Minutes of the Faculty Senate meeting on 17 January 2017

The Faculty Senate met for a regular meeting on Tuesday, 17 January 2017 at 5 PM in Wells Fargo Auditorium (Beatty Center 115).

1. **Call to Order, 5:04 PM**
2. The 6 December, 2016 minutes (pdf) were approved as posted.
3. **Announcements and Information**
   - The Speaker welcomed the Faculty back to the new year. He reminded the Senate about the roll located at both doors and circulating.
4. **Reports**

   **a. Speaker of the Faculty Todd McNerney**

   On January 6, the Speaker worked with Shirley Hinson to bring together some faculty members, Deans, senior leadership, and members of the Chamber of Commerce. The purpose of the meeting was to discuss two things:

   - 2016 Talent Demand Study, [http://www.charlestonchamber.net/talent/](http://www.charlestonchamber.net/talent/)

   Discussion centered on the Chamber's efforts to facilitate internships in partnership with the College of Charleston through an "intern portal," which may still be in development. If your unit or School has significant numbers of internships, then this information may interest you.

   The Speaker updated the Senate on two ad hoc committees on the Grievance process and the Hearing process. They were formed in the Fall semester, have been meeting regularly and will give a report at the February meeting.

   The Speaker reported that the Faculty Senate, in partnership with the College’s AAUP chapter will be hosting faculty from Francis Marion University who are in their faculty governance and leadership. Francis Marion is consistently ranked as a "Great College to Work For," and we hope to learn something from them about how faculty governance works at Francis Marion. Once those dates are set, specific dates and times will be announced.

   The Speaker presented at the October Board of Trustees meeting the desire of the Faculty Senate to work with them on a method to participate in the evaluation of the President of the College. The Speaker has also communicated with the President that the faculty wishes to have a means to share feedback in the President's evaluation of the Provost.

   The Speaker planned to speak more specifically about this at the next Board of Trustees meeting.

   The Speaker encouraged faculty to participate in the open faculty forum on academic freedom after the national election on January 23, School of Education, Health, and Human Performance alumni center at 5:00 PM.
There were no questions.

b. Provost Brian McGee

Provost McGee welcomed those in attendance to the new year. The Provost recognized guest Board of Trustee Randy Lowell, who is the new chair of the Board's Academic Affairs Committee.

The Provost thanked everyone, including faculty and students, for working to make the compressed schedule of Fall 2016 work. The Provost noted that faculty evaluations were completed at a comparable rate to those in the previous semester. The Provost mentioned that there were some problems with missing and incomplete grades relative to other semesters. He asked those attending to please help getting grades in as quickly as possible.

The Provost thanked Dean Tillis for his leadership of Languages, Cultures, and World Affairs and recognized Classics Department Chair Tim Johnson as Interim Dean. An announcement will be made soon naming the Interim Chair of the Department of Classics. The Provost said that he has received extraordinarily high quality feedback from the LCWA faculty on securing permanent and interim leadership of that School. Provost McGee expressed that he is grateful to his faculty colleagues in LCWA for providing that feedback and he will be meeting with the President soon on permanent leadership.

Continuing on the topic of leadership, the Provost expressed thanks to Dean Fran Welch who is heading up the ad hoc committee reviewing the structure and organization of the Graduate School. The committee is broadly represented by graduate students, Graduate School faculty and Graduate School staff. The Provost mentioned that their work will be completed in the current semester.

The Provost said that there are several ad hoc committees working this semester, including the ones studying the Grievance and Hearing processes, one studying grading systems, and another working on the possible creation of a General Studies bachelor’s degree.

Provost McGee reported on an opening discussion on the Tenure and Promotion process, which has grown out of concerns expressed in meetings held each spring with the Deans on their experiences with the Tenure and Promotion process. Recurrent issues include the five member composition of the Tenure, Promotion, and Third-Year Review Committee. Since there are six schools and library faculty, it might make sense to increase the Committee to seven to include representatives from each academic school and the library. Another discussion centered on whether there should be a different set of roles for faculty in the review of promotion applications for the rank of full professor or of Librarian III and IV. In the current scenario, associate professors are asked to vote on applications for full professor of colleagues who might subsequently be voting on that associate professor's promotion. This challenge is addressed at many institutions by restricting voting on applications to full professor to those who hold full professor rank. Also discussed is whether to require external review letters. This issue and others will be shared with the Faculty Welfare Committee for thoughtful review and discussion. There
is no deadline or timetable for this. The Provost does not foresee any changes occurring from these discussions until the 2018-2019 academic year.

The Provost gave an update on the Real Estate Major name. The major went through all the regular channels and was expected to be offered in the Fall of 2017. When under review by CHE, CHE staff reported that the proposal was fine, but the name was problematical. It was thought the name should reflect a more academic nature. Renaming the major was done in discussion with the CHE staff, School of Business leadership, and Finance faculty in record time due to deadlines necessary for launching the major in 2017-2018 academic year. The new name is Commercial Real Estate Finance, dependent on the renamed major going through the regular curriculum review process, and final CHE approval.

Provost McGee reported on the new Bridge Program, in development with Trident Technical College. In December, the plan was discussed with some members of the Academic Planning Committee, and in the past few months, with Academic Council and the Board of Trustees. Several bridge programs with Trident have been tried in the past, and have been small in scale, with fewer than 100 students. The international bridge program, iCharleston, has been doing well, but the local bridge programs have had mixed success. The current bridge plan with Trident calls for 300 students, and involves a residential experience on the College of Charleston campus.

The Provost described the current plan, being developed, future bridge students will live in CofC residence halls for the Fall semester. They will be Trident Tech students, and take Trident courses taught by Trident tech faculty in College of Charleston classrooms. The Trident tech students would be provided services on the College of Charleston campus through an agreement with Trident Tech. The bridge program would last one semester, with students bridging to the College in Spring if they met required targets for GPA and hour completion. The Provost appreciated the efforts of many faculty, staff and administrators for working through the details of the program. He expressed appreciation for the partnership of Trident Tech leadership and the work of our colleagues at Trident Tech for thinking through the Bridge program. Trident Tech has sent many transfer students to us in the past, and the Provost said that wouldn't change.

The Provost thanked the Committee on Academic Standards, Admissions, and Financial Aid for their patient review of the options of calculating the major GPA.

The Provost thanked the working through of issues with the Bachelor of Professional Studies, which was taken off of a previous agenda and appears on today's agenda.

Speaker McNerney asked for questions.

Richard Nunan, Senator (at-large HSS) offered an observation about the composition of the Tenure, Promotion and Third-Year Review Committee from five 5 members to seven. As a faculty member who has served on the Tenure and Promotion committee and on the Nominations and Elections committee, Senator Nunan expressed that increasing the size of the committee would be a bad idea for several reasons. It is difficult to find five people who Nominations think express good judgement and don't have ideological axes to grind, and not many people volunteer
for that committee because it is a lot of work. He expressed that the Nominations Committee has trouble finding five people to serve. Added to this is the logistical complication of finding times that seven people can meet, and the number of meetings this committee has to have is huge. In Senator's Nunan's experience of serving on the Committee, representation from each School doesn't really matter.

**Irina Gigova**, Senator (at-large, HSS) asked about the T & P process. Will the changes be tied to post-tenure review? It makes sense to review both processes.

Provost McGee said that if Faculty Welfare would like to examine both, he would be amenable to doing that. He agreed with Senator Gigova that the two review processes are linked in some ways.

Dr. Gigova next asked for clarification about the Bridge program. She understood that there will be about 300 students who will stay in College of Charleston dorms for one semester, then they will stay or not?

Provost McGee said that the way the Bridge program is currently devised, successful students will continue to stay in the residence halls and if they are not successful, they will be respectfully asked to move out.

**Bob Mignone**, Guest, asked if consideration of rank in the Tenure and Promotion Committee will extend to Departmental Tenure and Promotion panels as well?

The Provost affirmed that this was correct. He stated that this is a good opportunity to discuss the relative participation of instructional faculty, associate and full professors in consideration of colleague's promotion to more senior rank. He stated that the discussion would include departmental tenure and promotion panel, the Committee on Tenure, Promotion and Third-Year Review, and the creation of colleague letters.

**Joe Kelly**, Senator (at-large, HSS) had three questions related to admissions. For the 300 students who will be in the bridge program, have there been any provision for these students to be supported as a cohort, will there be programming or common lectures, or any planning of a common experience to communicate to these students that they are here because they have been selected as people who are likely to succeed?

Provost McGee said that these plans to present a positive message are in place.

Senator Kelly asked again if that infrastructure will be in place?

Provost McGee said they want to build it, that there are lots of challenges to make sure students are gathered together, but not isolated.

Senator Kelly voiced his support for the Bridge program and hopes it succeeds.
Next, Senator Kelly asked about financial support for students who are selected from the Top Ten Percent program, and in particular, those students who have a financial need as opposed to academic merit. He asked if we have numbers on how many students are entering through that program who have financial need and if we’ve assessed whether we are meeting that financial need. How many of these students have the door opened to them as Top Ten Percent students who are not able to attend because of financial need?

The Provost said this is a great question about the first year of the Top Ten Percent program. He said we have a series of programs that are both need and merit-based for scholarship. We don't want a single student to decline admission offers to the College of Charleston based upon a gap between need and an offer, although we know that does happen. There have been a series of financial programs for students who have need that predate the Top Ten Program. The decision was made to begin the pilot Top Ten Percent by saying the same opportunities available to student in the Top Ten that would be available to any other student. The College has scholarships that go back decades that have a needs-base or merit-base, or a combination of need and merit and the Top Ten students are eligible for this financial support, too. The Provost said in his opinion, the program needs two years of data, which they are collecting. The goal is to use that data to make needed adjustments to ensure the success of the program.

Senator Kelly asked that as the data becomes available, please share it with the Senate as a regular annual report.

The Provost said that the earliest useful report will be from Fall 2017 when they have data from two classes.

Senator Kelly’s final question concerned philanthropy. He would like to see regular reports from Institutional Advancement regarding raising money for endowed scholarships that will positively affect diversity.

The Provost suggested that knowing non-endowed scholarship totals would be useful as well.

Senator Kelly suggested these reports could come at the beginning of each academic year, at the Faculty Senate September meeting.

**Tom Baginski**, Senator (German and Russian Studies) offered that the renamed major, Commercial Real Estate Finance, did not reflect residential real estate finance.

Provost McGee invited subject experts to speak on the name.

**Jocelyn Evans**, Guest (Associate Dean and Professor, Finance) explained that since the Carter Real Estate Center and Finance major began, there has been an orientation to commercial real estate. At the beginning survey level, there is some residential real estate content, but as students progress to careers at the corporate level and in investment banking, emphasis is placed on evaluation and strategic market analysis, which are part of commercial real estate. From its inception, the Center and the major were designed to be comprehensive in terms of evaluation, and to examine other aspects such as what drives cash flow, the effects of regulatory restrictions,
market drivers from outside the business major perspective, and other considerations that a Finance major doesn't consider. Because the Commercial Real Estate Finance was designed with a comprehensive liberal arts focus, it will have a strong business finance analytic nature, and will include other areas to help explain how to complete an evaluation.

Bill Hassett, Guest (Finance) added that they did not want the major to be confused with classes offered at night for becoming a broker. He stated that commercial includes residential, including multi-family, condominium development, and other residential components will be included, but it is considered commercial because of the investment aspect.

Bob Mignone, Guest (Mathematics) stated that the Math department supports the Top Ten Percent and the Bridge program, but noted the additional support role Math will experience getting students ready for college level math. Math is already having a difficult time keeping up with current structure, and this will increase as students from Top Ten and Bridge programs go into STEM areas, Business, Health professions, and anything else that requires an algebra-based foundation. There is evidenced-based pedagogy that offers models for supporting College Algebra and increasing effective teaching, but Math doesn't have facilities to scale that up to what will be needed. Mignone asked for support for a testing lab so that they can expand their support at a higher level than current facilities allow. Mignone stated that 30% of students who come to college don't place into College Algebra.

Provost McGee said that he heard him and affirmed that responding to changing pedagogies and the need for new resources is part of the shared responsibility of faculty and administration. Part of the plan for the Bridge program students is to create tracks for students so that the first courses they will take with Trident Tech will align with the requisite courses most needed for a particular major.

There were no further questions or comments.

c. Divya Bhati, Office for Institutional Effectiveness and Strategic Planning gave an update on the SACSCOC reaffirmation process.

• They will submit focus reports by February 10, 2017, based on the questions the off-site committee asked. That committee has given feedback on eight standards.
• Dr. Bhati said they will also need to submit the Quality Enhancement Plan.
• Many faculty and staff will receive notice of preparations for SACSCOC visits, and reminded us to save the dates for SACSCOC onsite team visits March 27-30.
• She gave her deepest thanks for continued support during the College's reaffirmation process.

d. Todd LeVasseur, Director QEP gave an update on the Quality Enhancement Plan.

• The Plan would be finalized, given to Marketing, and submitted by the February 10, 2017 due date. The document will be shared with faculty and staff via email.
• LeVasseur said there would be a increased marketing presence leading up to the SACSCOC March visit. He asked faculty to find a PowerPoint loaded onto each
classroom computer’s desktop and to please try to make time to show this to your students.

- He stated there will be a call forthcoming for Sustainable Literacy Student Fellows (four positions).
- There is an art exhibit devoted to Sustainable Literacy, sponsored by the QEP, on the second floor of Addlestone Library.
- On February 10, 2017, everyone is invited to a reception on sustainable literacy, which will include student art and faculty research related to sustainability literacy from 3:30-5:00 in Addlestone Library room 360.

There were no questions.

5. Old Business

Committee on Academic Standards, Admissions and Financial Aid gave the committee’s ranking results for the three Major GPA Options (pdf) (doc).

Committee Chair Quinn Burke reported that the Committee met on January 6, 2017 to discuss and rank the three options presented to Faculty Senate in the December, 2016 meeting.

The Committee's seven members unanimously chose Option 3 as the most preferable.

The second choice of the Committee was to eliminate the College's major GPA policy altogether.

Burke sought to make a motion to recommend the Faculty Senate adopt Option 3, but this was not possible, as the motion had not been listed on the agenda.

Alex Kasman, Senator (at-large, SSM) offered that he supported Option 3, but as part of the ad hoc committee exploring the development of an online General Studies degree, he wanted to ask if adopting Option 3 would conflict with the General Studies major.

Provost McGee said that he thought that part of the proposal for the General Studies major would be how to calculate the major GPA, since the calculation would be required.

Meg Cormack, Senator (Religious Studies) wondered about the note in Option 3.

Note: Any course approved through exception management or identified by the department in the special topics selection process that will be used as a substitute for a course within a program of study’s exclusion list will not be calculated in the major GPA.

Cormack asked for clarification about whether a student could get special permission to count some other course that is not normally part of the major as part of the major, but that wouldn't be counted as part of the GPA? It seems if the student wants to count the extra course as part of the major, it should go into the GPA.
Chair of Academic Standards, Admissions and Financial Aid Quinn Burke said he understood the point, but thought they didn't want too many exceptions.

Mary Bergstrom (Registrar) followed up with the information that there would be an exclusion list. The major would list the requirements, and at the bottom, they would list exclusions. She said, this is referencing that if a course is used as a substitute for a course that is listed on the exclusion list, the course would not be included in the major GPA.

Larry Krasnoff, Senator (Philosophy) pointed out the procedural error of offering a motion, since that was not included in the agenda.

Tom Kunkle, Senator (at-large, SSM) asked for a definition of "exception management."

Mary Bergstrom (Registrar) answered that the exception management process is where a substitution is requested within a student's degree audit in order to meet graduation requirements for the major or degree.

She said there is a published list of exceptions, but in some cases, like a transfer credit, there might be extenuating circumstances, and some guidelines are available in that same published document.

Speaker McNerney consulted with Parliamentarian George Pothering and said that the will of the Senate as expressed in the December 2016 meeting asked for a report on the ranking of options from the Academic Standards, Admissions and Financial Aid Committee. The Senate could choose to accept the recommendation of Option 3, which would require a new motion made from the floor.

Larry Krasnoff, Senator (Philosophy) asked if departments would really do different things than is reflected in Option 1?

Burke said he received several emails from Department Chairs strongly supporting Option 3.

Senator Krasnoff asked if they had given examples of why Option 1 would be a burden?

Alex Kasman, Senator (at-large, SSM), said that in his interpretation of Option 3, it is a list of classes that either count or they don't.

Jim Young, Senator (at-large, SSM) asked what the committee thought about Option 2, the Committee's second choice. He then asked what other institutions do regarding Major GPA. How many do not have a major GPA?

Burke said that the Academic Standards, Admissions and Financial Aid Committee found that many schools allowed student to calculate their own GPA, based on how that College recommends the student calculate it. Many schools provide a link to a Major GPA calculator. Another argument for getting rid of the major GPA is it doesn't go on the transcript.
Joe Kelly, Senator (at large, HSS) moved that Option 3 be adopted. The motion was seconded.

The Speaker asked for discussion on the motion.

Susan Kattwinkel, Senator (Theatre and Dance) asked for an explanation of the differences between Option 1 and Option 3.

Burke said the big distinction between the two is courses that are identified by the department or program as counting or not counting.

Bob Mignone, Guest offered an example from Mathematics. In the BS Program, the Actuarial track, there are 18 hours of required Business courses that don't count for the major GPA, but under Option 1, they would be counted, since they are required courses, although not necessarily math courses.

Alex Kasman, Senator (at-large, SSM) suggested a clarification in the language to make it more clear to students that major courses were identified by the departments or programs.

Jason Vance, Senator (at-large, SSM) suggested changing the word "all" to "those."

Provost McGee asked for unanimous consent to change "all" to "those."

The Senate gave unanimous consent to the language change (reflected here).

The Speaker asked for a vote on the motion to adopt Option 3.

The motion passed.

6. New Business

a. Gayle Goudy, Chair of the Faculty Curriculum Committee, introduced the proposal in BPS Hospitality Management.

Speaker McNerney mentioned that this proposal was first introduced in November, and was pulled in order to address possible concerns. Those concerns have been addressed, and are reflected in the documents and memos listed.

BPS Hospitality Management, Supporting documentation

Memo from Dean Godfrey Gibbison (pdf); Memo from Dean Shao (pdf); Change of Program form (doc); Memo concerning Trident Tech transfer credits (pdf)

There were no questions.

The Senate voted on and passed the proposal.
b. Committee on By-Laws and Faculty/Administration Manual
(Jason Vance, Chair)

Motion to Increase the Number of Years Faculty May Serve on Committees (doc)

Vance gave history and explanation of the Motion, beginning with a proposal introduced by Dan Greenberg.

The Speaker asked for discussion.

Tom Kunkle, Senator (at-large, SSM) expressed that he likes the fact that lapses of less than three years are addressed. He said this seems like a good solution.

Bob Mignone, Guest, asked if it will be the Speaker's job to keep track of how many years committee members serve?

Speaker McNerney replied that it will be the job of the Faculty Secretariat.

Larry Krasnoff, Senator (Philosophy) asked what would happen when service was interrupted by sabbatical, and was concerned that faculty would opt not to serve on any committee. He asked if this would be a problem for Nominations and Elections to fill seats.

Richard Nunan, Senator (at-large HSS) mentioned that what they have done in the past is ask on surveys what committees faculty have served on. This is self-reported.

Pam Riggs-Gelasco, Senator (Chemistry and Biochemistry) asked how soon the change would take place.

Speaker McNerney explained that changes in the Bylaws would need to be approved by the Senate, then ratified by the faculty. The earliest it would appear in the FAM is in 2017-2018.

Vance then discussed how this would apply retroactively. He stated that the rule would still work retroactively, using the example if you serve on a committee for three years, under the old Bylaws, you would need to take a hiatus. Under the new proposal, you would have two more years to serve on the committee. You would not be able to serve 5 years MORE years, but for a total of a five year uninterrupted period.

The Senate voted on and passed the motion to amend the bylaws.

7. Constituent’s general concerns

a. Tom Kunkle, Chair of Committee on Nominations and Elections, reminded faculty that nominations are still needed by February 1 for Speaker of the Faculty, Secretary, and several at-large senators from schools. Please send any nominations to kunklet@cofc.edu
b. **Jason Vance**, Senator (at-large, SSM) reminded us at the December meeting, he brought up concerns the Biology department had with the protection of minors policy. He mentioned that Dean Auerbach (SSM) sent out an email on the progress of re-evaluating the protection of minors policy. Vance thanked everyone for working toward a resolution that will ensure continuation of outreach in the public schools.

8. Adjournment, 6:26 PM

Respectfully submitted,

Jannette Finch, Faculty Secretary