Faculty Senate Meets
Tuesday, October 4
5:00 pm
ECTR 118

**contact your friendly local faculty senator for details**

Faculty Research and Development Committee Grant Applications

The Faculty Research and Development Committee invites applications for the first round of support for projects to be conducted during the spring semester, 1995.

Application instructions and cover sheets may be obtained (a) from Denise Branch in the Office of the Vice President for Research (Randolph Hall), or (b) from the College of Charleston gopher on Ashley, under the subheading for the University of Charleston.

If you have received committee support in the past, keep in mind that you are limited to a total of $2500 during two consecutive calendar years.

Ten copies of the application should be filed in the Office of Vice President for Research not later than 1:00 pm, Friday, October 7, 1994.

1993-94 Faculty Welfare Committee Salary Data Report:

see pp. 3-4

College President (not ours) Cites "The Culture of Neglect"

Did you see the September 26th issue of Newsweek? Richard H. Hersh, President of Hobart and William Smith Colleges in Geneva, NY (does this paragraph qualify for the "I don't care how they done it up north" award?), referred to the responsibilities of colleges and universities. He writes, in part: "Colleges and universities must accept some responsibility for the culture of neglect, for we have succumbed to the lower standards of the larger culture. Faculty members and administrators have lowered their expectations, resulting in grade inflation. Intellectual demands placed on college students are less than they need or are capable of handling" (p. 13). A photocopy of the article is posted in the faculty lounge.
Old Correspondence
August 15, 1994

Dear David:

What are you doing in Marina Del Rey, California? Seeing your Daddy? Give him my regards. Tell him I’m trying to get you straightened out.

Thanks for the picture postcard, showing the mastodon being attacked by the prehistoric people. You caption the picture on the card: "Faculty Meeting Turns Hostile." You say, "One guess what character the mastodon plays." I think you are being a little hard on yourself by suggesting that you are represented in the picture by the mastodon under attack and the cave people attacking the mastodon represent the faculty. That is what you meant, isn’t it?

Actually, I have found that those members of the faculty who are not utterly indifferent toward your speakership hold you in minimum high regard. This is the same way the late Democratic Senator Robert S. Kerr, of Oklahoma, said he regarded Republican Senator Homer Capehart, of Indiana. Senator Kerr, in keeping with the honored tradition of collegial courtesy, said that he held Senator Capehart "in minimum high regard." (As a political scientist, I’m sure you recall his exact words, spoken on the floor of the Senate, were that Senator Capehart was "a rancid tub of ignorance whom I hold in minimum high regard." ) J. Germond & J. Wiocover, Whose Bread, Stripes and Bright Stars? 65 (1989).

In fact, I have found only two things the faculty holds against you. The first has to do with your incessant cigar smoking, a time-honored practice for politicians, but one which is no longer politically correct, at least not on college campuses. The second thing is more serious. It is your hat. Beware, David. Style is the driving force of our society, and the absence thereof can bring you down. Remember, it was JFK who set the standard for political leaders 34 years ago when he didn’t wear a hat to his inauguration. Why didn’t you notice?

Your full-service President,
Alex Sanders

20 August 1994

To: Hon. Alex M. Sanders, Jr., President

Thank you for your kind letter dated on my birthday, August 15th. My daughter and I were on the other coast, visiting family. My father sends his regards and hopes that if you can have lunch with him next spring, you will get a better present from Marina del Rey.

On my way to your office on August 16th and before I received your letter, I was hatless. I misplaced my prized dome cover some time in late July. Yet because I had been to Woodstock and didn’t want to take a back seat to fashion, this year was not to be a hat year. It will be a head band year. Call it protest, but I had considered getting an empathic buzz cut in support of Ms. Faulkner. Judge Hamilton unwittingly suspended that sentence for now. But thank you for the recommendation to lose the hat. It is always nice to know that you and I are often on the same wavelength.

However, as for the post card from the world famous La Brea Tar Pits, you and I skimmed a wave. It cannot be that either of us is the mastodon. There are lots of prehistoric elephants around even today, tarnishing their ancestors by using a political symbol which represents an ideology neither of us embraces. Take another guess.

I will always prize your lesson about rancid tubs. Seriously, about what others think—be it fashion, politics, and most of all political correctness—I have very little to say. All seriousness aside, however, the enigma of political correctness was best shown to me recently in a cartoon (you see how smart you are?: you can cite clever quotes, chapter and verse, while I have to rely on foggy memories of fleeting fame) which showed a person reading a tome entitled: How to Kick the Addiction of Reading Self-Help Books. As long as political correctness rear their ugly heads, mine will be tied with a head band. Probably smoking a cigar. Until I change my mind.

Thanks for the picnic. Thanks for the Facility. Thanks for the way you implemented the wishes of Governor Campbell and the General Assembly. How can I help?

Sincerely,
David S. Mann,
Faculty Speaker
FACULTY WELFARE COMMITTEE REPORT
1993-94

Meeting approximately twice a month, the Faculty Welfare Committee had an extremely productive year. Most of the Committee’s time was spent on three policy issues--senior instructorships, summer school, and smoking. On each issue, the Committee brought forward motions that were adopted by the Senate and accepted by the administration.

Once again this year the Committee worked long and hard with the administration to develop guidelines for Senior Instructors. While most of the guidelines developed by last year’s Committee remain, some significant modifications were made. Although Senior Instructors will not be granted tenure, they will be granted five year renewable contracts during which time they will enjoy the same protection of employment as tenured faculty. Promotion to Senior Instructor will be made only after a probationary period of six years. With the exception of voting privileges on tenure and promotion panels and the hiring of the professoriate, Senior Instructors will be granted full privileges in all matters of faculty governance. Also, the administration restated its commitment to the goal of reducing the number of courses taught by faculty who are not part of the professoriate. Specifically, the College will make a deliberate effort to reduce the number of sections taught by adjuncts, instructors, and senior instructors to a maximum of 20% of the total number of sections taught. Furthermore, full-time and three-quarters time adjuncts will be replaced by instructors.

Enrollment and pay policies for Maymester and Summer school were discussed extensively by the Committee. The Committee recommended that the number of students per class necessary for a faculty member to receive full salary be reduced from 14 to 12. For classes with fewer than 12 students, if full salary is not possible, the rate of compensation should be raised from $225 to $250 per student. The Committee recommended that the faculty who teach in Maymester/Summer sessions should not be required to do additional advising of incoming students. The Senate approved these policy recommendations and all but the last involving advising were adopted by the administration.

The Committee recommended and the Senate approved a motion that smoking be prohibited at all times inside all College of Charleston buildings. President Sanders adopted this no-smoking policy for the College with the understanding that since the South Carolina Indoor Air Act of 1990 allows smoking "in enclosed private offices", adherence to the policy will depend on voluntary acquiescence by the faculty and staff. Furthermore, areas occupied exclusively by students will be subject to a separate policy developed at a later time.

Working with the administration and a new computer database, the Committee examined faculty salary data for the 1993-94 academic year. The descriptive statistics for roster faculty salaries [appear as the last page of this newsletter]. No significant or unusual differences in salaries by rank, school, or sex were observed between this year and last.

The Committee discussed but took no action on a number of other matters including office space allocation, parking allocations, sabbatical leave, and various fringe benefit packages.

In closing, I wish to thank the members of the Committee (Walter Fuentes, Sylvia Gamboa, Tom Gilson, Bill Moore, Dinesh Sarvate, Chris Starr, and Hugh Wilder) for their dedication and hard work all year long. By working so well together and with the administration, they accomplished an enormous amount to the benefit of the faculty and the College at large.

Respectfully submitted,
Chip Condon, Chair

Welfare Committee Seeks Input

Please submit any requests concerning topics which you would like the Faculty Welfare Committee to consider during the 1994-95 academic year to the chair of this year’s Committee: William V. Moore, POSC, 3-8141 [editor’s note: no e-mail address].

Donations Needed for Onsite

Onsite is a Charleston County Mental Health program which assists those in need with basic supplements that most of us take for granted. Specifically, when you travel about to conferences this year, save the complementary toiletries from the fancy hotels and send them to Phil Dustan, Department of Biology. He will see to it that the needed items are sent to Onsite. Thanks to you it works for all of us.
More Correspondence:

**In Re:** AAUP Charities Memo

September 22, 1994

Dear David,

I was somewhat disappointed with the memo to faculty and staff from the AAUP regarding an alternative to the United Way. Some of the organizations on its list of eight occasionally take positions promoting what some might call reverse discrimination. According to the way the memo treats the other United Way funded organizations (it doesn't mention the possibility of donating directly to any of them), I suggest not donating to any on the list of eight. As an alternative to the alternative, people could donate to MY favorite organization:

The Florence Crittenton Home
19 St. Margaret St.
Charleston, SC 20403

Anyone who finds the slightest fault with this organization is invited to promote direct contributions to an even shorter list of charities.

Absurd? Yes. But I think the "let's promote MY favorite charities" tone of the AAUP memo is, too.

Sincerely yours,

Mick Norton
Professor of Mathematics

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September 19, 1994

Dear David:

The AAUP is a very vocal group on the College of Charleston campus, but they do not represent all or even a majority of the faculty on the campus. They have certainly never asked my opinion on anything. Their recent attack on the United Way campaign as a way of attacking the Boy Scouts of America is a blatant example.

Not every organization supported by the United Way is my favorite charity, but the group represents a wide spectrum of services in our community. In contrast the organizations suggested by the AAUP represent the special interests of much smaller groups of people. While I admire the work of some of them, there are others which I personally find objectionable and would be troubled if the state and the College tacitly condoned their policies by providing payroll deduction plans for contributions to them.

It seems to me that the policies of the Boy Scouts of America is an issue that has little to do with universities or professors. If the College Chapter of the AAUP had simply explored ways for faculty to contribute to a wider range of organizations through payroll deductions, they might claim to be working for the general interests of the faculty. But by attacking contributions to the United Way because it contributes to Boy Scouts and promoting their own list of favorite organizations instead, the AAUP has revealed that it does not represent the interests of the faculty at the college but rather the political agenda of a small group of people.

Sincerely,

Gary W. Harrison
Professor of Mathematics

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**Applied Physics Seminar:**

**Anyone Interested?**

Years ago there was a periodic applied physics seminar, involving spherical objects, and pendular motions of divergent velocities (golf). There is some interest in re-establishing the seminar. Several have even volunteered to assist in some fashion, but no one wishes to lead. Anyone with such an interest should contact the Secretariat. Fore!

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Neferkitti
September 23, 1994

Dear David,

We recently received a letter from the College of Charleston Chapter of the AAUP concerning the Trident United Way Drive. There are always people who seem to be ever ready to tell the rest of us just how we should spend our money, even how we should dispense our charitable contributions. It is terribly presumptuous and arrogant that these people should attempt to intervene in a personal decision that is basically none of their business. Even the suggestion that the rest of us need the advice of these persons I find terribly offensive. What ever possessed them to imagine that we need their assistance?

I am reminded of a candidate for nomination to a national political office a few years ago. All such candidates are required (or at least expected) to submit a personal financial statement. The individual in question reported an income for the previous year of slightly over $200,000, with charitable contributions of only $2,000. What makes this so interesting is that the candidate was an individual who wanted to be seen as a champion of the poor and oppressed, always ready to claim "the moral highground" with a self-proclaimed concern for the poor. Yet, this person could muster less than one percent of income to assist those in need. Could anyone claim that this individual should be taken seriously?

The AAUP Chapter would also like to claim the moral highground, instructing the faculty and staff which organizations are deserving of our support. But we don't know whether they have a legitimate claim to this high moral standing; just as our political candidate was able to talk profusely about a concern for the poor, but the actions fell far short of the rhetoric. So let us issue a simple and straightforward invitation to all persons who participated in this unanimous decision by the AAUP Chapter: we invite each one of you to put on the table your contributions to charity for each of the past three years. If it should turn out that your generosity matches your rhetoric, then I, for one, may be inclined to give your recommendations serious consideration.

Sincerely yours,

James P. Anderson
Associate Professor of Mathematics

To: David Mann and all readers of the Faculty Newsletter
From: Hugh Hayworth, Self-Study Director

As David and most everyone else knows, the college has formally begun the self-study for reaccreditation by the Southern Association of Colleges and Schools (SACS). With this letter I would like to update you on the self-study activities. The last self-study was completed in 1986 and was a pilot self-study whose special focus was planning and assessment. Planning and assessment criteria were added to the SACS standards and the 1986 self-study became a model for all standard self-studies over the following decade. Almost all colleges in the SACS region have now completed a self-study with heavy emphasis on planning and assessment. Consequently, seventeen colleges have begun "focused" self-studies that are part of another pilot project which may again become models for the evolving "standard" self-study. As one of those colleges, we have been identified as an institution that substantially meets all SACS criteria for reaccreditation.

The focus our self-study efforts on the goal of creating an international, multicultural liberal arts educational community. The self-study is divided into two parts. One part is a "focused" effort to develop a strategic plan to address the above goal. The second part is to document our compliance with the essential SACS criteria for reaccreditation. In a standard self-study, the college would conduct an in-depth study of the how the college meets both these essential criteria and an equally long list of highly recommended criteria.

The focused effort, addressing the goal of becoming an international, multicultural liberal arts educational community is headed by the self-study steering committee and six self-study committees, each of which addresses a different aspect of this goal. Each committee includes at least five faculty members and representatives from the administration, student body and alumni or community. The committees and chairs are: Curricular Initiatives, Paul Jurus; Student Recruitment and Retention, Amy McCandless; Faculty and Staff Recruitment and Development, Jose Escobar; Student Life Programs, Joyce Bylander (chair) and Sue Frazier (co-chair); Community Interaction, Maggie Pennington; and Institutional Enrollment, Bill Golightly. Each committee is meeting on a regular basis and much of their fall work will be addressing current programs and activities to determine what efforts are presently being conducted to promote the international and multicultural goals of the institution. This phase of the self-study will involve most of you, as data is collected from the college community. Your time and effort will be greatly appreciated.

The compliance effort is being led by a compliance committee, chaired by Andy Abrams. The committee has been divided into six compliance teams, each of which includes at least one faculty member. The teams, working with each vice-president and the provost, will collect statements and documentation of compliance with the SACS must criteria. Any problem area will be identified in time to correct before the self-study visitation committee arrives in March, 1996.

Three documents, which are available to everyone in the office of the faculty secretariat, will provide more information about the self-study. They are (1) the proposal to SACS for a focused self-study, (2) the self-study plan and (3) the compliance committee manual. May they all become dogeared from use. If you have a question or suggestions, please let me know.
COLLEGE OF CHARLESTON  
1993-94 ROSTER FACULTY SALARY DATA

All Roster Faculty  
(all ranks,  
schools  
& sexes)  
M=39,554  
S= 8,237  
R=35,091  
N= 290

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The data set analyzed consists of all roster faculty during the 1993-94 academic year except for deans which have been excluded. Department chairs are included, but full-time administrators and adjunct faculty are not. Salary data have been expressed in nine month equivalents.

M = mean  S = standard deviation  R = range (max - min)  N = sample size