Faculty Advisory Committee to the President

Minutes

October 5, 2018, 10:30 AM

Present: Colleen Glenn, Susan Kattwinkel, Denis Keyes, Deb McGee, Antonio Perez-Nunez, Bob Pitts, Gorka Sancho, Laura Turner, William Veal & President Steve Osborne

Absent: Louise Doire, Katie Greenburg, Phyllis Jestice

1. Compensation continues to be an issue, even after adjusts made under President Higdon. President Osborne notes that this is a statewide problem because of a fixed compensation system, even though faculty salaries are a bit more flexible. Still, the market is outpacing salary increases. Salary increases are driven by the budget, which is driven by enrollment. This year they have allocated $700,000 for performance-based increases, which is about .75% of payroll. Gender equity also will be addressed based on discipline, years of experience, and rank. Enrollment this year saw an increase of about 300 freshmen, but a loss of about 150 transfer students.

The administration is hoping to do a small bonus with some of the money. Dr. Keyes suggested that ending the continued salaries of former presidents would save several hundreds of thousands per annum. President Osborne said he will not be drawing a salary when he leaves the interim position. President Osborne also noted that he is trying to move issues forward for the next president. Bob Pitts notes that he’d mostly be pushing issues forward and letting the next President know about faculty priorities. Dr. Sancho noted that all the issues are intertwined—salary, cost of living, tuition, faculty morale. President Osborne says that about 25% of the workforce has been addressed in terms of compression on an individual basis. Dr. Keyes noted that the Citadel and Coastal Carolina have been working on this issue with some success.

Scholarship aid increased by 4 million this year for the incoming class, making a difference in the number of incoming students. Attracting out of state students—up to 45% this year. Dr. Veal noted the necessity of continuing that funding to keep students here.

Adjuncts pay went up about 3% (Did anyone note the timeframe for this?). This topic centered
on discussion of parking costs. Is it possible to make parking free for adjunct faculty? Adjuncts can now spread out payments over 12 paychecks. The College heavily subsidizes parking, renting spaces at the Aquarium Garage for $1900 per space, but charging only $650 per space. The daily rate in campus garages is $10, while the city rate is $18. We pay $80,000 to Carta for the Express busses and $148K for the shuttle service. There was an attempt to build a parking deck at Warren Place, but it was denied by the Board of Architectural Review (BAR). Other nearby property options have proven far too expensive. Currently, freshmen and sophomores do not qualify for CofC parking permits.

2. President Osborne’s Foci:
A. The Campus Experience: personalized experiences for students (study abroad, undergrad research, internships, etc.). He wants to highlight the faculty research that’s going on. About 40% of CofC students study abroad, but only 1% of Pell Grant recipients study abroad. A program is being announced that will allow Pell Grant recipients who are in the top 10% of their class, and in a designated 15-county region (expanded up from 8 counties), to come to College. The College will pay the remainder of their tuition, after grants and scholarships, and, if they stay for 60 hours, will pay up to $2000 for a study-abroad experience.
B. Academic Experience: Appointed Godfrey Gibson Dean of Graduate Studies to help raise the number of graduate students, which has been dropping, which has seriously hurt the budget. Not all programs make money, some are reputational and should be maintained (like Marine biology). Degrees in Systems Analysis (advanced Computer Sciences?) and Electrical Engineering are in the pipeline which would be added to the school of science and math. Surveys of local employers say that these are needed, even though the Citadel has one. Dr. Sancho noted that the School of Science and Math has seen the proposal. He and Dr. Pitts noted that the proposal, as it stands, isn’t innovative and maybe isn’t unique enough to the College.
C. Philanthropy: We raised $15 million last year. We now have over 90,000 alumni and are looking into ways of increasing alumni giving in the future.
D. 250th Anniversary: Organizational structure is in place. The College is looking to create a
strategic vision for going forward, not just a big party. This is being projected as a year-long celebration, and a project director has been hired.

3. Board of Trustees: 6 BoT members are on presidential search committee, and they were given faculty and staff perspectives at last spring’s listening sessions; these were taken very seriously. The BOT hears from the Speaker of the Faculty Senate and the Provost, but there is no faculty member access to BoT meetings. The meetings are open until the board goes into executive session.

4. Vacant lines revert back to the Provost’s office; they do not stay with the Deans. Money is used to support adjuncts, which rarely breaks even. There is apparently no assumption that departments may hold lines that are open due to retirement or departing faculty members.

5. Assessment for accreditation: Accreditation added to the amount of work because there was catching up to do. We were very behind when Divya got here. The concentrated efforts shouldn’t be necessary now. Look to deans for relief. Going forward there is supposedly less, but on a departmental level the workload remains the same because of the yearly turnaround. It all goes back to faculty morale.

6. Physical Plant: The College has brought in John Morris as another, new VP, who has a strong maintenance background. Have a new automated system (AIM). Facilities is one of the most challenging things we have to deal with as a college. We have 70 buildings over 100 years old. Needs greater professionalization. Better Communication.

7. Day Care: Faculty believe that more options are needed here. President Osborne said this is the first he’s heard of a suggestion for daycare for faculty members’ kids. He said he will look into options, and the situation at ECDC.

8. Dr. Keyes asked if faculty and staff could be notified when George, Glebe or St. Phillip streets are going to be closed. Street closures can wreak havoc for those faculty and staff who park on
9. Susan Kattwinkel jumped in to ask about Banner issue on campus (poor functionality). President Osborne said he’d look into it. Dr. Keyes said that, as an adviser, he would like access to enroll his students in courses, but other faculty members did not support it.