Minutes of the Faculty Senate Meeting, 9 October 2007

The Faculty Senate met on Tuesday, 9 October 2007, at 5:00 p.m. in Wachovia Auditorium. Speaker Joe Kelly called the meeting to order, and the minutes of the 11 September 2007 Senate were approved.

Reports

Provost

Provost Elise Jorgens reported that Associate Provost Beverly Diamond has been looking into faculty salary issues and begun comparing salaries of College of Charleston faculty in all disciplines with the salaries of faculty at other institutions. The Provost added that Ms. Diamond has been working with Steve Osborne, VP of Business Affairs, and that they have been making progress and are looking for more sources for their analysis. She also affirmed that President Benson is committed to addressing issues pertaining to faculty salary compensation.

The Provost next mentioned the upcoming Major/Minor Fair to be held on October 10 in Physicians Promenade and encouraged faculty and students to attend. She said that she was disappointed with last year’s turnout, but that students are excited about this year’s event and that she hopes for better participation.

The Provost announced that yesterday she held her first “Conversation-with-the-Provost” meeting of the term, that she met with six faculty, and that they had a good conversation. She encourages all faculty to attend one of the meetings at some point in the term and to discuss any problems or issues on their mind.

Next the Provost said that the Gen-Ed discussions are very important, that she gives the Senate her best wishes in its deliberations, that she wants the best result for the sake of our students and hopes the process does not become bogged down. She concluded by wishing everyone a pleasant fall break.

Speaker

Speaker Kelly first reported on the current state of Strategic Plan. He said that he has generated a list of names for the Strategic Plan Steering Committee, and so too has the Provost and the Faculty Advisory Committee to the President. The names generated will serve as recommendations for possible Steering Committee members. Once formed, the Steering Committee will ask faculty and staff to serve on sub-committees. The Speaker noted that the President is especially keen on making use of study groups; however, the whole process of how the Strategic Plan will be conducted has not yet been defined; those details will be provided after the Steering Committee has been established.
The Speaker reminded the Senate that because the President is very committed to fund-raising, he will be away a lot. Therefore, the Faculty Advisory Committee to the President will be doing some serious work and be used by the President as a conduit for input.

Lauren Collier, Service-Learning Director

Ms. Collier wished to make the Senate aware of the upcoming event “Building Cougar Pride Homecoming: Habitat for Humanity Blitz Build,” which is an effort to create pride in the Charleston community and to show a commitment to the community. Ms. Collier remarked that the “Habitat for Humanity Blitz” addresses a big issue: the problem of affordable housing for people of low income. She reported that students have gotten behind the project and that she seeks input and help from the faculty. Two thousand volunteers and $60,000 are needed. Some 150 C of C clubs are involved and many faculty and departments need to be involved too. Ms. Collier also hopes that faculty will incorporate into their classes, when appropriate, the investigation of issues pertaining to affordable housing, discrimination, and social justice. She also said that there are currently being trained “Habitat Diplomats,” who will go to clubs, classes, and department meetings to provide information about the project. She encouraged Senators to invite these “Diplomats” to their classes and meetings. Ms. Collier also said that she hopes people from diverse backgrounds will form teams and work together on the project. Finally, she announced that future updates on the project will be provided (mainly by email) and asked faculty to contact her office if they wished to incorporate service-learning activities—especially those pertaining to Habitat for Humanity—into their courses.

Hugh Wilder, Chair of the Faculty Salary Compensation Committee

In reporting on what the Faculty Compensation Committee has been doing, Mr. Wilder began by noting that the issue of faculty salary compensation is on President Benson’s agenda, and that his committee has met with the past committee chair (Deanna Caveny) and the Provost. Mr. Wilder then announced the members of the committee—who include Calvin Blackwell (Associate Professor, Economics/Finance), William Danaher (Associate Professor, Sociology/Anthropology), Michelle Futrell (Senior Instructor, PE & Health), Antony Harold (Associate Professor, Biology), Laura Turner (Associate Professor, Theatre), Katherine White (Assistant Professor, Psychology)—and noted that the committee membership broadly represents the College in terms of schools and rank.

Mr. Wilder then presented and commented on three tables that summarize the Committee’s findings thus far. The first (see Appendix) compares 2006—2007 averages of C of C faculty salaries with faculty salaries of 20 current peer institutions, which include selected schools from COPLAC, South Carolina senior public colleges and universities, the Southern Conference, and the top five public schools (based on the rankings found in US New and World Report) in four geographical areas. Mr. Wilder explained that the ad hoc Faculty Compensation Committee formed by President Higdon established the parameters for selecting “current peer institutions”: they had to be public schools, have students with SAT scores comparable to those of entering C of C students, have overall undergraduate enrollment numbers comparable to ours, have student-faculty ratios similar to those of the C
of C, and have roughly the same percentage of faculty with terminal degrees as we have. Mr. Wilder remarked that no single school offers an exact match to us or a perfect point of comparison, but that collectively the schools give us a good benchmark for comparisons. He then pointed out that the table showed that in terms of mean salaries (which were not broken down by discipline), the C of C was near the bottom, and that it would cost $2.2 million to catch up to the average of all the other schools. President Higdon, Mr. Wilder explained, had a two-phase plan: phase one would bring up our salaries to the level of our current peer institutions; phase two would bring up our salaries to the level of a new group of aspirational peers.

The second table (see Appendix) that Mr. Wilder presented compared the C of C with other schools that directly compete with us for students. As the table shows, we rank at the bottom.

The third table (see Appendix) compares our salaries with research-intensive universities. President Benson asked for this comparison because he comes from a research university and is familiar with such institutions. Again, as the table shows, we rank at the bottom.

Mr. Wilder reported that Associate Provost Beverly Diamond has collected data on starting salaries (asst. professor rank) for all disciplines, which has been a particular concern of the Provost. In terms of starting salaries, some departments look good, but others need more funds to catch up.

Mr. Wilder then reported on what his committee has been doing. They have met with Ms. Diamond, and Mr. Wilder thanked her and the Office of Academic Affairs for their work. Mr. Wilder has also met with President Benson and discussed his merit/market-based plan for addressing salaries increases. He reported that the President would like the details of how merit is to be assessed to come from faculty in their department meetings. Mr. Wilder also said that he met with the Academic Forum, and that his committee has recommended that a new study be undertaken modeled on the study that President Higdon initiated with the ad hoc Faculty Compensation Committee. Mr. Wilder added that the summaries of two previous studies are on Cougar Trail under “Faculty Reports,” and that the Provost has approved a new study. Data from the new study will be used to help determine the market-based portion of future salary increases.

Mr. Wilder then reported on what he has learned about the President’s merit/market-based salary raise system. He said that it will include annual reviews of all faculty. However, the format and process of the review will vary and departments will help determine these. Mr. Wilder invited Senators to contact the committee if they have any ideas about the annual review. Merit, he continued, will be determined from the data from the reviews as well as from CVs and evaluations by chairs. The market value of each faculty will, as noted above, be determined by an analysis of the data from the new study to be done by the committee.

Mr. Wilder next reported that his committee has been discussing three questions that have concerned faculty. First, what funds will be available for salary increases? Traditionally, it has only been 2% to 3% of what the faculty have been making. This creates the possibility of faculty competing with their colleagues for small sums of money for raises. Mr. Wilder said
that the President understands that the new system will work best when more money is made available for salary increases. Second, how will the new evaluation process mesh with the current evaluation system? Will it replace or be added to the current system? Third, what will be the process and standards for annual merit review? Mr. Wilder said that the President envisions some variation among schools and departments. He added that his committee is concerned about how fairness will be maintained across the College.

Idee Winfield (Sociology) then asked whether Mr. Wilder’s committee has discussed the issue of salary compression. Mr. Wilder replied that the new study will reveal what the compression problem is and its extent, but that he is not sure how the problem will be addressed.

Unfinished Business

By-Laws

Brian McGee (Communication), chair of the Committee on By-Laws and Faculty/Administration Manual (FAM) began by reporting on a proposal to remove certain sections from the FAM. These sections are not in the by-laws part of the FAM, but in the administratively controlled part, and pertain to Article V (Benefits and Privileges of Faculty and Administrators) and Article VII (College Facilities and Services). Mr. McGee explained that much of the material in these Articles is outdated or inaccurate and tends to be regularly updated on various institutional Web sites. The committee is considering the proposal to remove these sections from the FAM and welcomes input on this matter from the Senate.

Mr. McGee then presented the committee’s report on the motion to alter the wording in Art. III, Sect. 1.I.6 of the Faculty By-Laws, which would redefine the selection and service of the Parliamentarian as follows:

6. The Speaker will shall appoint a Parliamentarian to the Faculty, at the first Senate meeting of the academic year from among the Senators who shall serve at the pleasure of the Speaker. The Parliamentarian will shall advise the Speaker or other presiding officer, and the faculty and Senate, concerning parliamentary procedure. The Parliamentarian will shall perform other duties normally associated with such an office. If the Parliamentarian is unable or unavailable to perform those duties during a meeting of the Faculty Senate, the Speaker may appoint an Acting Parliamentarian to the Faculty until such time as the Parliamentarian shall return to service.

Mr. McGee explained that the changes would give the Speaker more flexibility in selecting a Parliamentarian and allow for the appointment of an Acting Parliamentarian when needed.

The Senate voted and the proposed amendment passed.

Next Mr. McGee announced that his committee would be reviewing sections in the by-laws pertaining to professors emeriti, and that this issue would be brought before the Senate in the future.
New Business

Faculty Curriculum Committee

Committee chair, Gerald Gonsalves (Management and Entrepreneurship) submitted the following curriculum proposals for approval.

**Biology**
Proposal to Change Course Title – BIOL 337 Invertebrate Zoology (to “Biology of Invertebrates”)

**Accounting and Legal Studies**
New Course Proposal – BLAW 309 Legal Environment of International Business

**Economics and Finance**
New Course Proposal – FINC 376 Real Estate Market Analysis

**Psychology**
New Course Proposal – PSYC 356 Introduction to Behavioral Genetics

**Sociology and Anthropology**
New Course Proposal - SOCY 109 Special Topics in Sociology

**Management and Entrepreneurship (M&E)**
New Course Proposal – MGMT 210 Career Development
New Course Proposal – ENTR 335 Funding New Ventures
New Course Proposal – ENTR 375 Research in Entrepreneurship

**Hospitality and Tourism Management (HTMT)**
New Course Proposal – HTMT 370 Foodservice Enterprise – Design & Dev
New Course Proposal – HTMT 372 Foodservice Operations Analysis

All curriculum proposals concerning Biology and Psychology passed without discussion. The following proposals elicited some debate.

**BLAW 309**: Richard Nunan (at large) asked why BLAW 205 is not a prerequisite for BLAW 309. A member of the faculty of Accounting and Legal Studies answered that BLAW 205 was not made a prerequisite in order to allow Business majors easier access to the course. If Business majors were first required to take BLAW 205, it is unlikely that they would take BLAW 309. The Senate voted on the course proposal, which passed.

**FINC 376**: Mr. Nunan objected to the proposed course. He said that when the Hospitality and Tourism major was proposed a few years, he was concerned that it was not good fit for a liberal arts institution, and he said that a number of its courses amount to trade-school courses. He said that he had the same view of the real estate course (FINC 376), that it does not belong in a liberal arts college and should therefore be rejected. Though we have approved, he
continued, the Hospitality and Tourism major, we have not approved a real estate major. He said he would not like to see such a program established at the College. John Wiley (guest) responded that he doesn’t view the course as a trade course. He argued that a trade course teaches students how to be real estate appraisers, but that the proposed course does more. It offers a general way of thinking about real estate and teaches students how to value real estate using financial tools and economic theory. The new course Proposal—FINC 376 Real Estate Market Analysis—was approved.

**SOCY 109**: Denis Keyes (at large) asked why this special topics course was pitched at the 100 level, when typically special topics courses are upper-level courses. Idee Winfield (Sociology) said that most 100-level Sociology courses are service courses for non-majors; this new course was an opportunity to try different courses at the 100-level. Mr. Nunan was curious about the reference to the First Year Experience in the supporting documents. Ms. Winfield replied that the Special Topics category was a way for the department to try out courses that might eventually work well as First-Year-Experience courses. The new course Proposal—SOCY 109—was approved.

**MGMT 210, ENTR 335, and ENTR 375**: Mr. Wilder asked about MGMT 210. Since the College already has an office of career development, he wondered whether the course simply duplicated something that was already done. Isn’t this sort of work, he asked, more appropriate for that office? Kelly Shaver (guest) said that he is a parent and doesn’t want this kids to move back home after college. They will need to find a job. Not every student, he added, will go to career services. Also, this is a more general course that covers more than finding a job. Jason Overby (Chemistry and Biochemistry) asked if the course was required. Mr. Shaver responded “no.” Mr. Nunan said that he doesn’t think it is an academic course and should thus be rejected. Marty Markowitz (guest), who will teach the course, said that the course was developed out of a request from Career Services, which tends to help just seniors. This course will teach students how to market themselves. He then referred to an article in the Chronicle of Higher Education that reported on a number of schools that have developed courses similar to the proposed one. He concluded by saying that we need to teach students how to find jobs to support themselves. Scooter Barnette (Health & Human Performance), who expressed support for the course, then asked if it would be open to non-majors. The answer given was “yes.” The new course proposals MGMT 210, ENTR 335, and ENTR 375 were all approved.

**HTMT 370 and HTMT 372**: Mr. Nunan declared that "these really are trade-school courses." However, he could not in good conscience vote against them because the Senate has already approved the major, of which these will be a part; yet he couldn’t vote for them because he didn’t think they belong in a liberal arts college. Tom Heeney (Communication) asked if these courses are typical of courses taught at Trident Technical College. Bob Frash (guest) replied that the course should only be taught from a managerial perspective, not a culinary one as is typical in two-year institutions such as Trident. He then mentioned the conceptual approaches taken in the courses. One focuses on the food industry at large and its impact on society; the other focuses on issues pertaining to operational analysis. He noted that most food businesses have a high rate of failure and that the courses teach students how to avoid the problems that lead to failure. He then showed a publication from the national Restaurant
Association that Trident Tech uses, and said that it amounts to a vocational workbook. By contrast, he has assembled his own readings, which are much more comprehensive. Next, John Crotts (guest) said that he was very sensitive to the liberal arts tradition, and that as past chair of the Department of Hospitality and Tourism he has recruited faculty who are open to this tradition and want to contribute to it. His own background, he said, was in social psychology and that his field is essentially a form of applied psychology. He added that he was attracted to the College because it is a liberal arts institution. He then gave a brief history of the major, reminding the Senate that when he helped create the major, he assured the Senate no in-house funds would be used for it. The new course proposals HTMT 370 and HTMT 372 were approved.

Committee on Graduate Education, Continuing Education and Special Programs

The following proposals from the committee were all approved by the Senate:

- BIOL 619 and EVSS 619 - Biology of Coral Reefs (to be cross-listed with BIOL 449)
- SPAN 671 – Youth Literature in Spain
- EDFS 674 - Linguistics for ESOL Teachers
- EDFS 676 - ESOL for Non-ESOL Teachers

Constituents’ Concerns

Michael Phillips (at large) asked that Senators circulate proposed amendments to their colleagues before meetings for the sake of collegiality, fairness, and the facilitation of thoughtful deliberations.

The Senate adjourned at around 6:30 PM.

Respectfully submitted,

Terence Bowers
Faculty Secretary