Faculty Advisory Committee to the President 2019-20

Members and Agendas

Laura Turner, Theatre and Dance, Chair of Committee
Director, MAT in the Performing Arts
25 years at CofC

Ghazi Abuhakema, Director, Asian Studies, Co-chair of Faculty Welfare Committee
12 years year at CofC

Kathleen Béres Rogers, Department of English
Director, Program in Medical Humanities and Director, Neurodiversity Initiative
10 years at CofC

David Boucher, Chemistry and Biochemistry, Faculty Welfare Committee,
9 years at CofC

Dan Greenberg, Chair, Psychology; Chair, Academic Planning Committee;
9 years year at CofC

Katherine Elizabeth Greenburg, French-Francophone and Italian Studies,
5 years at the College

Devon Hanahan, Hispanic Studies, Faculty Marshal, Compensation Committee
22 years at CofC
Melissa Hughes, Associate Chair, Biology, Marine Biology, Neuroscience & WGS,  
18 years year at CofC

Susan Kattwinkel, Theatre and Dance, Chair of General Education Committee,  
20 years year at CofC

Steve Litvin, Professor, Hospitality & Tourism, Member, Advisory Committee,  
18 years at the College

Ralph Muldrow, Historic Preservation & Community Planning, Art & Architectural History  
23 years at CofC

Steve Short, Psychology, Chair, Assessment of Institutional Effectiveness,  
5 years year at CofC

William Veal, Teacher Education, Chair: Budget Committee  
15 years at CofC
Meeting Notes

Faculty Advisory Committee

8.26/19

Agenda

1. Reflecting on Dr. Hsu’s presentation- “Tradition and Transformation.”

Summary: About half of the committee had heard Dr. Hsu’s presentation; those there felt that he has a real stake in putting CofC into a discrete category, e.g. “liberal arts” vs. “R2.” As it is, he argues, our growth pattern, or lack thereof, is “unsustainable.” Coastal, Clemson, etc. are able to offer more money and more endowments. Being a doctoral professional R2 institution could bring in more revenue and give us a niche. We have been mismanaged for the last decade, and his conclusions are very data driven.

Reflections:

• Our application system is flawed: we don’t use the common app and people don’t finish the application process.

• (Susan) The comparison of CofC with our peer and aspirational institutions shows the designation of those schools, but not how they are known. (Ex. W&M is known as a liberal arts school.)

• (Melissa) it’s the board of trustees that dictates who we can take (in-state, out of state).

• Vacant lines go to adjunct budgets, not to new hires and growth.

• (Devon) we need to focus on compensation and on the quality of our students. As an example, a high percentage are failing the math entrance exams- 20% pass rate.
II. What do we want to accomplish as a committee?

• Why are we only meeting with the president twice a semester? Would like to meet more often and establish a relationship

• Establish more transparency in Academic Affairs and in the strategic plan

• Academic affairs should be leading and not be a disciplinary entity.

• How is strategic plan being created?

• Provost search- get that on his radar.

• What are his assumptions based on? He has decided that we don’t fit neatly into a category- more dismissive of other factors. What tangible results will we get from changing our “level?”

• Have faculty attend the Racial Equity Institute- YWCA sponsors them to come in once a year. $400 per person, 2 days.

To do:

• Everyone send Laura our names, how many years we have been here, what programs we run.

• Laura will send out the minutes from last year’s committee meeting—Look at the various initiatives

• Decide what we want to engage in

• Decide who will introduce topics when we meet with Hsu.

**Agenda for Sept. 16 meeting with the President**

1. Discussion of how our committee working with the President can best serve the college community at large including strategic plan process
2. Q&A/Feedback on “Tradition and Transformation” presentation
3. Transparency in Strategic Plan Process
4. President's perspective on the role of Academic Affairs interacting with the President’s office, faculty and staff
5. CofC website plans?

**Agenda for Oct. 7 for meeting with the President**

1. Compensation Committee report (Devon)

2. CofC website renovation plans including platform compatibility issues (Laura and Steve)

3. Graduate School support during interim leadership and strategic planning process (Are the Graduate School Reorganization Ad Hoc Committee ideas being considered in the strategic planning process?) (Melissa)

4. Q&A/Feedback on Strategic Planning process (including uneven rising expenses across administration and schools and reserve plans) (Steve and all)

5. Are there any particular trends in collaboration between President’s office, Academic Affairs, faculty, staff and Board of Directors within our aspirational peer’s infrastructures that are being considered as we plan our future? (Laura)

6. Big Idea invitation issues and update (Melissa)
**Agenda for Nov. 11th meeting with the President**

1. New Ad Hoc Committee on Diversity in the Curriculum (Susan)

2. Graduate School support during interim leadership and strategic planning process (Melissa)

3. Q&A/Feedback on Strategic Planning process

4. Are there any particular trends in collaboration between President’s office, Academic Affairs, faculty, staff and Board of Directors within our aspirations peer’s infrastructures that are being considered as we plan our future? (Laura)

**Jan. 13 Agenda**

1. Update from the president on strategic plan and anything of interest

2. Climate survey results

3. Budget Questions (William)

4. Graduate School

5. Provost Search update (Melissa)

6. Gen. Ed. Diversity Committee (Susan)
March 2nd Agenda
For the Advisory Committee to the President

1. From the Faculty Welfare Committee: Payment Issues for travel for both staff and faculty (Dave)

2. Diversity Initiatives Coordination Efforts
Is the 2016 President’s Diversity Committee Report and the Institution’s Response to the Report in 2018 being referenced at all in the strategic plan? (See Links at bottom of this page)

(President's Diversity Review Committee
(Please notice Devon Hanahan served on that committee and is on this committee : )

How do we currently coordinate all Diversity efforts on campus? (Is the Office of Institutional Diversity able to act as a hub for all or most or some of these programs currently?)

How will these efforts be coordinated in the strategic initiative to use resources wisely?

Current Diversity Offices and Programs (apologies for what is missing..please add)

- Office of Institutional Diversity Programs/Initiatives
- Avery Research Center for African American History and Culture
- Advisory Committee meeting concerns the coordination (current lack thereof) of initiatives underway or already completed that ought to articulate with the strategic plan (e.g., sustainability (QEP; Sustainability Strategic Plan; Diversity, etc.)
- Sustainability QEP
- Ad hoc Committee on Diversity in Curriculum
- Center for Study of Slavery in Charleston
- The Joseph P. Riley Jr. Center for Livable Communities
- Multicultural Student Programs and Service
- REACH program
- Neurodiversity Initiative
- The Gender and Sexuality Equality Center (GSEC)
- SNAP
- Women's and Gender Studies Program (WGS)
- HSS’s new LEAP program (https://hss.cofc.edu/leap/)
- Excel Awards  (Importance and how it is unconnected to the main professor awards at the end of the year)

Also, how is the strategic plan addressing Accessibility Issues with our Physical Campus?

**3. Evaluation Cycle Redundancy**

Redundancy and time-waste element in our dual evaluation process (annual and triennial)
And relationship to strategic plan (definitely has effect on morale overall)

Should this be an ad hoc committee composed of people from the Fac Welfare Committee and the Compensation Committee?

**FACP April 27 Agenda**

1. President’s concerns and updates
2. Covid related:
   a. How can we help?
   b. Any plans for a survey of students like USC is doing?
   c. Faculty input on options for Fall Semester (Melissa/Steve S.)
   d. Family Leave and K12 situation impacting dependent care
   e. High risk Faculty and students options
3. Budget - Administrative Pay reductions? (William)
4. DE Training Pay for Adjuncts (Dan)
5. Travel funds and P card policy issues update from the President if any (we understand that the President may have had no time to look into anything since Covid invasion began) (Laura)
6. Feedback on Strategic Planning process (All)