Minutes of the Faculty Senate Meeting on 13 September 2016

The Faculty Senate met for a regular meeting on Tuesday, 13 September 2016 at 5 PM in the Wells Fargo Auditorium (Beatty Center 115).

Agenda

1. **Call to Order** at 5:05 PM
2. The 5 & 12 April 2016 Regular Meeting Minutes were approved as posted.
3. **Announcements and information**
   - There is a roster at the door.
   - George Pothering is parliamentarian again!
   - Senate rules—5 minutes per topic, identify yourself when granted the floor. State your affiliation.
   - Introduction of new Faculty Secretary, Jannette Finch.
   - Our faculty secretariat Jessica Wolcott has left to pursue other opportunities. Megan Gould is filling in.

4. **Reports**
   a. **President Glenn McConnell**

   President McConnell read from prepared remarks. *Any errors in transcribing accurate speech is the responsibility of the Secretary.*

   Good afternoon to all of you. Thank you for the opportunity to come and address you. It's hard to believe that this is already week four of the semester. It won't be long before we'll be in December, looking at commencement, the holiday season, getting ready to start back up. Today, I want to begin with the budget.

   As you all know last year, we made some difficult choices in order to achieve a reset of our budget. At that time, we made strategic cuts, especially on the administrative side of the house in order to protect the academic core of this institution as much as possible and position the College for a healthier financial situation going forward. As we all know, our enrollment count and mix played a significant role in the makeup of our budget and slight variations in that have profound consequences. So let me talk briefly about our enrollment numbers. Toward the end of August I received an update on our enrollment numbers and it was very positive. We'll share more final numbers with you later this Fall but there are some overall highlights I want to mention at this time.

   It's looking like the class of 2020 will perhaps be our largest class of in-state students ever at the College. I firmly believe that serving more in-state students assisted us this past year in getting an additional two million dollars in recurring operating money from the state General Assembly last session. In addition, this will be our largest transfer class in recent years. For the fourth year in a row, we expect to have around the same number of non-resident students. We also are
projecting to have another increase in our minority enrollment representing more than twenty percent of the incoming class. All in all the class of 2020 which will graduate during the celebration of our 250th anniversary or the Sestercentennial for those of you who work in Classics, and the Provost is very fond of that term: Sestercentennial. It's shaping up to be the largest Freshman class in the history of the College. As such it appears that we will make our enrollment projections and our budget is stable. I want to thank Jimmie Foster and the Admissions and Financial Aid team for all that they have done and continue to do to recruit and to shape our enrollment. They did a tremendous job at this College this year. Jimmie, thank you and all of y'all for what you've done.

Moving on, I want to provide you with an update on our SACSCOC reaffirmation process. We have submitted our compliance certification report to SACSCOC and now we wait for the offsite reaffirmation committee to review and deliver a report on their findings which we should receive later this Fall. Every indication I have is that all the electronic copies got where they had to go, the hard copies, everything made it under the deadlines. But I want to thank everybody across this campus for the hard work on this large and at times it was a daunting process. I know that reaffirmation efforts have consumed a lot of everyone's time and energy and I'm grateful for your diligent work, your cooperation in helping us and working with the office of Institutional Effectiveness and Strategic Planning for moving this through to completion.

As we all know, we are not alone in this process. Many universities around the country are doing the same work we are doing because more and more regulations and requirements are being imposed on higher education as well as greater follow up from the various accreditation agencies. I've spoken with other Presidents who are getting ready to undergo it. Regardless of the outcome, I strongly believe that we are a better and a stronger university for having been through this exercise. The College of course could not have done it without the efforts of everyone who participated and again, I just want to say this a true example of what we can do when we work together to get to the end of a goal.

Speaking of a common goal, I want to touch on the current College of Charleston Strategic Plan. As many of you know, at our meeting in April, I reaffirmed our commitment to the College's Strategic Plan which was approved in 2009 and revised in 2012 and most recently in 2013. After reaffirmation, we need to revisit this Plan for any fine-tuning. In my remarks to this body, I stated that I've chosen to highlight certain priorities that fit into the Plan which the College will focus on as we approach the 250th anniversary in 2020. These priorities are deceptively simple, but as we all know, they are complex in their execution.

They are:

1. Become a nationally preeminent, student-focused, liberal arts and sciences university, with outstanding professional programs in Business and Education;
2. Address the ongoing enrollment trends and broaden recruitment;
3. Successfully pass our ten-year re-accreditation;
4. Increase diversity;
5. Embrace sustainability in all forms on the Campus.
Within these priorities we will retain our teacher-scholar model, which has been a foundation of the College since we first began instruction in the late 1700s. At the same time, we must offer some advanced degrees in targeted areas, such as: Computer Science, Supply Chain Logistics, and Information Management, and potentially a few others for which there is a student and market demand in our local, state, and regional communities. We will never be nor will we want to be a full-fledged research university. Only a targeted one through our home institution, the University of Charleston, South Carolina. On the contrary, we will continue to offer our signature public liberal arts and sciences experience, while also offering superior educational opportunities in Business and Education. We will also continue to have the look and feel of a private university experience at a public institution.

Focusing on these priorities of academic excellence and inclusion supports the goals and strategies outlined in our strategic plan. In the next few years, we will focus on areas where we can take action now and have a real and lasting positive impact on the campus. In April, I also stated that we would develop measurements to confirm we are effectively and efficiently achieving these priorities as outlined in the Strategic Plan. The College's leadership team has been working all summer and through the beginning of this semester to identify the right goals for the institution over the next four years. We are close to finalizing some of these goals and I look forward to unveiling them to the entire campus community later this Fall when we get them completed. So much of what we do points to a bright and limitless or as George Watt reminds me, a "boundless" future, including the very nature of our mission of education and service. We seek to prepare our students for the careers and service opportunities of today and tomorrow. There is still more work to be done but I think we are headed in the right direction.

In closing, I want to talk about faculty compensation. I am committed to enhancing your experience and making sure you have the resources you need to be successful. In fact, I will be recommending that we increase the salary steps associated with tenure and promotion. I will propose that salary increase for tenure and promotion to the rank of associate professor be increased from fifty-five hundred to six thousand. Further I will propose that the salary increase for promotion to full professor will be increased from sixty five hundred to seven thousand. This change of course will require approval from the Board of Trustees based on available resources but I will work with them this year to establish these new increments and I've told the Chairman that I would.

It was also brought to my attention this summer than salary compression remains a significant issue for roster faculty in many academic departments and programs. I discussed ways of addressing this concern with Provost McGee. One way to address compression is to provide meaningful funding for faculty merit pay and for market adjustments of faculty salary. Our faculty and staff work hard and deserve merit pay increases. I firmly believe this is about making things right for our employees who are here and I will be working with the College's leadership and Board of Trustees to address this issue this academic year.

I will also work to provide the financial support necessary to increase our total compensation for adjunct faculty.
As we move toward our 250th anniversary in 2020, I am inspired and optimistic for what is to come at the College and it my plan that we will celebrate our 250th anniversary in grand fashion for an entire year. There are not a lot of universities in America that have been around as long as we have. As such, we deserve to properly tout this significant milestone and enjoy every second of year 2020. Our 250th anniversary will be a time of academic and institutional commemoration and celebration.

I welcome your ideas and your suggestions on how to celebrate this remarkable and incredible event.

In 2015, we added the honorary rank of University Professor and University Librarian IV to the administration manual with the idea that this honorary rank could recognize a few of our most highly accomplished full professors in any given year. Because of our financial concerns during the last academic year, we have not yet initiated this program. In light of our improved financial condition and the upcoming Sestercentennial celebration, I now expect to begin the university professor screening process in Fall 2017 with the first of these highly distinguished faculty to be recognized in 2018, Spring semester. Further, in recognition of the College's Sestercentennial and the foundational role of the faculty in the continuing success of our students, I will direct that a maximum of twelve faculty awarded the honorary rank of University Professor 2018, 2019, 2020, and 2021 will have permanent use of the title Sestercentennial Professor or Sestercentennial Librarian IV for the duration of their careers at the College.

The College is moving forward and upward with great momentum. I believe that our stars are shining brighter than ever and I firmly believe that now is our time. With that, Mr. Speaker and members of the Faculty Senate, I thank you for your time. I'll be happy to answer any questions that you have.

Questions/Discussion (All following sections are not actual transcription)

Meg Cormack, Senator (Religious Studies), asked how the Sestercentennial Professors and Librarians will be chosen, who will they be?

The President replied that he will work with the Provost on that, but they will be chosen on merit.

Senator Cormack offered thoughts on faculty compression and reward those who work hardest by using the review that takes place six years after faculty reach full professor. Superior rating requirements are identical to those for full professor. In her opinion, the raise received should be the same for both. At present, the raise received for superior rating is half that of full professor.

President McConnell said he would note that and talk to the Provost.

Irina Gigova, Senator (at large, HSS) thanked President McConnell for his upbeat speech. She asked how the lower surplus in the state budget would affect the College's budget?
President McConnell has been vocal about opposing fixing roads out of funds from the general fund. The taxes for general fund were designated for core government functions, not roads and bridges. Spoke about sales taxes imposed on automobiles and expressed that Higher Education never got restored cuts imposed in 2008. If they had, we never would have had to reset the budget last year. It is his hope that higher education will not be cut, and the presidents of public institutions should speak out against robbing the future. We cannot afford to go backward, we need to go forward. It should be about investing in the future. It presents a great danger to the state if the general fund is dipped into. He mentioned that we should have a gas tax for the roads-the gas tax is one of lowest in the country.

Joe Kelly, Senator (at large, HSS) thank you for bold action regarding the fraternities. What action is being taken about formal review of the Greek system? Senator Kelly urged to make part of a review the segregated nature of fraternities. Segregated nature is at odds with our core values.

President McConnell said formal review will take place and that the Greek system was founded on core values and we must work to get them back to those values. He welcomes any thoughts on how to “get them back.”

President McConnell stated that we are in the process of looking at how we reset on the question of substance abuse with the help of Student Affairs. Included comments on the best attributes of the Greek system: people achieving, building friendships, studying together, working together, socializing together. It was never about tearing people down. At the College of Charleston, we have to be civil, polite, and inclusive.

Larry Krasnoff, Senator (Philosophy) asked about selectivity of admissions. He commented that by some accounts, admission rates were up to the high 80s or nearly 90 percent. Is this something the President is concerned about?

President McConnell stated that he is concerned about the quality of the College of Charleston and that depends on the quality of the applicants we are getting. Mentioned some university admission trends such as "test optional" and the "bridge program." In his opinion, our admissions people will maintain as high a standard as possible.

Senator Krasnoff would like to see the ACT scores and SAT scores more often.

Scott Peeples (Guest) asked about the two million dollars in state appropriations, due to accepting more in state students?

President McConnell said he thought sharing data with House, Ways and Means helped. The $2 million appropriation helped us balance in state and out of state students.

Dr. Peeples asked if this would affect targets for resident and non-resident students?

President McConnell stated he is not going to back off from recruiting out of state. He will be combining fundraising with recruiting. It helps fulfill one of our core values of building
diversity on campus. We have also energized our recruiting internationally. Mentioned many building projects at this public institution. Stated that buildings are taxpayers’ property and should have a vested interest in maintaining them. Spoke to listening to Dean requests to pick up one time and non-recurring monies, too.

No further questions.

b. Provost Brian McGee (pdf)

The Provost welcomed the Senate to week four. Recognition of personnel changes. Last academic year, we felt keenly the loss of colleagues Conseula Francis and Alison Piepmeier. We have had changes in the Graduate School, he will discuss in a meeting with Graduate Council on Friday, September 16. As a result of those changes, The Provost is also serving as Dean of Graduate School; that is a temporary arrangement lasting only as long as it takes to complete a review of the organization and management of the Graduate School. The review will be conducted with the Graduate Council during the current semester. The review will include the leadership model of the Graduate School, and will examine the division of labor among the Graduate School, that academic schools, the Graduate Program directors, and the Registrar. Provost McGee thanked in advance the folks who will assist in that important work.

Provost McGee announced that Lynn Cherry, former Speaker of the Faculty, is Associate Provost of Curriculum and Institutional Resources. Dr. Cherry is thanked for agreeing to serve on very short notice.

Provost McGee spoke of strength of undergraduate and graduate enrollments. He is also now a parent of a College of Charleston undergraduate. Strong undergraduate enrollment this Fall, continue to attract students from up and down the East coast, we have applicants of good quality. Graduate enrollments are stable, based on unofficial numbers. All of this points to a stable financial future.

Provost McGee believes we are continuing to tell a compelling narrative about the College as a pre-eminent public liberal arts institution.

Notes that in response to Senators Krasnoff’s and Dr. Peeples's comments on additional data and the relationship between in-state and out of state students, the Committee on Academic Standards, Admission and Financial Aid has been focusing more on the academic standards piece and a bit less on admissions and financial aid. Provost McGee would like Jimmie Foster to spend time with this committee each year so we always have clear channels of information.

Provost McGee would like to see us work more aggressively to increase our selectivity while meeting our financial goals and bringing a good and diverse student body here from in state and out of state.

Provost McGee stated that the College now with slightly fewer out of state students in the Freshman class is still bringing more out of state students than it did just a few years back.
Provost McGee then turned to an update on the budget updates for Academic Affairs. One of the reasons for budgetary challenges this year was meeting state mandated salary increases for permanent staff and roster faculty.

The Provost appreciates a lengthy conversation with the Faculty Budget Committee, which included a review of the impact of last year's budget cuts and the cuts for the current fiscal year, with a focus on what additional data would be helpful for the Committee to have.

In summary, the global numbers. Academic Affairs reduced its budgets by just under one million dollars in two major budget cuts during 2015 and 2016.

Also reduced budgets by almost 2.2 million dollars for 2016 and 2017. Cumulatively about just over a three-million-dollar effect on operating and personnel budgets for permanent funds over the course of these cutting cycles.

These were significant reductions for Academic Affairs. We have a recurring budget of under 95 million dollars, so that is a lot of money to put together. Across two fiscal years, we had 19 roster faculty lines defunded along with seven permanent faculty positions, along with operating cuts.

Operating cut examples:

- Faculty R & D down to 52 thousand, well short of 100 thousand. Academic Affairs will add to faculty R & D to bring that total up to nearer 90 thousand.
- IRCA. Working on getting money back into that system.
- Operating and staffing cuts across Academic Affairs.

These cuts would have been deeper but for the decision of the President and Board of Trustees to take disproportionate cuts in other divisions for 2016-17 fiscal year.

The Provost thanks colleagues in other divisions, the President and the Board for this support.

Good news:

- Budget reset complete
- Financial outlook is strong
- 2 million dollars in unrestricted, recurring funding is helpful, and thank you to President McConnell for securing that.

The Provost proposed that that budget cuts be considered strategically. Some of the current funded defunded positions may be restored if they meet a strategic priority.

Continuing needs:

- Loss of operating budget purchasing power due to budget cuts or inflation.
- Roster faculty wage compression.
- Meaningful salary increases for adjunct faculty colleagues.
Accreditation and quality enhancement plan (QEP). 
Urges colleagues to work with QEP director for successful QEP review and implementation. 
Wants to emphasize continuing work on some policies that need review, development and revision. 

We must continue to present accurate information through our websites. Thanks for the efforts in checking websites for currency. 

Faculty Administration Manual for 2016-2017 was published August 8. Summary of changes: 

- updated title of adjunct lecturer, 
- revised descriptions of courtesy faculty appointments, 
- more flexibility for the chairing of graduate thesis committees, 
- references new intellectual property policy 
- clarifies appointing tenured and eligible faculty to academic schools and to the library 
- updated and made current state and institutional travel regulations for faculty, 
- updated library faculty terminal degree to MLIS, 
- recognized program directors in academic leadership roles, 
- recognized faculty responsibilities for program assessment, 
- description of President's role in light of Board by laws and applicable state laws and legal presence, 

All changes will be reviewed with the Committee on Bylaws and FAM. Any clerical mistakes will be addressed in a reissue. 

Policy Development, Revision and Implementation 

Some policies have to be College-wide and are required by SACSCOC. Some divisional policies have been updated to bring them into alignment with existing practice, compliance narratives, College policies and institutional policies. 

Some of these are: 

- Credit hours. 
- Divisional policies on faculty credentials. 
- Academic program director credentials, courtesy faculty appointments, adjunct and visiting faculty evaluation, new policy on creation of site codes in classrooms. 
- Other upcoming policy revisions or creation will be discussed with Deans and academic leaders and faculty committees as appropriate in the hopes of establishing clarity and consistency. 

Recognize many of the changes are due to work by key folks: Conseula Francis, Lynne Ford, Lynn Cherry, Mary Bergstrom, should get credit for an enormous amount of work. 

Special review committees and shared governance
• There will be a review this year of the Faculty Hearing Committee organizational management and procedures.
• Faculty Grievance Committee.
• Review of grading systems to include ten-year review of the move to minus and plus grading.
• New committee launched to look at the possible design of a general studies or liberal studies degree, with the possibility that the program could be offered through distance education.
• Provide more consistency and transparency in how we calculate major GPA. Hope to complete this this year.
• Graduate and undergraduate admission standards. Improve communication between faculty, staff, academic standards, admission, and financial aid.
• Clarify in the FAM and Bylaws who is supposed to review and approve changes to admission programs for existing graduate programs.
• Changes made in graduate programs will be made with input from faculty and shared governance.

The Provost emphasized that Committee on Academic Standards is concerned with all admissions, not just admissions for undergraduates.

Any changes to graduate program admissions standards will go move the same procedures as outlined in Bylaws: Committees on Academic Standards, Graduate Education, and the Senate before they are published in the catalog. The Provost advised if faculty desire a more streamlined approach to review of changes in admission standards, especially at the Graduate level, then consider revising and inserting these changes in the Bylaws.

The Provost mentioned the demeaning aspect of appearing on Princeton's List of "Party" Schools. The Provost commented on changes in undergraduate GPAs from 2003 (2.88), to 2010 (2.98), to 2015 (3.03). A key factor in appearing on the Princeton list is a low number of hours spend studying outside of class. Suggests the Committee who will be looking at our grading systems also examine grading and assessment of student work over time at the College.

The Provost reminded the body that we have examined the question of holding December Commencement in the past. In light of the relatively low numbers of students who participate, we will hold December commencement in 2016 and 2017, then reassess.

Comments on agenda

The Provost delivered an aside comment on Post Tenure review increment diminished by inflation which should be assessed in the near future and possibly adjusted upwards.

Comments on upcoming motion for adjunct oversight committee. If that Committee is formed, Academic Affairs and the Provost office will work with it, but that committee's mission may be subsumed by the Faculty Welfare Committee. The Provost urges attention is necessary to prevent overlapping missions in Faculty Committees.
A personal note is added as the Provost recognizes the loss of Conseula Francis and Alison Piepmeier, and appreciates the support and commiseration he has received in a dreadful period.

Questions/Discussion

**Simon Lewis** (Guest) asked about unilateral manner in which Dean of the Graduate School Amy McCandless's position was terminated. Lewis spoke of lack of faculty input and damage to morale in the office of Graduate School office as well as the possible reasons for the change (budgetary?) and plans for the future (combined roles for Director of Graduate School and vice president of research?). Dr. Lewis asked for more background about the decision.

Provost McGee expressed difficulty in speaking of personnel matters in a public setting. Will conduct a full and honest review of the organization of the Graduate function. Will look at many models, including the one adopted by the Citadel, giving Graduate School functions to the Deans of the School, and the one mentioned by Dr. Lewis. Spoke of many difficult decisions made by recent budget challenges, and although decisions made regarding senior leadership at the College are made with the help in conversation with well-placed folk, the responsibility for Deans serving belongs to the Provost. The Provost asserts that this decision was made in order to deal with financial goals.

**Alex Kasman**, Senator (at large SSM) asks about the storm makeup day scheduled for the same Saturday as family weekend. Senator Kasman asked if there was rationale behind choosing the same weekend, and if not, to make sure they are not scheduled the same time in the future.

Provost McGee points out that every single weekend has something important scheduled. Although imperfect, optimal contingent storm days are set, and in some years, there will be conflicts and in other years, probably no conflicts. Parents have been informed.

**Bill Olejniczak** (Guest) recognized the Provost's discussion of possible grade inflation. Salary concerns were addressed several years ago by work done by the Faculty Compensation Committee. At that time, the Committee worked with the Provost and with Academic Affairs to create a target for faculty salaries. That target, agreed upon by the Administration, is coming up in 2018. Dr. Olejniczak also spoke on shared governance, reminding us that in April, the Senate passed a resolution calling for the Speaker of the Faculty to be a representative on the Executive Team, specifically regarding decision-making on budget matters. Could the President speak to this?

President McConnell responded that he has been reluctant to expand the executive team. He stated the budget process engages at the Board of Trustees workshop, which the Speaker attends.

**Larry Krasnoff**, Senator (Philosophy) offered two questions. Where are reports showing what every faculty members gives as grades? You could also see grades by department and the individual faculty grades given relative to the student's GPA. Everyone saw it and could also see who was grading differently.
Deanna Caveny-Noecker (Associate Provost for Faculty Affairs) affirms that the reports still exist, and will do a better job communicating to teaching department Chairs of their availability. Provost McGee affirmed they will be made available in Deans and Chairs reports.

Larry Krasnoff’s second question was regarding defunded positions that will be revisited and possibly reallocated. Needs a clearer timeline in order to synch with a department's disciplinary hiring practices.

Provost McGee appreciates the challenge and tries to prioritize positions that have been lost relative to instructional need. Acknowledged the Deans have been excellent at prioritizing and rank ordering requests when asked.

c. Speaker of the Faculty Todd McNerney

Speaker McNerney will organize and conduct a search this Fall for a new Faculty Secretariat. As we function temporarily without a Secretariat, please let Speaker McNerney know of any incorrect information on senate website.

He would appreciate verification on Senate Committee service when nominated faculty are contacted.

Reminder that Faculty Committees have access to meeting space in ECTR 227. Check the calendar for availability here: http://facultysenate.cofc.edu/committees/Conference-Room-Booking.php

One of the Speaker's duties is to attend Board of Trustees meetings. The Speaker reported on the Board of Trustees meetings he attended over the summer.

At June Budget meeting, there was a change in agenda and procedures. This year, led by Chairman Padgett, the Board invited Deans and additional faculty invited by Speaker McNerney to participate. Speaker McNerney thanks Mark Del Mastro, Jon Hakkila, Gibbs Knotts, Julia Eichelberger, William Veal, Todd Grantham, Lynne Ford, Jim Deavor, and Rhonda Mack for attending.

The Speaker read into the record at that time comments from Senator Krasnoff, who could not attend.

The June meeting concerned the budget. Budgetary reductions are not intended to diminish the mission of CofC. Much of the remainder of the meeting concerned two paths forward: targeted growth and reduction or contraction in what we do.

Consensus seemed to favor targeted growth.

Data presented at this Board meeting by Trustee Jeff Schilz is available in their minutes, found here: http://trustees.cofc.edu/documents/minutes/june-13,-2016-.pdf
The Board voted to approve the budget, which included a tuition increase of 3.5, needed to cover state mandated salary increase.

Also notable in this budget approval was one new faculty position, and some positions in the Office of Institutional Effectiveness and Strategic Planning.

The Board of Trustees took action in implementation of school-based fees (beginning in School of Business and School of Sciences and Mathematics in Fall 2017).

The August BOT meeting included recommendations from President's Diversity Review Committee. Updates on facilities, including renovations to Rita Hollings Science Center, Jewish Studies expansion, Rutledge and Rivers dorm, the Lockwood Building.

Reminded us that the new CIO, Mark Staples, was announced and will be starting in October.

Speaker McNerney reiterated that any of us are welcome to attend any Board of Trustee committee meetings and encouraged us to do so. We are invited to attend, and we should be there, we should be listening and we should be asking questions.

The Speaker mentioned that the question of including student representation on the Board of Trustees was the subject of a report by Trustee Golding, Chair of Audit Committee, in the August meeting. A summary of some of the history of this request as reported by the Speaker includes the Senate's 2014 support of the resolution SR10-2014 and a summary of obstacles for including the SGA President on the Board of Trustees. In light of these obstacles, President McConnell recommended to SGA President to remove the student Trustee request. Both the SGA President and the GSA President now have regular engagement with the Board of Trustees, and the process is included in the Bylaws of the BOT. Trustee Demetria Clemons proposed that it was the Board's opinion that all of the SGA's demands have been addressed.

Joe Carson (Guest) clarified with Speaker McNerney which BOT meetings the public, including students may attend: BOT Committee meetings (Thursday) and the full Board meeting (Friday), except when a committee or full Board goes into executive session.

Dr. Carson suggested that since the Student President is not allowed to attend the executive session portion of meetings, they do not actually have more access to BOT meetings.

Speaker McNerney would like to formally endorse "Cultural Passport" program. This program is to encourage faculty and staff participation in many College events. There is a self-reporting tab in MyCharleston. More information: http://culturalpassport.cofc.edu/

Two Ad Hoc Committees were collaboratively called: The Committee on The Hearing Process includes John Huddlestun, Claire Curtis, Susan Farrell, Roger Daniel, Carl Wise, Deanna Caveney-Noecker, and Conrad Festa.

The Ad Hoc Committee on Grievance includes Amy Rogers, Jean Everett, Anthony Leclerc, Simon Lewis, Laura Penny, Lynn Cherry.
In spite of bad news of budget cuts, we are fortunate to welcome 23 new faculty colleagues. The Speaker hopes they are adjusting well. The Speaker attended their orientation and welcomed them on behalf of the faculty.

The Speaker spoke of the creation of an "old school" shared governance listserv in association with the AAUP and Senator Bill Manaris. Administration of the listserv will be done by whomever holds the position of Speaker of the Faculty and President of the AAUP in order to foster shared governance.

Faculty Budget Committee has completed a report which will be shared with Senators in advance of next Senate meeting.

No questions.

d. Quality Enhancement Plan: “Sustainability Literacy as a Bridge to Addressing 21st Century Problems” (web link)

Graphic (pdf)
(Todd LeVasseur, Director QEP)

Dr. LeVasseur gave an update of the hard work of six subcommittees, the leadership team, and over 60 faculty and staff working on the Quality Enhancement Plan (QEP). Shared the website which holds key definitions guiding the QEP. The definitions relate to shared values.

The graphic design is a brain tree, which pertains more to the environmental piece of sustainability. There are two other pieces to sustainability: social and economic.

You will see the handouts around campus. It is made with 100% renewable energy.

First goal of QEP is enhancing student learning on shared sustainability.

Lots of ways to get involved—mentions talks coming up:

- Faculty Panel on Sept 22 in Wells Fargo Auditorium (Beatty Center 115) on the Triple Bottom Line.
- Other topics include sustainability literacy and environmental racism, systems thinking and tipping points, climate change, social issues, LGBTQ+ issues, impact economics, corporate responsibility.
- On Sept 30 in Stern Ballroom, there will be two training sessions (9-12 and 1-4) on how to teach sustainability literacy, led by Bill Throop from Green Mountain College.

There is a QEP Yammer group.

Calls will come out asking for new course proposals this week.

- Year 1: water quality
- Year 2: social justice
- Year 3: food
- Years 4 and 5: [unintelligible]

Other calls to watch for:

- Summer faculty research fellows.
- Exhibit in Addlestone Library (assisted by Joey van Arnhem) highlighting existing strength of faculty/student collaboration.
- By September 25, all QEP subcommittees will finalize a draft for Office for Institutional Effectiveness and Strategic Planning.
- New initiative emerging is a sustainability literacy institute. If approved, look for a call for faculty fellows to administrate this.
- Possible formation of new Faculty Standing Committee on to work with all QEPs to work within timeline for reaffirmation.

No questions.

e. Committee on By-Laws and Faculty/Administration Manual
   (Jason Vance, Chair) (pdf)

Two motions were presented at the April meeting that carried over.

Presentation of the proposal presented by Betsy Baker on behalf of Julia Eichelberger, on development of a Committee for Adjunct Oversight. Bylaws and FAM found the proposal to have merit, but returned the proposal to Betsy Baker with some comments concerning qualifications of members and logistics on seating the committee, as well as clarifying the charge of this committee. Will provide a more detailed report to the Senate after the comments are addressed.

Next was discussed the motion proposed by Dan Greenberg to increase the number of times an individual may serve on a committee. The current limit is three years and Dr. Greenberg's proposal would increase this to five. Comments at the Bylaws meeting spoke positively about the benefits of longer service. Bylaws committee members had some reservations about making extended time compulsory. It will also require the Committee on Nominations and Elections to keep track of how long a committee member has served. Other concerns involve possible overlap of committee membership on third year review panels and Tenure & Promotion Committee, potentially having the same person review a candidate at both third year review and tenure review.

Also posed is a question of how would serving for a long time on one committee appear on Tenure and Promotion. Is varied service more valued?

It is also unclear what a 3 year hiatus refers to? Needs further discussion and clarification.
Speaker McNerney reminds us that any Committee and any Senator may submit a proposal to alter the Bylaws. The report given by Bylaws does not take any action, but clarifies language in order to bring the motion before the Senate.

5. **Old Business**

None

6. **New Business**

   a. **Election of Speaker Pro Tempore.** Must be a senator. Will serve as Speaker if speaker unavailable.

   The floor was opened for nominations. Alex Kasman, Senator (at large, SSM) nominates Larry Krasnoff, Senator (Philosophy). The vote for Senator Krasnoff to be Speaker Pro Tempore is unanimously positive.

   b. **Motion to Alter the Composition of the Faculty Advisory Committee to the President.**

      Change to Bylaws Article V, Section 3, B, 9 (pdf)(doc)

      (Alex Kasman)

   The Speaker reminds us that we can take no action on this motion. The motion is introduced to begin a conversation which will guide the Bylaws and FAM Committee.

   **Alex Kasman,** Senator (at large, SSM) stated that there is a Faculty Advisory Committee to the President, which is good for facilitating conversation between the President and the faculty. This proposal grew out of AAUP meeting and seeks to tweak the Faculty Advisory Committee in order to enhance its role in shared governance. The proposal is to set aside six positions of the eleven on the Faculty Advisory Committee for the chairs of six important standing committees. The chairs should be able to name others available to attend meetings if they cannot. There are some negatives, such as asking the Chairs of these standing committees to do more, but in conversations across campus, the benefits outweigh the negatives.

   **Questions/Discussion**

   **Tom Kunkle,** Senator (at large, SSM) asked what is the composition of committee?

   Senator Kasman replied Academic Planning; Budget; Faculty Welfare, Curriculum; Assessment; and Compensation Committees.

   **Iana Anguelova,** Senator (Mathematics) asked for clarification on these 6 Chairs of standing committees are part of the eleven?

   Senator Kasman affirmed.
Senator Anguelova pointed out the negative repercussion that including these 6 as part of the eleven leaves out more faculty involvement.

**Larry Krasnoff**, Senator (Philosophy) asked if these are the right committees? He agreed that Budget should be included. He wondered about including Curriculum since it's not necessarily a policy making body. Why not Academic Standards and Admissions, especially in light of Provost McGee's visioning of a more active role for that committee. Why Curriculum and not General Education? General Education's recommendations have affected the entire campus.

Motion will move to Bylaws/FAM and Jason Vance, Chair, will bring report or recommendation.

Speaker McNerney asked if we want to continue, there is still quorum.

Senator Krasnoff mentioned that he would be fine in moving the Motion to Include Faculty in Routine Evaluation of President and Provost to the next meeting.

7.  **Constituent’s general concerns**

**Tom Kunkle**, Senator (at large, SSM) spoke in his role as Chair of Nominations and Elections asking for adjunct faculty to serve in vacant at large Senator seat. Please nominate an adjunct or have interested adjuncts contact Tom Kunkle.

Speaker McNerney asked for a moment of silence to recognize two great losses to our collective family, our body. A moment of silence was observed in honor of Conseula Francis and Alison Piepmeier.

Thank you.

8.  Adjournment, 7:09PM

Respectfully submitted,

Jannette Finch, Faculty Secretary