Speaker's Report

The Board of Trustees met on October 18th and 19th. The meetings were rather mundane, and few actions taken would be of interest to the faculty. The Board voted to approve what the Faculty Senate passed regarding a new major in Religious Studies. It also accepted reports from the three other Board committees which commonly meet at these quarterly adventures. A full copy of the Board report resides with the Faculty Secretariat Office, 2nd floor, Maybank. A couple of pages from the Enrollment Management report are reproduced in this newsletter for your information.

This edition of Faculty Newsletter is full of correspondence, mostly regarding the AAUP letter circulated in early September (or was it late August?). Several letters responding to that AAUP letter appeared in the last edition of Faculty Newsletter. Of all the issues which might be important to the faculty, I am surprised that the United Way generated so much commentary; what is even more surprising is that much of that commentary emanates from the Math Department. It just doesn’t add up.

There is some commentary on other issues which falls under the general rubric of malaise. Last issue requested donations of toiletries; Professor Dustan reports only one contribution having been sent. Last issue solicited interest in a faculty-staff golf tournament (applied physics seminar); only five replies have been received. I have asked, pleaded, begged, and cajoled chairs of faculty and Senate committees to inform me of their meeting times; I have even offered a reward for timely notices; responses have been underwhelming. There were few replies to Phi Kappa Phi requests for book donations for its annual book sale. There have been more letters about the AAUP/United Way correspondence than there have been about assisting the feral cat population on campus, or any other issue, for that matter. I have deliberately generated formatting and printing errors in the continued directly across

Faculty Senate
Meets
Tuesday, November 1st
5:00 pm
ECTR 118

Agenda
--Curriculum Committee
--Welfare Committee
--By-Laws Committee

for specifics, consult with your friendly neighborhood Senator

By agreement, the last Senate meeting of the Fall term will be on
Tuesday, November 29th
same time, same place

Teaching Exchange Program in France

A meeting will be held on November 10, 3:15 pm, in Maybank 100 for all faculty and chairs who are interested in the possibility of teaching abroad at the University of Versailles/Saint Quentin in France. For further details, please contact Bill Olejniczak at 3-5930.

last three issues of this newsletter, just to see if anyone noticed. If you did, you didn’t say anything about it. On the other hand, Pre-registration forms for the Spring term seem to be formatted improperly. Did you notice? Are we all that busy, or do we just not care any more?

Perhaps the answer lies with the fact that faculty don’t work in groups very well. Are we all so interested in flying solo that we sometimes forget words like collegiality and concepts like teamwork? What do you think?
Letters and Correspondence

[Editor's note: The next few pages contain a potpourri of items received this month.]

October 5, 1994

I was startled by the strong reaction of several members of my department to the memo distributed by the College of Charleston chapter of the AAUP regarding contributions to organizations which are not members of the United Way. Now that I have read their memo once again, I can appreciate your responses. I am still puzzled, however, that most of you, including the local AAUP chapter, failed to emphasize a fundamental issue—that of choice. As the original AAUP memo noted, "allocations are made by... United Way Board of Directors, which... does not dispense money based directly on donor designations."

Each of you was offended either by the particular choices or lack of alternatives offered in the memo or by the suggestion that the listed organizations are more "deserving of our support". Some of you seemingly failed to see the irony of your complaint. This, the lack of suitable choices for everyone, is the very impetus for the AAUP initiative.

I do appreciate that some members of the faculty are offended by the alternatives offered by the AAUP chapter, just as others are offended by the policies of the Boy Scouts of America or the United Way. In fact, that's precisely the point. I, for one, am offended by an organization which pretends to offer me a selection when, in fact, there is no real choice at all. When I reviewed the list of United Way member organizations, I was very disappointed. Beyond that, I am not convinced that the United Way keeps my designations in mind when allocating funds to member organizations. So I appreciate the efforts of the local AAUP chapter in exploring ways for us to contribute directly to a broader range of organizations through payroll deduction.

Whether you realize it or not, the United Way campaign is just that—a campaign. One which reminds (or encourages) us to make charitable contributions and provides a convenient method for doing so. I will admit that the AAUP move was a campaign as well, and not a particularly well-executed one at that. I propose that our philosophy be: "If there's going to be a campaign, let's make it a more fair (or less unfair) one. Let's provide a true variety of alternatives, with input from the contributors, and where donations are actually allocated as designated." Then everyone should be satisfied.

--Deanna Caveny (Math Department)

P.S.: In case you're wondering, I'm voting as an independent in this election. I selected some alternative organizations of my own.

Mrs. Sanders Says "Thanks" in re Faculty House

Dear David:

Thank you for the "Resolution of Appreciation" you and your colleagues presented to me at the last faculty meeting. Never has anyone or any group ever said so many nice things about me, much less put them in writing and asked for a vote!

This project would not have been successful without the multi-talented Physical Plant workers and Jim Shumate who did the restorations and renovations; Bob Lyon in Institutional Advancement; Dan LeClair in Procurement; Ellis Simmons in the Physical Plant who helped locate and move furniture; Dan Beaman, an architect with Cummings and McCrady, who donated time and advice on the renovations; Dr. Fraser Wilson, Alyce Anne Wiedeke, Dr. and Mrs. Norton Williams, Kathleen Young, and all of the other generous friends of the College who helped decorate and furnish the house. These individuals, working together, made an idea become a reality.

While soliciting donations and loans for the Faculty House, I recognized a special respect and appreciation for the Faculty and the College in the Charleston community and the State. You and your colleagues have helped to make this an extraordinary place where many great things are possible. I am looking forward to working with you and other faculty members to help make these great things happen.

Thank you for your support and encouragement.

Warmest regards,

Zoe D. Sanders
October 12, 1994

Dear Professor Mann,

Professor Anderson in his otherwise perfect and justifiable letter (Faculty Newsletter, Sept. 94) wanted to issue a simple invitation to certain AAUP members to put on the table their contributions to charity for each of the past three years.

I was neither involved with the AAUP decision to write the letter concerning the Trident United Way Drive nor do I support it.

I am not a member of AAUP but I know a member of AAUP who may have been involved with that letter. He gave his house to university faculty from a foreign country to live in without charge while he himself went to live in a hotel. Now this is a gesture of generosity which is not tax deductible but of great help to our field of education. The same person immediately gave money from his own pocket to help a sick person. These are just two examples to show that people can spend a lot more to help the community, which will not show on IRS forms; and people may not even like to talk about such things. Therefore the invitation to "put it on table" may not be fair for anybody in general and to the members of AAUP in particular.

As far as I am concerned, I would like to follow a simple rule for indirect donations (which will suit me fine): I don't want to give to a "non-profit" organization where there are officers whose pay from the organization is more than I make at the College; and I don't want to give donations to organizations whose purpose is to do something which will help in the end to rip off a common person, for example, organizations for medical research.

Sincerely,

Dinesh G. Sarvate, Mathematics
Naming The Beast

Livid green, screaming red with iridescent scales, yawning apertures dorsal and rectal, secreting bilious fluids, yellow eyed, leering dragons prowl the Earth in their murderous multitudes, killing more of us than guns do.

I refer, of course, to the automobile.

One would think that an august Institution of Higher Learning, dedicated to Reason and Civilization, would do all in its power to discourage people from conducting these snorting, belching, gurgling, spewing, wheezing, noxious, lurching, hideous, greasy axled, cranky shafted, deadly four-wheeled monsters to the sylvan glades of Academe. But no. The College actually rewards the riders of these horrors with -- you won't believe this -- Parking Spaces! It seems these things have to lie around all day in globulous walls while their Masters do whatever it is they came here for. (It may be worth mentioning here that the average Parking Space is larger than my office).

Recently some of the more sensitive among my Learned Colleagues have perceived that there is a "Problem" right here among the bucolic, Spanish mossy groves of our campus. Their voices trembling with the concern and indignation of the Truly Righteous they pronounce the Name of The Beast... bicycles!

Bicycles, it seems, are "dangerous." Apparently when these gentle, peace-loving folk emerge from their armored vehicles they have the great misfortune to become -- oh no! -- pedestrians. And they find these hurtling two-wheelers downright scary. Sometimes these giddy cyclists even go -- are you ready? -- the WRONG WAY! Apparently anywhere cars go is the 'Right' way; any other way is -- you guessed it -- WRONG.

After all, is it not Written in The Bible -- or is it The Constitution? one of those anyway -- that Cars shall have Dominion over the streets, the roads, the boulevards, avenues, lanes, highways, byways, freeways, whichways, bridges, tunnels, overpasses, underpasses, bypasses, clover leafs, and ramps? The rest of us get the sidewalks. If we're quick, and the light is the right color, we may be allowed a few seconds to scurry across their paths -- their headlights glaring at us, their grills grinning malevolently -- as they wait impatiently to resume their Lordly Progress over the (paved) Earth.

Traffic Laws are made for cars. Walking Laws are made for cars, Zoning Laws are made for cars, Drinking Laws are made for cars. (Too many youthful drinkers crashing their cars? -- raise the Drinking age! No one even suggests that it would make more sense to raise the Driving age).

If I chose to drive a car to campus I would be given access to a Parking Space. As I choose to ride a two-wheeled vehicle, and as there is no bicycle rack near the Simons Center where I work, I am obliged to park my bike in my office (the office, you'll recall, that is smaller than a Parking Space to begin with). About every other day the elevator breaks down and, in a decidedly Dada inversion, the bicycle rides me up the stairs to the third floor.

If we at this Bastion of Humane Thought had any real Vision, any real Courage, we would ban automobiles from campus -- except for a few carefully designated areas -- altogether. The rationale would be the same one we used to ban Smoking: cars are dangerous. They are dangerous particularly to those who happen not to be in them. They pollute the Air, they heat the Earth, they take up Space, they make Noise, they are Ugly as Sin...oh yes...and they knock people down. To ban cigarettes because breathing the smoke is Unhealthy while letting cars swirl a cloud of Exhaust Fumes around us borders on the terminally silly.

Ban...Cars did he say? But what about...all those people who...live across...you know...the Rivers...Streams, Creeks, Brooks, Canals, Swamps, Bayous, Runnells, Rivulets, Basins, Ponds, Swamps, Estuaries, Canyons, Gulleys, Gulches, Gorges, Ravines, Tarns, Rifts, and Geologic Faults? Everyone knows what the problem is. The solutions have been proposed for decades: some combination of mass transit, mandatory car pooling, Trams re-replacing buses, tolls on bridges and tunnels, and no more Postmodern Parking Garages in already car-glutton downtown areas.

The Good News, of course, is that The Millenium approaches. Fuel runs out. In the next century there will still be cars. They will be known as "Affordable Housing."

But before the Next Millenium, before the New World Order, before the Fourth Dimension, the Fifth Testament, the Second Coming, the Seventh Wave, the Seventh Seal, the Seventh House, the Seventh Veil, the Eighth Wonder, the Eighth Day, the Tenth Planet, the Thirteenth Floor, and Neo-Postmodernism, perhaps we could have a Bicycle Rack near the Simons Center?

--Frank Cossa (Art History)
Miz Tuten’s Cat: The Deconstruction

In an effort to remind myself to speak precisely, I sometimes write a poem. My latest is entitled, "Miz Tuten’s Cat." Good poetry, like a bad joke, should never be explained. Nevertheless, for two reasons, I will explain.

In the first place, my poem is not good poetry. The second reason has to do with a dreadful practice which has grown up on college campuses. The practice is called deconstruction. It consists of people who cannot clearly express themselves explaining what people who can mean. Rather than suffering the indignity of having my poem deconstructed by others, I prefer to deconstruct it myself.

The poem borrows its theme, rhyming pattern, and first verse almost verbatim from T.S. Eliot’s Old Possum’s Book of Practical Cats — the book on which Andrew Lloyd Webber based the musical comedy Cats. I make no apologies for that fact. In the words of Kipling, "When Homer smote his bloomin’ lyre / He’d heard men sing by land and sea / And what he thought he might require, / He went and took the same as me." If Andrew Lloyd Webber can steal T.S. Eliot’s poetry, so can I.

I was inspired to write the poem by a real cat who lives on Glebe Street, where the College’s English Department, Philosophy Department, and President’s House are all located. Glebe Street is also a street of many cats. Mrs. Edith Tuten, who lived for years in the last house on Glebe Street, owned the cat who is the subject of the poem. When she moved away, Zoe and Jean Festa persuaded her to leave the cat in their care.

A dispute rages about the cat’s name. The English Department calls the cat “Nuisance.” The Philosophy Department insists that his name is “Phil.” As the President of the College, I have naturally been called upon to resolve the matter. Hence, the poem.

I dedicate the poem to my most literate friend, Nan Morrison, Chair of the English Department. She is so kind to my modest literary efforts even as she is kind to the cats and other dumb animals on Glebe Street.

Miz Tuten’s Cat

The naming of cats is a difficult matter.
It isn’t just one of your holiday games.
You may think at first I’m as mad as a hatter,
When I tell you the cat has three different names.

First is the name that is given by English:
Nuance or Nuisance or something like that.
Descriptively meant to simply distinguish
The feline in question from some other cat.

Then there’s the name philosophers pick,
Self-serving, self-centered, run-of-the-mill,
As common as any Tom, Harry or Dick.
They have quite shamelessly named the cat Phil.

But regardless of others, when all’s done and said,
And he’s lived a long life through times lean and fat,
And kittenhood’s faded, he says in his head,
"No matter what, I’m Miz Tuten’s cat."

--Alex Sanders
October 10, 1994
AAUP ON GRIEVANCE OF TERMINATION FOR PROBATIONARY FACULTY

In both the old edition and the new draft of the College of Charleston Faculty-Administration Manual, under the heading Procedure for Considering Non-Renewal of a Faculty Member [Including Instructors] in First or Second Year of Probationary Appointment (p. 108, old; p. 72, new), the following statement appears:

From time to time it is important to the welfare of students or faculty in a department for a faculty member to be terminated at the end of a first-year or second-year appointment. This is a legally correct action since state legislation (SC Code 8-17-380) provides that non-renewal of a one-year contract at the end of the contract period is not grievable and is not in violation of the terms of employment. When the decision is reached not to extend a one-year appointment for an additional year, no reason for non-renewal need be given, but it is usually more professional and humane for the chair to discuss the reasons leading to the decision with the faculty member affected.

As a method for initiating revision of the Faculty-Administration Manual, your AAUP Chapter is submitting the following recommendation for consideration by the Faculty Welfare Committee. We would like to see the above passage amended, roughly as follows:

From time to time it is important to the welfare of students or faculty in a department for a faculty member to be terminated at the end of a first-year or second-year appointment. Since state legislation (SC Code 8-17-380) provides that non-renewal of a one-year contract at the end of the contract period is not grievable, except under the provisions of state code or this Manual governing discrimination, violations of academic freedom, or inadequate consideration, such terminations are not in violation of the terms of employment. Nonetheless, in order to establish that the grounds for termination were non-discriminatory, did not violate academic freedom, and that due consideration was exercised, all decisions to terminate probationary appointments at the end of the first or second contract year must be accompanied by written notification of cause.

(In the event that this amendment is recommended to the College Administration, a similar statement which appears on p. 109 in the old Manual, p. 73 of the new draft, would necessitate comparable amendment.)

The College's AAUP chapter takes the view that faculty hired into probationary positions, both tenure-track and instructor lines, are (or ought to be) furnished with a reasonable expectation that their contracts will not be terminated during the probationary period except for cause, where cause includes the considered judgment of the tenured departmental faculty, the Provost, the President, and possibly the T&P Committee, that a candidate’s performance is substandard with respect to the criteria established for tenure or promotion to senior instructor.

Apart from the moral question, the original passage arguably constitutes bad policy. If grounds for dismissal happen to be somewhat tenuous, the current language in the Manual may encourage a departmental chair, or even an entire department, to undertake an early dismissal of a probationary faculty member in order to avoid the potentially more difficult process of going through a third year evaluation. The AAUP proposal is based on the assumption that this is not the desired effect of the current language in the Manual.

Finally, these passages are indirectly contradicted by passages elsewhere in the Manual: those sections addressing academic freedom and non-discrimination (p. 104 old; p. 69 new), and the Procedure for Challenging Adequacy of Consideration in Non-Renewal Decisions' (p. 110 old). For these sections effectively entail that termination of probationary appointees cannot be implemented without cause: anyone hired on a tenure-track or instructor/senior instructor appointment may always demand adequate assurance that his or her termination was not motivated by prohibited considerations. Such assurance cannot be had unless the terminated faculty member is provided with a full explanation of the reasons for non-renewal.

We hope that, in submitting this proposal to the Welfare Committee, for subsequent discussion in the Faculty Senate and recommendation to the College’s Administration, the AAUP is providing one constructive method for initiating democratically determined revisions in the Faculty-Administration Manual.

Richard Nunan
President, CoC AAUP Chapter
AAUP RESPONSE TO CONCERNS EXPRESSED ABOUT AAUP CHARITIES

MEMO

Simultaneous with the United Way campaign kick-off in mid-September, all faculty and staff received a memo from CofC's AAUP chapter pointing out that the Boy Scouts of America is a member agency of Trident United Way, and that the Boy Scouts have adopted policies which are explicitly discriminatory towards gays, atheists, and agnostics. Faculty and staff were also informed that, while designated gifts to Trident United Way are assigned (by law) to the designated agencies, the net effect of any contribution to United Way, designated or not, is to help all member agencies achieve goals set by T.U.W.'s Citizens' Allocation Board. Finally, the memo provided some alternative suggestions for donations, in hope that, with expression of sufficient interest, at least some of these organizations might be incorporated in the College's payroll deduction options for charitable giving.

Some members of the Faculty took issue with this memo, on the grounds that they resented being told how they should spend their charitable dollars, or because they felt that the AAUP did not represent their views. We would like to clear the air on these issues. It was not the AAUP's intention to dictate how faculty and staff should spend any of their money, but to apprise our colleagues of information which might affect their views on the desirability of contributing to Trident United Way, and to provide, for their convenience, at least some suggestions of non-member organizations with charitable organization status under SC law. The ultimate goal of this proposal was not to further any political agenda, but to enable faculty and staff to continue participating in institutional giving in ways consistent with their own consciences. If the tone of the memo led some faculty to different conclusions, such a reading was not intended. We regret any misunderstanding.

There is a possibility that, next year, Trident United Way will increase its options for participation in such a way as to obviate the need for an alternative payroll deduction plan. This would, of course, be the most desirable outcome, as your AAUP colleagues would prefer not to undermine Trident United Way, which makes a valuable contribution to the local community. But since the AAUP stands for opposition to Faculty or College involvement in discriminatory policies, however tangential that involvement, we felt obliged to make a statement on this issue.

Finally, to those faculty members who feel the AAUP does not represent their views, we can only issue the invitation, once again, to attend our meetings. All faculty are welcome, whether or not they are members. Our meetings are held at 3:15 pm on the first Wednesday of every month. The next meeting will be on November 2, in Maybank 210. Please come.

Richard Nunan
President, CofC AAUP Chapter

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Writer's Harvest
National Reading Benefit for Hunger Relief

November 2nd
Sottile Theatre
7:00 pm
Tickets=$5 (students)
$10 (non-students)

Authors doing readings are:

Josephine Humphries
William Baldwin
Theodore Rosengarten
Bret Lott

gei chat
ENROLLMENT MANAGEMENT REPORT
OCTOBER 1994

ADMISSIONS

UNOFFICIAL Enrollment for Fall Semester 1994

COLLEGE OF CHARLESTON

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UNIVERSITY OF CHARLESTON

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Note: Final figures may vary slightly from other charts depending on when the report was generated.

¹Non-degree students are high school students concurrently enrolled in college courses, transient, consortium and national or international exchange students.
NOTES ON ENROLLMENT REPORT

1. Applications increased from 6,578 in 1993 to 7234 in 1994. This reflects a 10% increase.

2. The average SAT score for entering freshmen is 1026, up 6 points over the 1993 average of 1020.

3. Retention of undergraduate students continues to be a factor in enrollment increases. The retention of students from freshman to sophomore year has remained stable at 80.4% (an 11.3% increase since 1985). Transfer student retention has increased by 22.8% since 1985 and is now 74.8%.

ORIENTATION

Approximately 2610 students and 1876 family members attended this summer’s six orientation sessions from June through August. This represents 100% of currently enrolled new students.

The revisions to the family orientation program were successful, as indicated by the positive evaluations given by family members (averaging 4.23 on a scale of 1 to 5). The coordinator will look into further adjustments to the program, based on suggestions made from the evaluations. Student evaluations were also very positive (averaging 3.95 on a scale of 1 to 5). A newsletter will be sent to the families of new students each semester outlining issues and programs for new college students and their families.

ACADEMIC ADVISING

The Center for Academic Advising advised approximately 3,000 in-coming students (freshmen, transfer, and continuing education) during the six Orientation Sessions, Summer, 1994. The Advisor Handbook was revised for the hundreds of faculty and staff who advise new students during the summer.

STUDENT INTERCULTURAL PROGRAMS

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<td>Governor's School</td>
<td>15 students (Czech, Slovak, Hungarian)</td>
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<tr>
<td>College Experience Program</td>
<td>42 students including 34 African American, 2 Asian, 6 Whites</td>
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<tr>
<td>College Connection Program</td>
<td>15 African American students, 1 White student</td>
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<tr>
<td>SPECTRA</td>
<td>61 African American students</td>
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<td>Upward Bound Summer Programs</td>
<td>24 Regular Students</td>
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<td>24 Bridge Students</td>
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STUDENT INTERCULTURAL PROGRAMS

The Governor's School is a five week summer session in which the students spend four weeks on campus, one week with a South Carolina family, and four days in Washington DC, before returning home.

The College Experience Program is designed to serve minority and/or first generation college students. The main goal is to increase the pool of eligible and likely African American students at the College of Charleston. Summer 1994 provided two, two-week college experience sessions to 42 rising high school seniors from throughout South Carolina. Students received room, board, SAT prep sessions, financial aid workshops, admissions workshops, and informational sessions from various departments. They also attended two non-graded academic courses: Public Speaking/Oral Interpretation and Math Enrichment.

The College Connection Program, funded by the Balance of State JTPA program, served a total of 16 students. These economically disadvantaged students were either rising high school seniors or 1994 high school graduates. These students were on campus for six weeks during Summer II taking classes, working, and attending social and cultural enrichment activities. Four of the high school graduates applied and were enrolled in the College of Charleston as a result of this program.

Spectra is a transition program designed to provide incoming black freshmen an on-campus academic enrichment experience to increase their retention and performance. These 61 students were part of a class of 233 new black students who entered the College this fall. This number represents an increase of 30% over fall, 1993.

Upward Bound is a pre-collegiate preparatory program designed to generate skills and motivation necessary for success in education beyond high school among young people who come from low-income backgrounds and or who have had inadequate secondary school preparation. The program has both an academic year and a summer component.

INTERNATIONAL AND EXCHANGE PROGRAM

A total of 52 new international and exchange students enrolled fall 1994. Twelve College of Charleston students participated in exchange programs.

International Student Exchange Program "ISEP" (one or two semester exchange): 4 students enrolled at the College of Charleston, 8 College of Charleston students went to other Countries

National Student Exchange "NSE" (one or two semester exchange):
11 new students enrolled at the College of Charleston, 11 College of Charleston students went to other U.S. institutions.

37 new international degree seeking students enrolled at the College of Charleston.