past years. Others with different expertise will be called on as well. Revisions will be shared as we move forward.

- Invited all in attendance to a reception following today's meeting. Called for celebrating our academic enterprise and community. The leadership team will be present.
- Discussed the successful legislative year and noted that higher education policy is shifting in South Carolina. Described new piece of legislation introduced at the end of last session and to be discussed this year, called the Higher Education Opportunity Act, which attempts to establish a formula for funding higher education in the state. Current formula exists in statute but it is much different than that in other states. HEOA addresses funding and administrative challenges in South Carolina and points to new sources of funding – not the existing tax base or existing general fund – but new sources of funding. A set portion or set dollar amount of all new funding will be set aside for higher education on an ongoing, recurring fashion. This legislation has already been sponsored and it is a bi-partisan bill. Urged caution in our optimism but attention in our awareness of the bill, also urged us to voice support for the Higher Education Opportunity Act with our legislative delegation because it will make a difference for all of us. Opened the floor for questions.
 - Question – Dr. Trevor Rubenzer (HPPA) asked if any of the bill's sponsors are local.
 - Answer – Yes – Senator Peeler from Gaffney – did not know if he's an official sponsor yet, but he is an adjacent sponsor at this point. He wrote an editorial in the *Spartanburg Herald-Journal* in support of the bill about one month ago. He is also the secretary of the Senate finance committee for higher education.
 - No other questions were asked.
- **Dr. Clif Flynn, Provost and Senior Vice Chancellor for Academic Affairs**
 - Thanked Deans, Chairs, and all faculty for accommodating 1,000 freshman and nearly as many transfer students. Acknowledged technical challenge but wonderful problem to have. Reiterated thanks.
 - Announced traditions of Chancellor Kelly and Dr. Flynn congratulating faculty who have been promoted and tenured, and providing a gold medallion to those promoted to Full Professor or Librarian, to be worn for graduation and other events requiring regalia. Combined those traditions in this meeting. Asked those members of the faculty receiving promotion and tenure to come forward and remain standing.
 - Associate Professor & Tenure
 - Dr. Chunyu Ai (MCS) Associate Professor of Computer Science
 - Dr. Stephen Bismarck (SOE) Associate Professor of Middle-Level and Secondary Mathematics Education
 - Dr. Kela Goodman (SOE) Associate Professor of Early Childhood Education

- Dr. Araceli Hernandez-Laroche (LLC) Associate Professor of Modern Languages
- Dr. Sarah Hunt-Baron (SOE) Associate Professor of Literacy Education
- Dr. Calvin Odhiambo (SCW) Associate Professor of Sociology
- Dr. Jim O'Conner (JCBE) Associate Professor of Management
- Dr. Xinli Wang (MCS) Associate Professor of Mathematics
- Full Professor or Librarian
 - Dr. Colleen O'Brien (LLC) Professor of English
 - Dr. Andrew Kearns (LIB) Librarian
 - Dr. Melissa Pilgrim (NSE) Professor of Biology
 - Dr. Tyrone Toland (INFO) Professor of Informatics
- Discussed summer search for Associate Vice Chancellor for Information Technology and Data Services, and Chief Information Officer. After an extensive review of 101 applications from individuals all over the country, the best candidate was one of our own. The new CIO is Mr. Adam Long. Adam's leadership is already showing results in particular for the strength in partnership between IT and the academic enterprise he will help build.
 - Thanks to Dr. Pae for chairing the search
 - Thanks to other search committee members: Donette Stewart, Mandy Whitten, Dr. Tyrone Toland, Dr. Toshua Kennedy and Chris Hanke.
- Addressed the academic reorganization that resulted in two new colleges and a re-naming of the School of Education. The renaming process continued over the summer with the renaming of the School of Education, Human Performance, and Health as well as changes in the Johnson College of Business and Economics. Both moved toward a department structure that will help these units function more effectively and move toward a stronger department chair model for academic leadership. Thanked the following new chairs and academic leaders:
 - School of Education, Human Performance, and Health
 - New Associate Dean is Dr. Sara Hunt-Baron
 - Chair of the new Department of Education is Dr. Stephen Bismarck
 - Chair of the new Department of Human Performance & Health Dr. Nur Tanyel
 - George Dean Johnson Jr. College of Business and Economics
 - New Associate Dean is Dr. Jim O'Connor
 - Chair of the new Department of Economics, Finance, and Accounting is Dr. Elizabeth Cole
 - Chair of the new Department of Management, Entrepreneurship, and Marketing is Mr. Brian Smith
 - Mary Black School of Nursing

- Associate Dean of the Greenville Campus is Dr. Lynette Gibson
 - Associate Dean of the Spartanburg Campus is Dr. Felicia Jenkins
 - Director of RN to BSN program is Dr. Toshua Kennedy
 - College of Science and Technology
 - Dean is Dr. Jeannie Chapman
 - Chair of Natural Science and Engineering is Dr. Ben Montgomery
 - Chair of Informatics and Engineering Systems is Dr. Tyrone Toland
 - College of Arts, Humanities, and Social Sciences
 - Dean is Dr. Rob McCormick
 - Director of Child Advocacy Studies is Dr. Lynn McMillan
 - Opened for questions – no questions asked
- **Dr. Pamela Steinke, Vice Provost and Associate Vice Chancellor for Academic Affairs**
 - Offered an update on the general education assessment: Last year the Gen Ed committee decided to move toward authentic assessment and away from standardized tests. Dr. Steinke is excited to be here to support faculty in that transition and recognizes that it will take time. Introduced the plan for this year:
 - Competency 4 (Cultural Diversity) will still be assessed using the Intercultural Developmental Inventory (IDI) standardized test, and Competency 5 (Information Technology Literacy) will be assessed using the Cengage SAM. This means that half of the instructors for University 101 and the senior capstone will need to send students to the testing center for the IDI and half will send students to the testing center for the SAM. Both tests can be completed within 50 minutes. Faculty will make arrangements with the testing center. Institutional Effectiveness and Compliance will be sending out instructions specific to those instructors with those tests. First-year students will be tested in September, Capstone fall students will be tested in October, and Capstone spring students will be tested in February. Previously the exams were to be completed within certain weeks during those months, but this year they have opened the entire month so that it is easier to schedule students. Faculty teaching those courses should watch for a forthcoming e-mail with specific instructions.
 - For authentic assessment as we move forward - Competency 1.2 (Writing) and Competency 3 (Critical Thinking) will be scored using student work they are producing in classes. This means that faculty teaching classes in the fall that align with Competency 1.2 and faculty teaching classes in the spring aligned with Competency 3 will submit clean copies of student work from an assignment that faculty determine to align with the competency and demonstrate levels of achievement associated with that

competency. Institutional Effectiveness and Compliance will reach out with directions for how to submit that work. Faculty scorers will score random samples of that work. This will bring us closer to the e-portfolio system for final assessment. We are still working with the software distributors and do not want to rush the e-portfolio system before it is ready or needed. First we want to figure out the process and make clear what we are asking of faculty.

- Competency 2 (Mathematical Reasoning and Scientific Inquiry) will not be scored this year.
- The General Education committee is planning to have clear instructions on the web page that shows the clear alignment of the courses with the competencies and any other information needed for Gen Ed assessment
- Opened for questions. None asked.

II. Old Business - none

III. New Business

A. Introduction of New Faculty

- Dr. Zack said that Rob McCormick (Dean of CAHSS) asked chairs to introduce new faculty in CAHSS.
- Dr. Lee Neibert introduced four new faculty in FACS. There were three retirements last year. One new faculty member will join in January – Laura Rickard, Assistant Professor of Theatre. Three others started this semester: Dr. Shuang Liu Assistant Professor of Digital Studies and Mass Media, Ms. Freda Sue Gin-Win is Art Foundations Coordinator Assistant Professor of Visual Arts, and Dr. Lex Lancaster is Assistant Professor of Art History
- Dr. Celena Kusch stated there are many new part-time faculty in LLC and one full-time new faculty member: Dr. Alexander Lorenz is Assistant Professor of German
- Dr. Carol Loar said there were no new faculty in HPPA
- Dr. Sam Hauptman from SCW introduced two new faculty members, Assistant Professor of Criminal Justice Dr. Tracey Woodard and Assistant Professor of Criminal Justice Dr. Alexander Tepperman
- Dr. Stefanie Keen introduced a new Assistant Professor of Psychology, Dr. Christa Christ
- Dr. Ben Montgomery of NSE said no new hires
- Informatics and Engineering Systems Chair Dr. Tyrone Toland introduced three new faculty members: Assistant Professor of Informatics Dr. Daniel Norris, Assistant Professor of Informatics Dr. Richmond Adebaye, and Assistant Professor of Advanced Manufacturing Management Dr. Katina Polinpapilinho.
- Dr. Bernard Omolo, Chair of Mathematics and Computer Science introduced three new faculty in computer science: Assistant Professor of Computer Science Dr. AKM Jahangir Majumder, Instructor of Computer Science Ms. Melissa Davis, and Assistant Professor of Computer Science Dr. Liang Zhao

- Mr. Brian Smith of the Johnson College of Business and Economics introduced two new faculty: Assistant Professor of Supply Chain Management Dr. Chung-Yean Chiang and Assistant Professor of Human Resource Management Dr. Daniel Davis
- Dr. Mohamed Djerdjouri, Dean of the Johnson College of Business and Economics spoke for the Chair of the Department Economics, Finance, and Accounting and introduced new faculty member Dr. Thanh Nguyen, Assistant Professor of Finance
- Dr. Laura Reynolds, Dean of the School of Education, Human Performance, and Health (SOEHPH), introduced three new faculty in the school: Assistant Professor of Elementary Education Dr. Brooke Hardin, Assistant Professor of Elementary Education Dr. Sharda Jackson-Smith, and Assistant Professor of Exercise Science-Medical Fitness Dr. Lauren Vervaecke
- Dr. Katherine Gibb, Dean of the School of Nursing, introduced three faculty members who started in January: Emily Russell and Myra Westbrook (Instructors on the Spartanburg Campus) as well as Susan Allen (Instructor on the Greenville Campus). Starting this fall are Lena Shu, Instructor of Nursing on the Spartanburg campus, and Dr. Tracy Hudgins, Associate Professor of Nursing
- Dean of Library Frieda Davison introduced John Siegel who started in July as the Assistant Librarian and Coordinator of Information Literacy (he revamped our plagiarism modules) and announced that Dr. Andrew Kearns is now the Associate Dean on the Greenville Campus

B. Faculty Athletic Representative Upstate

- Dr. Jim Griffis – position is NCAA requirement for liaison between athletics and academics. [Dr. Griffis’ comments are included in full at the end of this document]
 - Student athlete weighted GPA for Fall 2017 was 3.19, the highest GPA ever. In the spring the GPA was 3.17. A total of 33 athletes had a 4.0 in the fall and 34 in the spring. Nine returning students had a 2.2 or below. We want every student-athlete to graduate successfully, so these students will receive extra attention and will meet with academic advisers on a weekly basis.
 - Student athletes will approach faculty with letters that explain when they will be absent from class. Asked faculty to look these letters over and compare with course schedules. Contact Susanna Waldrop if there are concerns.
 - There should be a marked decrease in absences from last year to this year. The move to the Big South Conference means students will not need to travel as far as they used to. Four new conference rivals are less than one hour away.
 - Students carry a full academic load and engage in up to 20 hours of required athletic activities non including travel time. They also serve as ambassadors for the university. Last year they contributed over 2,800 hours of community service.
 - Two NCAA rules to highlight:

- Student athletes are not allowed extra benefits (any item of monetary value you would give a student athlete but no other student). Have to give anything to all students or it is considered a benefit. If you have questions contact Dr. Griffis or Dr. Robbie Davis the AD for Compliance
- NCAA asks to treat violations of academic integrity the same way any other student would be treated.
 - Thanks to Susannah Waldrop. Former Athletic Academic Advisor Susan Kolb left for an AD position and they hope to name her successor soon. Susannah Waldrop has done Kolb's job in addition to her own.
 - Opened the floor for questions. There were none.

C. Committee Updates

- Dr. Zack offered two updates regarding committees. First, the Senate and committee rosters are still being finalized given the reorganization of the colleges. Second, the Academic Budget and Facilities Planning Committee has been suspended for the time being. The functions of the committee are important and should be preserved but may be better preserved or executed in an alternative format. Senate and the Faculty Advisory Committee will discuss the future of this committee.
- Chair of the Academic Affairs Committee Dr. Carmen Harris (HPPA) reminded us that the Academic Affairs Committee reviews course proposals and catalog changes for all units. The catalog deadline date is in late February. The Committee tends to have a slow fall and busy spring. Dr. Harris requested that the faculty please submit changes and proposals early so that the Committee can get to all of them.

D. Advising

- Dr. Kim Purdy, Dean of University College, updated faculty on the upcoming STARFISH online advising program. We hope the new program is functional in time for booking fall advising appointments. We may have SARS as a backup if STARFISH is not up and running. Watch for e-mails about training in late September and/or early October.
- Asked for questions. There were none.

IV. Announcements

- No announcements
- Moved to adjourn

V. Adjournment