Speaker's Report

Faculty By-Laws require committees to submit annual reports to be published in this forum. Most of this, the last planned issue this fiscal year, newsletter are those reports, received as of the morning of May 12th. There are other miscellaneous items in this rather lengthy issue; read for yourselves.

The Board of Trustees met on May 2nd and 3rd. The Board approved a fee increase for applications for admissions, but delayed any discussion of other fee or tuition increases, pending the General Assembly's action on the state budget.

It is extremely unlikely that the General Assembly will take up for any final vote the bill which would remove tenure from state colleges and universities this session. However, because the state legislative sessions are two years in length, the bill will begin wherever it leaves off, come next January. My personal recommendation to all who read this is to become friends with your state representatives now, on a general basis, with no axe to grind. When the G.A. reconvenes, then you will be in a pretty good position to discuss the bill with your friends, who will not be so new next year. On page 8 of this issue, Professor Nunan, on behalf of AAUP, reports extensively on these items.

Professor Jack Parson, second delegate to the South Carolina Conference of State University Faculty Chairs, has tentatively been chosen to chair that group next year. This position, one requiring delicate skills, also requires that he be chosen as second delegate by the College of Charleston Faculty Senate in September. I assume the Senate will see the wisdom of that appointment. A report about that Conference is forthcoming.

I have enjoyed serving the Faculty and the College of Charleston as Speaker. It may sound perverse, but this job has been fun for me; had a good time; hope to have served you well. Guard faculty governance with great care and vigilance, but also with dignity, grace, and humor.

--dsm

This edition of "Faculty Newsletter" is dedicated to the memory of Professor William Bischoff
Committee Reports

Advisory Committee to the President

The Advisory Committee to the President met with the President monthly during the 1994-1995 session. The topics were varied. Perhaps the topic of greatest impact to the college community was the academic performance of our students. Discussions on student background, work ethics (or the lack of it), student handicaps (i.e., poor vocabulary, low reading comprehension, lack of responsibility, and unacceptable classroom etiquette) dominated several meetings. It was generally agreed that the faculty must continue to motivate as best we can and must impose his/her will upon the students, to a degree. Consistency in high expectations across the campus is a necessity, in order to improve student productivity and responsibility.

The President reported that our provisional students have a 92% retention rate in advancing from the freshman to the sophomore status. He further noted that the College’s graduation ratio is similar to most city colleges’ (average) and is better than the graduation rate at most schools.

The committee revised the College of Charleston’s Fact Book (1993-94) as well as a booklet commissioned by the President in response to the Committee’s inquiry on academic performance (November 1, 1994).

The advising system was considered. The matter of how to advise undeclared majors was one concern referred to the committee. Numerous suggestions were offered. The walk-in system at the Stern Center provides many chances for advisement. It was noted that some disciplines have very specific requirements that require certain expertise not necessarily exhibited by all faculty. Concern was voiced that the advising load may not be equitably distributed across campus, but it was generally agreed that all students should have the advantage of sound advisement.

Other topics included: the proposed budget cut, alcohol abuse among students, the current tenure debate, and safety precautions for St. Phillip and Coming Streets.

Respectfully Submitted,

Maggie T. Pennington

Academic Standards, Admission and Financial Aid

The Committee met eleven times under the able leadership of Von Bakaniec. The following list is a summary of our activities over the past year:

1. Considered twenty-eight individual student petitions (approving twenty-one) which ranged from approval of student aid to retroactive approval a course withdrawals.

2. Developed institutional policy recommendations for dealing with the learning disabled.

3. Approved alternative courses (for the language disabled) which will satisfy the College language requirement.

4. Denied a request to extend the Drop/Add period.

5. Denied a request to extend the Drop date until after mid-term grades have been sent.

6. Denied a request from the SGA to approve a “forgiveness policy” (a grade-enhancing device).

7. Disapproved a proposal which would enable students to satisfy the humanities requirement by taking all twelve hours within the School of Fine Arts.

8. With the Student Affairs Committee, developed a policy statement dealing with the issue of absences incurred while participating in College-sponsored events and activities. This policy was subsequently approved (in modified form) by the Faculty Senate.

9. Approved alternative courses (for the math disabled) which will satisfy the College math requirement.

10. Denied a request from the Biology Department which will require students to complete BIOL 111 & BIOL 112 with a grade of "C" or better before they can enroll in upper division biology classes.

11. Passed along to the Senate a motion which the Senate did not pass regarding pass/fail for Languages.

12. Approved and sent to the Senate, which it
passed, a motion regarding an Adult Degree Track for Continuing Education.

Respectfully submitted,

Richard N. Godsen, Secretary

By-Laws and the Faculty-Administration Manual

The Committee on the By-Laws and the Faculty-Administration Manual recommended several changes in the By-Laws, all of which were approved by the Senate.

--Herb Silverman, Chair

Graduate Education, Continuing Education, Special Programs

Throughout the year the Committee met to review new courses and changes in existing courses. In addition, the committee helped edit a new course approval form for graduate courses. Of special note was the committee's review and approval of a new graduate program in Bioethics, which will be offered jointly by the College and MUSC. The new MA program has since been approved by the Graduate Council and the Senate; it will be reviewed by CHE this fall.

--Larry Carlson, Chair

Honors Program Committee

This year the committee began by taking up the charge of the Honors Program Study Committee to determine whether the Honors Program should become the Honors College headed by a dean. The Committee agreed to recommend the change. When put before the Senate, the proposal was remanded to the Academic Planning Committee which subsequently decided against the recommendation. The Senate supported the Academic Planning Committee's decision. The committee also read over one hundred seventy applications to the Honors Program and made recommendations to the Director. The committee reviewed course proposals and selected the courses to be offered next year.

--Trish Ward, Chair

Library Committee

It has been my pleasure to Chair this Committee, and I feel we did make some important progress in the areas we covered this year. These people are to be thanked for their valuable input this year: Susan Morrison, Bonnie Devet, Brad Huber, Todd Grantham, Larry Simms, Roger Daniels, Bob Neville and most particularly (of course), David Cohen. Each of the above supplied the meetings with lively input, and kept my task interesting, if not easy...

The 1994-1995 Faculty Library Committee met 3 times in the fall, and 4 times in the spring. These meetings were moderately well-attended, although several faculty schedules were not flexible. Additionally, our secretary was in the tenure process this year, and minutes were often scant and always overdue. Copies of the minutes and the 95-96 Library Budget are included in the file to be given to the 1995-1996 Chair.

Committee business was extremely diverse this year, and covered concerns dealing with a myriad of issues. These included: The proposed new library building (including issues of Bishop England property), architectural plan suggestions; acquisitions (both serial and book order/approval books & firm orders); Library involvement in the Capital Campaign fundraising; concerns about missing book replacements (which next year's committee should raise again - as it is a cumbersome process and needs reviewing/revising); technological and on-line capabilities and concerns (such as WestLaw, and particularly the issue of serial/article acquisition through on-line catalogs, i.e., FirstSearch); interlibrary loan concerns; special collection & rare books access concerns; lack of budgeted funds for minor area offerings (such as Secondary Education, Women's Studies, Jewish Studies, etc.); progress of the Library Steering Committee; overdue book fines and lost book policies; and, Library Goals and Objectives.

One of the main functions of the Faculty Library Committee has typically been to oversee and advise on the budgeting process. This year's task was particularly tedious, since the strong likelihood exists that the budget will be cut for next academic year. It was our task to give Dr. Cohen some input as to what areas, departments, and funds might be felt less if the budget was to be cut. Dr. Cohen was very thorough in discussing the potentially devastating implications
of such an event, and the members of the Committee attempted to cover departmental concerns with him. The proposed budget cuts for the library are exacerbated by the fact that the rate of inflation in such things as journals and books is higher than the overall rate. This will create a very severe shortage for obtaining new materials next year. Should the budget be cut? Additionally, while we had been informed of the library's options for budget cuts, the reality is still unknown as to acquisitions, or rather, the reduction in them. It is, in short, anybody's guess how it would play out...

--Denis Keyes, Chair

cc: Dr. David Cohen

Research and Development Committee

The committee met several times to make grant decisions for the three rounds of proposals including Summer grant proposals. There were a total of 44 proposals (Total requested $82,415.05) out of which 32 proposals were funded. (Total spent $46,443). The committee also revised the R & D Support Guidelines in detail, the revisions are with Dr. Patterson who will forward it to Dr. Festa, Provost for his consideration.

1992-93 committee (Chair: Dr. June McDaniel) recommended the President have more than one distinguished research award. After discussions with Dr. Festa, Provost and Judge Sanders, President, the committee recommended to the President to increase all three awards, for teaching, service and research to $1,500. As we all know by now, he agreed to do that. It was agreed that there will be only one distinguished research award. I also represented the R and D committee at the Provost's Retreat, Sept. 94 (Sabbatical work group).

I would like to take this opportunity to thank the members of R and D committee viz. Dana Cope, Barbara Duval, Joseph Kelly, Robert McCarthy, Shaun Nichols, Robert Perkins (Secretary, you can not get a better one), Alexander Ritchie, and Andrew Sobiesuo for their excellent cooperation, hard work and enthusiasm. Thanks to Prof. Wayne Patterson for his regular attendance at the meetings, his instant replies to questions greatly helped us. Thanks are also due to Ms Denise Branch of the University of Charleston for her competent support.

The chair for the next year is Dr. Andrew Sobiesuo and the secretary is Dr. Robert Perkins.

Sincerely,
Dinesh G. Sarvate
Chair, R&D Committee, 1994-95.

Self-Study Steering Committee 1995 Spring Semester Report

Numerous activities have taken place this semester as part of the focused self-study on "Creating an International, Multicultural Liberal Arts Educational Community."

A live video conference on "Retention Strategies for Campus Diversity: Creating Effective Learning Environments" was held on February 9. A second video conference, titled "Creative Ways of Finding and Keeping Faculty and Administrators of Color," was taped and shown in conjunction with a panel discussion by College of Charleston faculty and administrators on February 15.

In late February, Dr. Robert Scott, President of Ramapo College, NJ, visited the campus as a consultant, to discuss the international and multicultural goals of Ramapo College and the initiatives which have been implemented in support of those goals. This visit complemented visits by members of several of the self-study committees to Winthrop University and UNC-Charlotte in December.

Approximately one dozen institutions responded to a solicitation from Judge Sanders, on behalf of the self-study. The solicitation requested information on multicultural and international goals and implementation plans of each of the Consortium of Public Liberal Arts Colleges (CoPLAC) member institutions and each of the College of Charleston’s peer institutions, as identified by the SC Commission on Higher Education. Copies of these responses are included in the Self-Study Library, which is available at the reserve desk of the college library.

Structured student focus group sessions were held as a follow-up to the student Campus Climate Survey given in the fall to some 400 students. The purpose of these focus group sessions was to clarify issues that were identified through the Campus Climate Survey. A complete report on the results of the survey and the focus group will be available in the fall. A summary of these sessions has
already been used in the student “Leadership ‘95” conference, held in late April. Student campus leaders met for a day-long conference on the topic of diversity. The primary topic was the responsibility of student leaders to facilitate interaction between cultures represented on campus.

Faculty focus group sessions have been held, and staff focus group sessions are scheduled, to discuss issues regarding the campus climate. Results of these sessions will also be available in the early summer and will be used in the self-study report.

Several surveys were conducted this semester, including a survey of community organizations and a survey of all student life organizations.

Provost Conrad Festa updated the Steering Committee on the process involved in organizing the capital campaign and shared information on items proposed for funding. While projects that would increase diversity were not specifically included, Dr. Festa indicated there would be a great deal of flexibility within the categories. Dr. Festa indicated that recommendations of the self-study committees would be taken into account as the planning for the capital campaign progresses this summer.

Each of the six self-study committees will submit a written report which responds to the charge of their committee. The self-study committees are: Curricular Initiatives (Paul Jursa, chair; Sam Hines, co-chair), Student Recruitment and Retention (Amy McCandles, chair), Faculty & Staff Recruitment and Development (José Escobar, chair), Student Life Programs (Joyce Bylander, chair; Sue Przak, chair), Community Interaction (Maggie Pennington, chair), Institutional Enrollment (Bill Golightly, chair). The six committee reports will form the major portion of the draft focused self-study report, which will be completed this summer.

Judge Sanders will be the keynote speaker for a day-long Presidential Retreat on the self-study, Saturday, September 16. Prior to the retreat, the draft self-study report will be available and a summary of the report will be distributed. All faculty are invited to the retreat. In addition, students, alumni and staff will be represented at the retreat. [Note that the retreat will include time to review the work of the compliance committees, who have also been working throughout the year. The compliance study reviews the degree to which we are in compliance with the criteria of the Southern Association of Colleges and Schools (SACS).]

Each committee will meet after the September 16 retreat to review the comments and suggestions of the participants and to finalize their reports. The final reports, appendices and overview will be assembled during the fall semester, in preparation for the visit of the self-study consulting team next spring.

Submitted by Hugh Haynsworth, Director, Self-Study

Student Affairs and Athletics Committee

Alexander Chambliss Connelley Award
This year, there were four candidates for this award. The Committee was asked to review all of the documentation submitted and meet in late March of 1995 to discuss and select the individual who has done "something special" for the College or community. [Editor's note: the report names the recipient, who will be announced at the Awards Ceremony on May 13th.]

Who's Who Among Students in American Colleges and Universities
The Committee worked with the Student Affairs Office in the selection of candidates. Last year, the Committee recommended that the Student Affairs Office speak with Academic Computing and have the application on computer. This would facilitate legibility. Unfortunately, this request was overlooked. It was recommended again for next year and a copy of this memo was sent to the new Secretary of Student Affairs on April 25th.

The point system for each section of the application was also revised by the Committee this year. There were 120 applications and a total of 34 students were chosen for this award.

Other Business
- Attendance Policy: The Committee continued the work started during the 1993-94 year on a potential policy to protect athletes from being penalized for absences due to athletic events. A policy was written and brought to the Faculty Senate in January of 1995. The Faculty Senate remanded the proposal and asked that we work with the Academic Standards Committee on this issue. The Academic Standards Committee drafted a proposal that was unacceptable to this Committee. A subcommittee of both committees and two other faculty members was then formed. The
subcommittee drafted a compromise proposal that was brought to the Faculty Senate on April 18th. The Faculty Senate approved the proposal with some rewording. This policy will be added to the existing attendance policy in the new College catalog.

--Sexual Harassment Policy: Although there was a separate committee working on this proposal for the past two years, the Student Affairs and Athletics Committee made recommendations for clarification of the document and presented it to the Faculty Senate on April 18th. Since it is ultimately the President of the College who will approve this document, the Faculty Senate accepted the document with the assurance that any further recommendations will be considered.

--The newly elected chair for 1995-6 is Janice Wright (Spanish).

--Elizabeth A. Martinez, Chair

Academic Planning Committee

The committee this year consisted of the following members:

Lancie Affonso (student member)
Gary Asleson (Chemistry)
Robin Bowers (Psychology)
Joyce Carpenter (Philosophy)
Frances Courson (Education)
Rohn England (Mathematics)
Michael Pincus (Languages)
Sharon Pothering/David Cohen (Academic Affairs - ex officio)
Brian Scholens (Biology)

We met monthly from October through April.

We started the year by wrapping up business from the previous year. After some discussion we sent a memo to President Sanders and other administrators regarding the planning process used by the College. After spending most of the previous year investigating this process, we identified several areas of recent improvement in the process and one major area where we see improvement is still needed, that being a set of focused objectives to provide a clearer definition of the College's current planning priorities. We suggested that these focused objectives be developed with input from administration, faculty and students. [Editor's note: A copy of the memo is attached to the original of this report, located under the heading of this committee in a file with the Faculty Secretariat].

We also sent a memo to the Academic Standards Committee regarding suggested changes in the drop/add period and the withdrawal date. We recommended that the drop/add system be based on class meetings rather than the current 2 or 3 day period. The rationale for this suggestion is that some classes, especially those with only one meeting per week, have not met before the end of the drop/add deadline, and this creates a problem for students, instructors and the registrar as enrollments increase and placing students into courses becomes more of a challenge. With an extended drop/add period students are more likely to be able to place themselves into courses of their choice when other students decide to leave the course. We recommended moving the withdrawal deadline to after students receive mid-term grades. This would allow faculty more flexibility to include major assignments prior to the withdrawal date and would give students more valuable feedback on their potential success in the course. [Editor's note: A copy of the memo is attached to the original of this report, located under the heading of this committee in a file with the Faculty Secretariat].

At our December meeting we invited Sissy James to discuss concerns of Academic Computing. Her major concerns are: (1) Academic Computing has no advisory committee; (2) faculty are frequently unaware of resources available; (3) there are no current listings of faculty equipment on campus; (4) there is no long term planning for the department. The committee considered two possible suggestions. First, that we recommend a By Laws change to create a Faculty Committee on Technology, and second, that an ad hoc committee be appointed to investigate and make suggestions regarding the current problems caused by the division of campus computing into Administrative Computing and Academic Computing.

During the spring we dealt with two major issues. The first was the consideration of a proposal to change the name of the Honors Program to the Honors College. After a great deal of deliberation and discussion, we voted to recommend that the name change not be approved and this was reported to the Faculty Senate. [Editor's note: A copy of the recommendation is attached to the original of this report, located under the heading of this committee in a file]
with the Faculty Secretariat).

The second issue was a proposal to implement a standard format for developing policies of academic concerns. This document was developed to ensure participation of all parties concerned in the process of academic planning and policy implementation. We recommended approval of this document to the Faculty Senate, which subsequently ratified the document. [Editor's note: A copy of the recommendation is attached to the original of this report, located under the heading of this committee in a file with the Faculty Secretariat].

Several issues referred to our committee by the Senate remain to be considered next year. These include: (1) cross-listing of courses as 400/600 (undergraduate/graduate) and the implications of this; (2) devising an instrument for the evaluation of administrators; (3) consideration of a plan proposed by the administration to formalize a procedure for students to graduate in 3 years.

Next year's committee consists of:

Frances Courson (Education)
Rohn England (Mathematics)
Susan Morrison (Biology)
William Olejniczak (History)
Michael Pincus (Languages)
Brian Scholtens (Biology)
Trish Ward (English)

Rohn England was elected chair for 1995-6; William Olejniczak was elected Secretary. The incoming chair, Professor England, wishes to recognize the leadership and effort given by the outgoing chair, Professor Scholtens [who presented this report--ed.].

Curriculum and Academic Planning

The Faculty Committee on Curriculum and Academic Planning, 1994-5, having completed its tasks and finished its term in a year which saw the commencement of a new major, reorganization and new concentrations within old majors, new interdisciplinary programs, new minors, many new courses and the discontinuation of a few old ones, and a settled process for using special topics courses, filed its last substantive report on April 11th, for action by the Faculty Senate on April 18th.

Subsequently, on May 2nd, a new edition of the Committee met and chose as Chair Trisha Folds-

Bennett (Psychology) and as Secretary John Creed (Political Science) for 1995-6.

--L. Wayne Jordan, Chair

Welfare Committee

The Welfare Committee focused on several issues this year. They included the following:

I. Faculty Salary Survey and the recommendation that a subset of institutions be examined consisting of James Madison, Kennesaw State, Appalachian State and UNC-Wilmington.

II. Worked on a draft of sabbatical policy.

III. Proposed a merit salary evaluation for Professors who have achieved their highest rank.

IV. Recommended a study of computer services delivery.

V. Recommended acceptance of a smoking policy and guidelines for termination of probationary faculty.

VI. Recommended modification of parking sticker policy where, in the future, seniority would be based on years at the College only.

VII. Discussed with and recommended to Provost salary increases for faculty teaching overloads.

VIII. Examined complaints about the Mail Room and reported to the Senate.

Officers for 1995-96 are Susan Gurnan, Chair and Kim May, Secretary.

--William V. Moore, Chair
Recentering the SAT

As of April 1, 1995 The College Board has nationally "recentered" the SAT (Scholastic Assessment Tests). The College Board has in effect, changed the scale for scoring the tests in order to restore the average SAT score at 500 verbal and 500 math. The current national averages are 424 verbal and 478 math. Students completing the SAT will complete the same Scholastic Assessment Tests as before (no change in the test) but their scores will in most cases, increase by 70-100 points. However, it is important to realize that students' percentile ranks will NOT change. All colleges, including the College of Charleston will be adjusting their admissions requirements and placement requirements to accommodate the RECENTEREDE scores. This has all ready be done within our Undergraduate Admissions Office. Applying the recenetered scale to the freshmen enrolled as of 1994 the College of Charleston's new SAT average would be 1120 (565 verbal 555 math) as compared to the current 1026 (489 verbal and 537 math).

The new NCAA minimum SAT eligibility requirement for athletes under the recenetered scale will increase from the current 700 to 830.

I trust that this will assist many of you with better understanding of numerous forthcoming media releases surrounding this nation-wide change. Additional questions/concerns may be addressed to Don Burkard at 3-5670 [who submitted this column and is responsible for the first person pronoun in this piece-- Ed.].

C of C AAUP REPORT

We hope you all received the SC Academy Newsletter in April. The state organization will try to publish this newsletter once each fall and spring semester in the future, and we'll distribute it to all full-time faculty members here on campus.

I'm pleased to report that last fall's AAUP sponsored proposal to revise the Faculty-Administration Manual concerning termination of faculty during their first or second years of a probationary appointment (tenure-track or instructor/senior instructor lines) has been approved this spring, first by the Welfare Committee, and then by the Faculty Senate. The issue was to require that written notice of cause be furnished, upon request, to faculty terminated during this period. In the past, there was no such obligation on the part of department chairs or the Administration. With minor modifications to conform more precisely with the language of the Manual and AAUP guidelines, this recommendation has now been passed on to the Administration.

In April there were two AAUP meetings of general interest. On April 5th we had a CofC chapter meeting attended by the College's Provost and President. Conrad Festa and Alex Sanders were invited to respond to questions and concerns we all have about the legislative initiatives to cut the higher education budget and abolish faculty tenure. Both the Provost and the President counseled keeping a low profile on the tenure issue, on the assumption that this particular bill was going nowhere, at least during the current legislative session. There is a real danger of handing politicians an issue by raising a ruckus about something which the electorate does not now regard as an abuse, particularly if the ruckus comes from those directly affected. We are in an unfortunate position in this regard: the constituency best able to marshal the arguments for tenure is also the voice most likely to be regarded as self-serving.

President Sanders gave us a preview of the views he subsequently expressed at the general faculty meeting about the effectiveness of various pro-tenure arguments in the state legislature. These are worth repeating for benefit of those who didn't hear them on either occasion. In his opinion, legislators are unpersuaded by the argument that tenure is necessary for South Carolina to compete effectively with other states because they believe that tenure will also be eliminated elsewhere. (This has not yet happened anywhere in the country, but there are similar rumblings elsewhere, and to my knowledge one pending bill in another legislature.) The renunciation argument meets with even less sympathy: in a poor state like South Carolina, even without the additional bonus of greater job security we're already a relatively well-paid bunch, the average incomes in some other professions notwithstanding. The intellectual freedom argument falls prey to the conviction that the days of Joe McCarthy are gone forever, that the First Amendment is now sufficiently robust to protect intellectual freedom on its own.

Whatever the true merits of these arguments, President Sanders thinks legislators just aren't interested. For legislative audiences, the President relies instead on the argument that the tenure review process insures that only dedicated and competent
ulty will be retained over the long haul.

Concerning both the tenure and budget issues, the President went on to suggest that, given the fact that we are, in some manner, directly affected by these bills, individual efforts to persuade legislators are not likely to be perceived as anything other than self-serving, unless we have already established personal relationships with the legislators we approach.

On a separate issue, Provost Festa responded to member inquiries about the meaningfulness of the sample selection for the comparative faculty salary study recently completed. He explained again, as he has to the Faculty Senate before, that the comparison schools were mandated by CHE, not a choice up to us. He went on to acknowledge that, since the list includes a number of other South Carolina schools, funded, as we are, well below the Southeastern average, there is indeed at least the appearance of a sampling problem. But the Provost then informed us that he had already agreed to do a salary study within the study, at the request of the Faculty Welfare Committee. This comparison evaluation will rely on the same data accumulated through the original survey, but from a subset of the original set of schools: a group of non-South Carolina schools selected by the Welfare Committee as being most comparable to our own. We look forward to the results of this review next fall.

The second AAUP meeting of general interest was the spring State AAUP meeting in Florence, convened on Saturday, April 15th at Francis Marion University. One of the two main speakers at that program was John Crangle, a Columbia attorney who used to teach at Benedict College, but who now works as a lobbyist for Common Cause in the State Legislature. At last fall's state AAUP meeting (convened in Orangeburg at SC State), we agreed to use what discretionary funds we had available to hire Mr. Crangle as a part-time lobbyist for SC AAUP as well. He came to our spring meeting to report on the legislative initiatives discussed above. A number of his observations were similar to the President's but he made one new point about the impact of the loss of tenure. While academic freedom would continue to be covered by constitutional law, and economic rights by contract law, the burden of proof would be shifted to the individual plaintiff. Tenure effectively imposes the burden of proof on universities and colleges.

Mr. Crangle suggested, like President Sanders, that speaking with or writing to legislators with whom we have a personal relationship does have an impact. In this group he included legislators for whom we vote. But communications with legislators who are strangers to us outside of our own districts is probably a waste of time. He also said that writing to newspapers can be helpful, e.g., when and if a tenure-elimination bill ever gets beyond the committee stage. But he too stressed the importance of not over-reacting, lest a bad idea achieve legitimacy through controversy. Finally, he pointed out that increasing AAUP membership can have an impact. For then Mr. Crangle can cite larger numbers of people he represents when speaking with legislators, and one thing politicians can do is count.

In terms of membership, the College is fairly typical. There are about 10 institutions around the state which produce most of the SC AAUP members, about 20-30 per institution. (Francis Marion is an exception, with over 60 members.) We added 13 new members (that I know of) here at the College this year, which is quite good. But that brings our total up around 30, and not all of our old members are current on their dues. The more members we have locally and around the state, the more influence AAUP is likely to exercise with the State Legislature and with adversarial administrative/faculty relations on troubled campuses. If you haven't joined up, you should give it serious consideration.

One bit of late-breaking news: on May 10th I received the following e-mail message from John Crangle via the State AAUP President, Professor Jamie Moore (History, The Citadel).

Hearings on the tenure abolition bill held on April 7th and May 4th went well. The clear weight of the evidence from testimony heard by the committee discredited the arguments of Witherspoon and Stille that tenure should be abolished.

A tenure abolition bill will not pass this year and is locked in the Postsecondary Education Sub until 1996. I think that bills to abolish tenure will repeatedly appear in the future but that they can be defeated by the type of effort that was mobilized this year.

It appears that cuts in higher education funding will be substantially less than those advanced by the House. Support for higher education is strong in the Senate.

Finally, I would like to acknowledge the retirement of one of our members, Malcolm Clark, who has served now for 29 years in the History Department.
Ode to Bill

He's William C. Bischoff. You know him as "Bill."
He's fragile of body, but iron of will.

He came to the College in fifty and five
(Before some of those present were even alive)

To teach social science to eager young pupils
And improve on their knowledge, their minds, and
their scruples.

By the late 1960s, the times were demanding
Psychology needed departmental standing.

Bill was the logical choice for the chair.
If departments were cities, he would have been mayor.

From '70 on, up 'til 1-9-9-3
He led the department--my colleagues and me.

Sometimes indulgent, sometimes dictatorial
He had staying power that was truly arboreal.

His management style was "benign/consultational"
And all will agree the results were sensational.

We went from two people to 14 and growing
Without any signs of slow-down or plateauing.

His wisdom and wit are his greatest attractions.
They've seemed to prevent the arising of factions.

He kept all the egos in tight realistic
By applying gargantuan skills humoristic.

He led through the good times, bad times, and emergencies
And never experienced any insurgencies.

He has a clear view of this "thing" education,
A view in which faculty form the foundation.

Through provosts and deans and multiple presidents
He's reminded us WE are the permanent residents.

We do the teaching, the showing we care,
Just as Bill's done for us as a colleague and chair.

So think of this day as a great celebration,
Forty years of Bill Bischoff and his inspiration!

And never forget it's from him that we learn
"When the going gets tough, the tough move to adjourn!"

- Faye Steuer,
for the Psychology Department

Katina Strauch's Library Literacy Log

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Well Street Journal Wall Street Journal

AAUP report continued

Although Malcolm never had any personal ax to grind through the AAUP, he has the distinction of being (by far) the longest faithful dues-paying member of the organization in the entire College. Others of us have come and gone, and sometimes joined again after a hiatus of several years. But Malcolm has supported the AAUP consistently since 1969, on the principle that, even if he personally never needed the organization's help, he wanted to do his bit to see that it was always there for those who relied on it for support. We thank you for all those years of quiet support, Malcolm. You serve as a model for the rest of us to emulate in our support of the profession. We'll miss you.

--Richard Nunan, President, CofC AAUP Chapter (Philosophy)
Fall Registration and Drop/Add in the Summer

Drop/Add for Fall courses can be done during the Summer. To avoid the August rush and better serve our students, the Registrar's Office has prepared to facilitate students' needs in adjusting their Fall 95 schedules or registering for Fall courses during the Summer.

Students can take advantage of all the registration sessions initially intended only for May/Summer sessions. They can stop by to drop or add courses, or register for the first time if they have not done so in March.

LOCATION: Library basement

HOURS: 9:00 am - 5:00 pm

DATES:
Monday, May 15  Tuesday, May 16
Friday, June 9   Monday, June 12
Monday, July 3  Wednesday, July 5
Friday, July 14 Monday, July 17

A flyer is being sent to your offices. Please post it in your area. Your assistance in passing the words to our students is much appreciated.

--Jack Sun, Assistant Registrar

NEH Summer Seminar Scholars May Visit C of C if You Make a Commitment

As we plan for the beginning of fall semester with a faculty retreat to discuss the results of the Self-Study on Internationalizing the College, why not consider an event the following week to stimulate intellectual debate. Some of our colleagues up the road in Research Triangle, who will have spent the summer conducting an NEH Summer Seminar for college teachers entitled "Hindu-Muslim: Rethinking Religious Categories in South Asia," would like to share their experiences from the summer as a means of developing closer ties with C of C. The aim of the summer seminar is to examine recent theories of inter-religious contact, and while their focuses on the Hind-Muslim encounter in South Asia, their treatment of the material and the issues has relevance far beyond the social, religious, linguistic, political and historical circumstances of that particular region. They are interested in developing models for analyzing the Encounter experience and Encounter Theory in general, including the reltionship of religion to national identity, how identities have developed in colonial and post-colonial South Asia as well as today, how the encounter experience is institutionalized as groups interact within the political and legal system, and nature of religious change. The issues are of interest not only for those involved in non-western studies and international studies but also for our own increasingly multicultural society. Our North Carolina colleagues who are interested in working with us are Tony Stewart, David Gilmartin and Carl Ernst. Sam Hines has agreed to support an afternoon seminar (tentatively, Friday, September 22 from 1-5 pm) if I can get a fairly firm commitment from at least 10 faculty members.

So, please contact me (Art History 3-8285 or my office: 3-6313 or email: hestonm@cofc.edu) by June 1 if you are interested and I will provide updated information as plans materialize.

mb heston  hestonm@cofc.edu
art history, college of charleston
Important Summer Dates to Remember

**New Roster Faculty Orientation**
Tuesday, August 15, 1995
9:00 a.m. - 12:00 p.m.
Education Center Room 116
Light breakfast refreshments will be served.

**Adjunct Faculty Orientation**
Monday, August 14, 1995
3:00 p.m. - 5:00 p.m.
School of the Arts Room 309
Reception Following - All Chairs and Deans are invited to attend this reception.

**Effective Teaching and Learning Workshop**
William Lindstrom, Dean of Undergraduate Studies
Monday, August 21, 1995
8:30 a.m. - 12:00
School of the Arts Room 309
This workshop is for all new roster and adjunct faculty. Lunch will be served following the workshop.

An Employee Benefits Orientation session will be held for all new unclassified employees including all new roster faculty on Tuesday, August 22, 1995 in the Lightsy Conference Center, Room 220. This is an all-day session from 9:00 a.m. - 4:30 p.m. and will include a break for lunch at the "Back-to-School" Picnic.

Please have new faculty contact Kirk Kilgore in the Office of Academic Affairs at 953-7031 for additional information and to confirm their attendance.

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**Presidential Retreat**

You’re invited to attend the first Presidential Retreat of Judge Sander’s tenure. The purpose of the retreat is to provide an opportunity for you to review and discuss the recommendations of the self-study committees. The primary topics of the retreat are the twin themes of the self-study report, multiculturalizing and internationalizing our campus. We need, and solicit, your participation.

The retreat will be held Saturday, September 16, and Judge Sanders will be the keynote speaker. Immediately after his opening address, the six subcommittees of the Self-Study will present brief overviews of their work; the retreat will then divide into breakout sessions to allow for discussion and faculty input.

We will come back together for a brief wrap-up, followed by lunch. A parallel session in the afternoon will review the work of the Compliance Committees. The retreat will be held in the Lightsy Conference Center. Lunch and snacks are included for all participants.

Everyone is invited and encouraged to attend. For more information or to indicate you plan to attend, contact Caroline Hunt (x5649, huntc) or Hugh Haynsworth (x5735, haynsworth).
Third Round Recipients
Faculty Research and Development Grants

William Barfield $1595.
Jane Braaten $ 400.
Rosemary Brana-Shute $1700.
Mary Beth Heston $ 487.50
Anthony Leclerc $1000.
June McDaniel $2000.
Denice Smith $1600.

Because there were fewer proposals than anticipated in the Third Round, it was agreed to go back to the Second Round and fund the following:

Jeremy Telman $1500.
Linda Edwards $1500.
William Anderson $1200.
Mark Sloan $1200.

Total funding awarded: $46,443.00

Submitted by Bob Perkins, Secretary, Faculty R & D Committee

---Applications for the 1996-7 Academic year must be submitted no later than May 31, 1995. For further information, contact Dr. Sue Sommer-Kresse, 953-7031.

New Directions in Colonial
South Carolina Lowcountry Studies

This international, interdisciplinary workshop will be held at the Lightsey Conference Center on May 18-20, 1995. The workshop will focus on key topics in South Carolina colonial history: slavery, economics, religion, Native Americans, women, politics, social and cultural change. There will be no registration fee for C of C faculty. Contact Rosemary Brana-Shute or Randy Sparks, History Department, 953-5711, for further details. This workshop is funded in part by the Avery Research Center.

Rotary Grants for University/College Teachers
Serve in Developing Countries

Eligibility:

---Applicants must have at least three years full-time teaching experience on a college or university faculty prior to the year in which the grant is to be used

---Sponsor districts may consider Rotarians, their relatives, and non-Rotarians as candidates for this type of volunteer service, if in their judgement the principle of "Service Above Self" will be fulfilled

---The country of the applicant's present academic appointment and the prospective host country must each contain at least one Rotary club

---Rotary university teachers shall teach in some academic field useful to the host country

---Up to $10,000 Grant for 3 - 5 months of service
   Up to $20,000 Grant for 6 - 10 months of service