

**UNIVERSITY OF SOUTH CAROLINA UPSTATE  
General Faculty Meeting  
AGENDA  
May 4, 2018**

**TIME: 2:15 P.M.**

**PLACE: Campus Life Center Ballroom**

**I. Call to Order**

**A. Approval of Minutes**

- August 25, 2017

**B. Administrative Updates**

**C. Committee Updates**

- Academic Affairs
- Academic, Budget, & Facilities Planning
- Assessment
- Faculty Excellence
- Faculty Welfare
- General Education
- Promotion & Tenure
- Student Services
- Graduate

**II. Old Business**

**III. New Business**

**A. Faculty Governance Elections**

**IV. Announcements**

**V. Adjournment**

**UNIVERSITY OF SOUTH CAROLINA UPSTATE**  
**General Faculty Meeting**  
**MINUTES**  
**August 25, 2017**

**TIME: 2:15 P.M.**

**PLACE: CLC Ballroom**

**I. Call to Order**

- The meeting was called to order at 2:17 p.m.
- Dr. Holly Pae introduced Dr. Rebecca Mueller (Recording Secretary) and Dr. Lizabeth Zack (Faculty Chair Elect) and thanked them for their service.

**A. Approval of Minutes – April 28, 2017**

- Dr. Pae explained that minutes from previous faculty meetings are available on the P-Drive and can be accessed through the website. She asked faculty to contact her if they are unable to access the minutes.
- A motion was made by Dr. Trevor Rubenzer (HPPA) and seconded to approve the minutes of the April 28, 2017 General Faculty Meeting.
  - The motion was approved unanimously.

**B. Administrative Updates**

- **Dr. Brendan Kelly, Chancellor**
  - Shared that USC Upstate may soon be able to announce the largest first year class in the history of the institution.
  - Emphasized the importance of utilizing the early alert system for our First-Time-In-College population. Explained that retention rates are a key indicator for strategic enrollment management and that faculty use of the early alert response system is far lower than ideal. The early alert system is used to identify students who are struggling on early assignments and make sure advisors are notified. Encouraged faculty to band together and make sure we are pushing that piece because it impacts the institution's retention numbers dramatically.
  - Emphasized that this year is dedicated, in part, to focusing on the future. Because this institution is critical to the region, we have to be thinking to what we need to be 5 to 10 years out. All of us need to offer this region the thought leadership that is necessary to be successful and move the needle on key community indicators that speak to quality of life. Hopes that as we move into strategic planning and in any team meeting (e.g., college, department) that there is a strong focus on the future: what we are capable of doing; what we are going to want to be doing.

- Acknowledged the challenges with website deployment and access to updating the website. Emphasized that we have a lot of operational changes to make on the branding front. Dr. Meredith Brunen has directed that trainings occur to properly equip CMS users; these will begin next week. Emphasized that he is particularly sensitive to communication and branding issues because they represent all of us. Explained that as we implement a more sophisticated branding operation that will develop support mechanisms for internal (e.g., internal events) and institutional (e.g., media relations) priorities. Because of the amount of work, likely an academic year, he asked for patience.
- Noticed that faculty currently do not have enough spaces to talk about the future (e.g., faculty lounge or faculty club) and wants to create more spaces for faculty to talk to each other, talk about the institution (problems and successes), and get to know each other. To address this need, Dr. Kelly and Dr. Flynn will host a reception at the conclusion of the first and last Faculty Senate meetings of each semester. The entire leadership team will also be present.
- Dr. Kelly took questions.
  - Dr. Yancy McDougal (IDS) explained her concern that the early warning system was followed by a very late drop date, which can lull students into a false sense that everything will work out and prevent them from adjusting how they approach course work. She would like to engage in a discussion about changing the drop date.
    - Dr. Kelly responded that through forthcoming work with Noel Levitz on strategic enrollment management this question will come up and is a fix that the institution can control.
- **Dr. Clif Flynn, Provost and Senior Vice Chancellor for Academic Affairs** (remarks are attached in their entirety)
  - Recognized the new Dean of the George Dean Johnson Jr. College of Business and Economics, Dr. Mohamed Djerdjouri, and the new Dean of University College, Dr. Kim Purdy.
  - Congratulated the Computer Science and Engineering Technology Management programs for earning reaccreditation.
  - Announced that he has approved searches for six faculty positions, which join four current searches. He will approve another round in early September. He reminded faculty that Dr. Carson will hold a mandatory meeting for chairs of approved searches to assure they are done properly.
  - Reminded faculty that another sign of our commitment to student success is through early feedback in courses and midterm grades, which faculty will do for all students in all courses this semester.
  - Thanked Deans and Chairs, especially those from the math, science, and English programs, for helping to accommodate a first year class that was 100 students larger than last year.
  - Dr. Flynn took questions.
    - Dr. Carol Loar (HPPA) asked if a date for submission of midterm grades had been determined with a follow up request that the date for Spring 2018 midterm grades be determined before faculty write course syllabi.

- Dr. Flynn responded that the fall date has not yet been set but will be determined soon and that they will try to determine the spring date in advance of the semester.
- Dr. Kelly and Dr. Flynn recognized faculty who received Promotion with Tenure and Promotion to Professor.
  - Promotion with Tenure
    - School of Education: Dr. Gary Bradley and Dr. Stacy Burr
    - George Dean Johnson Jr. College of Business and Economics: Dr. Michael Dinger
    - Sociology, Criminal Justice, and Women’s Studies: Dr. Samantha Hauptman
    - Psychology: Dr. Ann Hoover
    - Natural Sciences and Engineering: Dr. Anselm Omoike
    - History, Political Science, Philosophy, and American Studies & Interdisciplinary Studies: Dr. Mark Packer
    - Languages, Literature, and Composition: Dr. Monika Shehi
    - Fine Arts and Communication Studies: Dr. David Wallace
  - Promotion to Professor
    - Psychology: Dr. Andrew Beer
    - Mary Black School of Nursing: Dr. Lynette Gibson
    - History, Political Science, Philosophy, and American Studies: Dr. Paul Grady
    - Math and Computer Science: Dr. Muhammad Hameed
    - School of Education: Dr. Tina Herzberg
    - Sociology, Criminal Justice, and Women’s Studies: Dr. Lizabeth Zack

## **II. Old Business**

- Dr. Pae reported that the 2017-2018 Intercollegiate Athletic Committee membership has been finalized, with Dr. Ginny Webb (NSE) appointed by the Chancellor. Additional members include Dr. Andrew Beer (PSY), Dr. Gary Lynch (SOE), Dr. Jim Charles (SOE), Dr. Rich Robinson (FACS), and Dr. Felicia Jenkins (SON).
- Dr. Pae announced that Dr. Frank Rudisill (JCBE) will serve as the USC Upstate Foundation representative this year.

## **III. New Business**

### **A. Introduction of New Faculty**

- Dr. Katharine Gibb introduced four new faculty in the Mary Black School of Nursing: Ms. Kendra Allison, Ms. Stephanie Barnhill, Dr. Tamara Cook, and Ms. Rhonda Farrell.
- Dr. Charles Love introduced two new faculty in the School of Education: Ms. Marsha Clark and Ms. Lauren Vervaecke.
- Dr. Elnora Stuart introduced three new faculty in the George Dean Johnson Jr. College of Business and Economics: Mr. Gwinn McCrady, Mr. Gerald Smalls, and Dr. John Strandholm.

- Dr. Dirk Schlingmann introduced the new Psychology Department Chair: Dr. Stefanie Keen.
- Dr. Stefanie Keen introduced one new faculty in the Department of Psychology: Dr. Kenneth Barideaux.
- Dr. Jeannie Chapman introduced two new faculty in the Division of Natural Sciences and Engineering: Dr. Ona Egbue and Mr. Chad Mueller.
- Dr. Celena Kusch introduced two new faculty in the Department of Languages, Literature, and Composition: Ms. Guimei Li and Mr. Hans Schmidt.
- Dr. Ron Fulbright introduced one new faculty in the Department of Informatics: Ms. Millicent Springs-Campbell.

**B. Faculty Athletic Representative Update – BEGIN HERE**

- Dr. Jim Griffis explained his position as a liaison between academics and athletics whose responsibilities include monitoring student athlete welfare. He reported on the following:
  - Provided a snapshot of academic success among student athletes. In fall 2016, the overall GPA among 236 student athletes was 3.18. There were 161 student athletes who earned a GPA over 3.0, 28 earned a GPA of 4.0 (increase from previous year), and only 22 earned a GPA below 2.2 (decrease from previous year). In spring 2017, the overall GPA was 3.14 (increase from previous year). There were 20 who earned a GPA of 4.0 (decrease from previous year) and only 15 earned a GPA below 2.2 (decrease from previous year). He acknowledged the work of Susan Kolb, Athletic Academic Advisor.
  - Reported that exit interviews and surveys of student athletes reveal no concerns.
  - Explained that faculty who have student athletes in class should have received a letter from those student athletes identifying class dates they will miss. Encouraged faculty to contact Susan Kolb or him with any concerns.
  - Emphasized the hard work and commitment of student athletes.
  - Reminded faculty of two NCAA rules. It is impermissible to give student athletes anything of material value that is not given to everyone else. Also, when it comes to violations of academic integrity, faculty should treat student athletes as they would any other student. Questions about NCAA compliance can be directed to Robbie Davis, Associate Athletic Director for Compliance, or Dr. Griffis.
  - Reminded faculty of the members of the Intercollegiate Athletics Committee, an ad-hoc committee that reports directly to Chancellor Kelly. Any concerns about athletics on campus can be directed to those individuals.
  - Introduced the new Athletic Director, Julio Freire.
    - Mr. Freire provided information about a recent event for student athletes, during which he emphasized the importance of earning a meaningful degree and their role as visible advocates for the University. He shared his view of practice facilities as living/learning

laboratories and encouraged faculty to support student athletes outside the classroom.

**C. Committee Updates**

- Dr. Pae announced that past chairs have all submitted reports, which are available on the web under ‘Faculty Resources – Faculty Governance’.
- Dr. Pae introduced incoming committee chairs.

**D. Committee Elections**

1. Promotion and Tenure (P&T)

- One representative from the Library (elected position):
  - Camille McCutcheon
    - Dr. Pae explained the make-up of the Promotion and Tenure Committee. Because Dr. Keen is now Chair of the Psychology Department she is no longer eligible to serve on the P&T Committee. Dr. Pae shared the nomination of Dr. Ann Hoover (PSY) to serve on the P&T Committee and asked for any additional nominations from the floor.
    - Dr. Pae moved to elect Dr. Hoover and Camille McCutcheon to serve on the P&T Committee.
      - Motion was approved unanimously.

**E. P&T Motion**

- Dr. Pae brought forth a motion to change the Faculty Manual. She reminded faculty that the eligibility rank to Professor for classroom faculty changed in the 2016 Faculty Manual, and she would like to bring the eligibility rank to Librarian to the same requirements.
  - The proposed change would require a record of excellence in librarianship, highly effective contributions in service or scholarship and creativity, and effective contributions in the other category (see August 25<sup>th</sup> Agenda to review the Change in Faculty Manual form).
  - There were no questions.
  - Dr. Loar (HPPA) made the motion to accept the proposed change to language in the Faculty Manual. Seconded.
    - Dr. Stuart (JCBE) asked if this would lead to changes across campus and worried that doing so will lower faculty quality instead of improving faculty quality.
    - Dr. Pae responded that the current 2016 Faculty Manual outlines these same criteria for eligibility for rank of Professor for classroom faculty, so this proposal is bringing Librarianship in alignment.
  - The motion passed unanimously.

**IV. Announcements**

- Dr. Pae made the following announcements:
  - Stated that a future proposed change to the Faculty Manual may include returning review of changes to coursework to the Academic Affairs Committee before coming to Faculty Senate.
  - Reiterated the opportunity to sign up for *The New York Times*.

- Reminded faculty that the Chancellor’s Investiture is scheduled for Friday, October 13<sup>th</sup> with events beyond the official ceremony. Those who teach on Fridays are encouraged to arrange schedules so that students can attend events. Faculty who do not teach on Fridays should also encourage students to attend. The hope is that all faculty participate in the ceremony.
- Announced the cancellation of the Faculty Advisory Committee meeting scheduled for Friday, September 1<sup>st</sup> because of conflicts with Peer Review Training.
- Stated that the Faculty Advisory Committee will meet on September 22<sup>nd</sup> as scheduled. It is open to everyone. Chancellor Kelly will share more information about his vision at that meeting.
- Encouraged faculty to share needed changes to the website with her.
- Dr. Pae asked for other announcements from the floor.
- Dr. Flynn acknowledged Dr. David Marlow (LLC), who will serve as the Interim Director of Service Learning.
- Dr. Neibert (FACS) invited faculty to see *Tapestry* this weekend, a play created by Upstate students and performed twice in London, England this summer.

**V. Adjournment**

- Dr. Griffis (HPPA) made a motion to adjourn, seconded, and motion was passed unanimously.

## **Remarks by Dr. Clif Flynn, Senior Vice Chancellor for Academic Affairs**

Welcome back!

I would like to re-introduce a couple of folks to you, one of whom is not here. First, Dr. Mo Djerdjouri, our new Dean of the Johnson College of Business and Economics. Mo is not here because his daughter is starting Concordia College in Montreal and he is helping her move in this weekend. And someone who is not new, just in a new position – Dr. Kim Purdy, our new Dean of University College. We are most excited about both of these individuals in their new roles.

Congratulations to Computer Science and Engineering Technology. We received notice from ABET earlier this month that both programs have been reaccredited. A special thanks to Jerome Lewis in Computer Science and Tim Ellis in ETM, respectively for leading those efforts.

One of the most important things we do is hiring new faculty. In order to do attract and obtain the best possible candidates, it's imperative that we begin the search process as early as possible. With that in mind, this week, in consultation with the deans, I approved the first round of searches for six faculty positions for the coming year. Those are in addition to the four searches that are currently underway. I will be approving another round in early September.

Dr. Warren Carson will once again be holding a mandatory meeting for all deans, chairs, and search committee members for areas in which searches have been approved. We want to make sure our searches are done properly and in a way that promotes and achieves diversity in our hiring. This year, I am proud of the quality and diversity of our new faculty colleagues, and I believe that is in part due to our intentional efforts in these areas.

I'd want to echo the Chancellor's remarks that we make sure that we are all committed to and working for student success. One way to demonstrate that is by scheduling early feedback in your courses and by submitting mid-term grades. This semester for the first time, you will turn in mid-term grades for all students in all courses, which will give a complete picture to both students and advisors. I want to thank you in advance for a 100% participation rate because I know that each of you is committed to student success.

And finally, I'd like to thank the deans and chairs for working to accommodate a freshman class that is over 100 students larger than last year's class. It's a nice problem to have, but it does create some last-minute challenges. Since these are almost all General Education courses, most of the burden falls on the College of Arts in Sciences, particularly in the areas of science, math, and English. So an extra thank you to Dean Dirk Schlingmann and to chairs Jeannie Chapman, Bernard Omolo, and Celena Kusch for their critical help in finding classes for all of our students.