Inside this issue:

<table>
<thead>
<tr>
<th>Topic</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sustainability at the College</td>
<td>2</td>
</tr>
<tr>
<td>North Campus/Lowcountry Graduate Center</td>
<td>2</td>
</tr>
<tr>
<td>Compensation Committee Report</td>
<td>2</td>
</tr>
<tr>
<td>Charleston Green Plan</td>
<td>3</td>
</tr>
<tr>
<td>Curriculum</td>
<td>3</td>
</tr>
<tr>
<td>Personnel Searches</td>
<td>3</td>
</tr>
<tr>
<td>Meet the Board: Frank Gadsden</td>
<td>4</td>
</tr>
<tr>
<td>Meet the Senate: Anthony Williams</td>
<td>4</td>
</tr>
</tbody>
</table>

### Diversity

I had an eye-opening meeting with leaders of the Black Student Union in January, who were thoughtful, mature, and deliberate in what they told me. They told me about their own experiences and stories they’ve heard from other minority students. I was impressed with their love for their college, just as I was disheartened to hear some of their impressions of the academic experience. It’s hard being the only black student, or one of two or three, in a class of white students. That will come as no surprise to any of us. But it was disturbing to hear the frequency with which white professors like myself compounded rather than alleviated the special pressures facing minority students when they are in such a tiny minority, as they are in so many of our classes.

The students explained to me the problem does not only occur when race is part of the class’s subject: whether it is a Math class or Political Science, minority students often feel they are singled out for different treatment. Sometimes, they perceived these differences as unconscious on the part of the instructor, but not always. Whatever the cause, if our minority students perceive an unwelcoming atmosphere in our classes, that’s a problem we need to deal with.

Probably, it will be less of a problem when the population of our classes reflects the population of our city or even of the state, or if the population of our faculty mirrored the local community. But we’ll never make headway on those dismal diversity numbers unless the academic experience of our few minority students improves right now.

(continued on page 2)

### McLeod

Dr. Benson announced on Tuesday that he decided not to pursue the purchase of McLeod. Although I thought buying the property was in the College’s long-term interest, passing on the opportunity certainly avoids many short-term complications. And with so much local opposition, the College can hardly be faulted for declining stewardship of that rich, historic site. I know that dozens of faculty from every school gave a lot of time to developing the academic plan for the McLeod, and I’d like to thank them here for that contribution to service.

A definite benefit from the whole McLeod episode is the rapprochement between our upper administration and many members of the African-American community in the Lowcountry. Discussions about the property brought more people into Dr. Benson’s office than ever before, and Board of Trustee Demetria Clemons deserves our recognition and thanks for her leadership in those meetings.
Sustainability at the College

We have a very active “Green” Committee, chaired by the Library’s Burton Callicott and attended by nearly every unit at the College, from Physical Plant to Dining Services to the Student Government and Graduate Student Associations. In the coming weeks, the Committee will present its one- and three-year plans to the President and Executive Vice-Presidents. One of the main recommendations is that we hire a professional sustainability officer; the expectation is that such a person would save the College far more than his or her salary by helping us save energy, recycle, etc.

Believe me, the potential for savings is there.

North Campus/Lowcountry Graduate Center

Skip Godow, long-time director of the North Campus and the Lowcountry Graduate Center, is no longer with the College, as of January. Sue Somer-Kresse is the interim director, and she’s also heading up the search for a permanent replacement. In the meantime, the presidents of CofC, MUSC and The Citadel have revised the by-laws of the LGC, and those revisions were approved by our Board of Trustees in January. The LGC will be governed by a Board consisting of the presidents, provosts, and two trustees of the universities (along with the non-voting, Executive Director).

The purpose of the LGC is to provide opportunities for a graduate education in a number of disciplines, as selected and approved by Member Institutions, that have a high probability of: (a) providing educational opportunities to residents of the Lowcountry that would otherwise be unavailable or available only at significant cost or inconvenience; (b) addressing the economic and/or social needs of the Lowcountry; and (c) being conducted in an economic and efficient manner and with due regard to the legitimate interests of each Member Institution.

Diversity (continued from page 1)

We want our minority students to go back to their old high schools and tell their friends—black and white—that despite the fact that they’re often the only minority student in their classes, they are treated like everyone else.

I’ve begun conversations with Kay Smith and George Hynd in Academic Affairs, and John Bello-Oguno in the Diversity Office about what we can do. Dr. Bello-Ogunu counseled me not to over-react, which I think is sound policy. But neither should we avoid dealing with the problem. Dr. Bello-Ogunu has organized a series of events—townhall meetings in the auditorium in RSS—to discuss diversity in general, and I encourage you to attend them. The faculty session is at 4pm on 23 February.

Committee Report from Chris Fragile, chair of Compensation

- Last semester, our committee heard a presentation from Terry Bowers on the issue of the State Retirement plan versus the Optional Retirement Plan. Although our committee recognizes that there is a potential issue there, we have not taken specific action to address it.

- Last semester, our committee also heard from Deanna Caveny of the Provost’s Office regarding previous CUPA data and other salary studies, tenure & promotion practices, and adjunct pay. At this point, the committee is satisfied the the actions being taken by the administration, and has decided to simply monitor these issues for now.

- Over the holiday break, our committee researched CofC peer institutions for successful programs in the areas of endowed professorships and research incentives for faculty. We are currently preparing a report summarizing our findings. We plan to present this to administration as a blueprint for how the College might achieve some of the specific goals outlined in the College’s Strategic Plan.

- In March we will have Deanna Caveny come back to present our committee with the results of the newest CUPA-HR study.

- In April our committee will prepare our own annual salary study using peer data collected by the AAUP.
Charleston Green Plan

At its February meeting, the Senate resolved to urge the Charleston City Council to adopt the “Charleston Green Plan,” a comprehensive, 180-page document that makes recommendations on things such as hike and bike trails, public transportation, recycling, and energy efficiencies.

The Plan was written by the Charleston Green Committee, which is a public-/private-sector collaboration charged with advising the City of Charleston about how to protect the climate and provide for a sustainable community. Our own Mitch Colgan (Geology) and Phil Dustan (Biology); along with state, county, and city officials; and representatives from the business community have spent the last two years writing the plan. Hundreds of people serving on numerous subcommittees have contributed their time and energy.

The Charleston City Council considered adopting the Green Plan in December but ultimately decided to postpone a vote till this month. Some council members cited the need to study the complex document further, but it is hard to believe that they were not also intimidated by the political threat of well-organized and vocal “Teabaggers” who thronged the meeting. I won’t belittle honest and thoughtful debate; nevertheless, we should not fail to overlook the fact that many of the negative comments at the council meeting were happily and aggressively ignorant. Whatever your position on the Green Plan, I encourage you to attend the City Council meeting on the 23rd, at 6pm in the City Hall council chambers, so that we faculty, who ought to be counted among this community’s leaders, can raise the level of discourse. Public policy should never be made to bow to stupidity. Mistakes of fact, no matter how loudly, passionately, and sincerely they’re voiced, should be crumpled up and tossed in the trash can. I mean the blue bin.

Curriculum

At the January and February meetings, the Senate passed these new programs:

- graduate certificate in Gifted and Talented Education
- Master of Business Administration
- Bachelor of Arts in Computing in the Arts

The School of Languages, Cultures, and World Affairs has filed a “Program Summary” for a major in Archeology with the CHE. The full proposal will come to the appropriate faculty committees and the Senate later.

Personnel Searches

Three candidates for the directorship of the Avery Center have interviewed on campus, and the president is near a decision on that new hire.

The search for a new dean of the School of Science and Math is nearing its final stages.
Thank You

I would like to send a thank-you to Jan Brewton and Business Affairs, who have been providing the coffee in the Maybank Faculty Lounge for all these long years.

Meet the Board: Frank Gadsden

Frank Gadsden is a resident of Clover, South Carolina and was elected to the Board in 2006 to represent the Fifth District. He is Senior Vice President and Chief Information Officer of Clover Community Bank. Frank graduated from the College of Charleston with a B.S. in Business Administration in 1980. He is a past President of the Clover Chamber of Commerce and the Greater Clover United Way. Currently, he is serving as Board Treasurer of the Clover Area Assistance Center, Board Secretary of the Clover Rotary Club, Board Treasurer of the Clover Leaders For Educational Advancement and Board member of the Palmetto Volunteers in Medicine. In the past he has served as Trustee chair for the York County Library and a Board member of the Habitat for Humanity of York County. His wife, Lisa, their two sons, Justin and Seth (and his wife Jamie), are graduates of the College as well.