

Winthrop University Faculty Conference

November 14, 2003

2:00 pm

Johnson Theatre

I. Approval of Minutes from October 10, 2003 Faculty Conference

At 2:00 p.m., Dr. Marilyn Smith, Chair of Faculty Conference, called the meeting to order. She began by referencing a change that had been noted in the minutes. At the last Faculty Conference, Dr. Jo Koster, Chair of Academic Council, had reported that the Task Force on Integrity would be reporting to Academic Council; however, since that announcement, it had been decided that the Task Force would report to Vice President Moore. The minutes of the October 10, 2003 Faculty Conference were then approved.

II. Welcome and Report of the Board of Trustees Meeting

Dr. Smith welcomed the faculty and presented the following report of the Board of Trustees meeting. She first noted the activities of the Academic Affairs Committee. After reviewing the 2003-2004 Goals and Objectives for Academic Affairs, the Academic Affairs Committee heard reports regarding University College, program accreditations, results of recent alumni surveys and the National Survey of Student Engagement, General Education, sponsored programs and research, International Center activities, and new faculty. She also noted that Dr. Dwight Dimaculangan gave a report on undergraduate research, focusing on Arts and Sciences, and the Deans emphasized that all colleges are involved in undergraduate research.

Secondly, Dr. Smith reported on the Legislative Affairs Workshop. Each November, the Board of Trustees invites the South Carolina legislative representatives from York County to meet with them. Representatives Bessie Moody-Lawrence, Herb Kirsch, and Eldridge Emory as well as Senator Wes Hayes met with the Board for over two hours. Dr. Smith reported that in Dr. DiGiorgio's formal presentation to the group, he pointed out that Performance Funding results have only tied funding to performance in the first two out of seven years. He also highlighted recent third party endorsements of our performance by *Princeton Review* and *U.S. News and World Report*. Moreover, Dr. DiGiorgio reported that we have increased the diversity of the student body, while at the same time improved indicators of quality, such as high school GPA and SAT scores. He also emphasized that while student fees will pay for the Lois Rhame West Center, we need a new library from the state, and he informed them about our quality enhancement initiatives of investments in technology, competitive salaries, and facilities, and stressed the importance of each of these. Dr. Smith continued to report that Dr. DiGiorgio asked the legislative delegation for regulatory reform such as higher education procurement policies that overregulate. He also suggested that full accountability for program quality can be achieved through federal government reporting requirements and accreditation requirements. That is, he would like performance funding to go away, since the reporting is much extra work for the

university with no rewards. Dr. DiGiorgio also asked that all 33 state institutions be included in the long-term capital resources allocation proposal, which currently provides funds in perpetuity to only three institutions, and stated a case for a revision to the CHE structure and membership, versus the current structure or a Board of Regents.

Dr. Smith next reported on the Board of Trustees' activities. The Board recognized Robert E. Gahagan, A. Watts Huckabee, and Andrew Markners for meritorious service. After the report from the Academic Affairs Committee, the Finance Committee reported that the recent audit had been very favorable with respect to the financial status of the university, record keeping processes, and the staff. The Finance Committee proposed approval of a resolution to issue state bonds for \$5.5 million for track and field facilities, Breazeale Hall demolition, and phase one of the new student center. Also, the University is in the process of issuing an energy performance contract that will pay for itself in energy savings, with energy savings lasting at least 15 years. Dr. Smith also reported that the University Relations Committee heard reports on the academic record of our athletes, as well as activities and results from enrollment management, orientation, campus police and security, and the capital campaign.

Dr. Smith then described her report to the Board, in which she addressed the following topics: the new minor in Environmental Studies approved by Faculty Conference; new minimum GPA requirements for academic eligibility; Brien Lewis's recruitment for instructors for ACAD 101, GNED 102, Honors, and Residence Life programs, that is all of University College, so that we are not duplicating efforts; the discussion by the General Education Committee and Academic Council about monitoring the completion of the general education writing component; the opening of the Meeting House; and Dr. Moore's appointment of the Task Force on Integrity. She also noted that Richard Fowler, the Chair of the Council of Student Leaders, reported on voter registration for students, weekend retention, academic integrity concerns, and involvement of students in the design of the new student center as student leaders are visiting some other colleges to see what works and what does not.

Dr. Smith next stated that in Dr. DiGiorgio's report to the Board, he described the restructuring of the Office of Public Events, praised the College of Education for the feedback it received from the NCATE team, and noted that all ACAD 101 students have visited the President's House in small groups. Also noted was the fact that this fall the University has hosted the Board of Visitors, the Foundation Board, the Real Estate Board, and the Alumni Executive Board. It was suggested that there be some interaction between the Board of Trustees and the other boards. Dr. Smith closed by noting that there was no executive session at this meeting.

III. Report from the President

President DiGiorgio welcomed the faculty to the fall of the year and began by noting the success of the recent capital campaign that raised \$31,300,000. Approximately 185 donors were honored

at a dinner the previous Saturday to thank them for their contributions. He noted that while the campaign was modest in comparison with other institutions such as Harvard and the University of Virginia, it was a significant success for us, as we went over the original goal and put ourselves in mind of those philanthropically-oriented. He next noted the number of accreditation visits we have had this semester. After stating that the process still serves us as we hold ourselves up to national standards and close any necessary gaps, he thanked those who had been involved.

Dr. DiGiorgio next reported on some financial matters. He stated that we have already given back to the state this year over \$300,000 through a 2% reduction in the base budget and a 45% increase in state insurance rates, an increase that has cost an unanticipated \$108,000. These actions have substantially reduced the number of discretionary dollars for this year. He noted that the economy has picked up and that he does not anticipate any other call during this fiscal year; however, some dire predictions exist for next year because of the tremendous state budget deficits. He also shared speculation that there could be a 9-13% reduction in state budgets as we go into the next fiscal year. He asserted that he would keep the faculty informed of future developments and stated that we need to stay as focused as we can on our top priorities. He also stated that he is keenly aware that our operating budgets have not been adjusted for some time, and we will have to gauge where we put our resources and how we price ourselves for students.

He next noted the visits of ACAD 101 students during this fall. He stated that these visits have shown students to be much more engaged, and he thanked the faculty who have worked with ACAD 101 this semester as it seems to be providing a common entry acculturation experience for students.

Dr. DiGiorgio closed with two comments regarding regulatory reform and governance. He reported that we currently have an agenda in front of the General Assembly that argues for deregulation in some significant way. Also, he reminded faculty of previous governance reform movements, such as the research universities in the state breaking off, the creation of three boards, and the construction of a Board of Regents, and explained that support for these ideas has fizzled. He anticipates that the most likely change will be a restructuring of CHE to make them less regulatory. His final comment noted that the only capital money that will be available will be through raising the debt limit of the state by half a percentage point from 5.5% to 6%, a move that would generate an additional \$250 million dollars. The President noted that currently the research universities would be able to have those funds on a recurring basis, while the other state schools would only receive \$30 million dollars once; he plans to work against that move.

Vice President Tom Moore was out of town.

IV. Committee Reports

Dr. Jo Koster, Chair of Academic Council, reported that at its October 31 meeting, the Council handled four items of business related to the new GNED program. First, after sustained discussion, Academic Council rejected a motion from the GNED Committee to exempt all transfer courses from meeting the new GNED writing component. Discussions centered on four areas: a) the need to maintain the integrity of the new GNED program and its desire to incorporate writing in 8 courses across the program; b) the administrative challenges of ascertaining whether transferred courses would in fact meet our writing components; c) the political implications of refusing or limiting what courses we accept as transfer courses; and d) the effect of exempting these courses on our current students. The vote was 10-6 to defeat the motion, and the GNED committee has been asked to revisit this issue and to bring forward another recommendation. Several alternative proposals are being developed. Second, Academic Council dealt with the question as to whether we should limit the number of hours from students' major programs that might be counted toward GNED. The General Education committee recommended no policy be set and that each department and college should monitor its own programs. The Council approved this recommendation without dissent. Third, Academic Council voted 13-3 to require that courses meeting the Oral Communication requirement be in Standard English. This was to close up an inconsistency in the program that was passed: the goals and objectives for this requirement specified Standard English, but the criteria for inclusion did not. After a short discussion, Academic Council concluded that the intent of this requirement was to support students' ability to communicate in spoken Standard English and voted to clarify the criteria accordingly. Finally, Academic Council approved another group of courses for meeting the GNED requirements; they have been added to the online list of courses, bringing the total to 466.

Dr. Koster next reported that faculty members have been appointed to the Task Force on Integrity. She also noted that the *ad hoc* committee that was formed last year to review the institutional policy on faculty merit pay brought forth a recommendation for a new distribution of merit pay. Since this was not put on the Academic Council agenda in time, discussion was postponed until the January 16, 2004 meeting. She reminded faculty that the Academic Council representatives will be circulating this to the departments and colleges and invited feedback.

Dr. Koster next noted that Academic Council had also discussed the request from the Vice President for Academic Affairs' office to increase the minimum GPA for students to remain in good standing at Winthrop. She explained that the proposal was to raise the minimum cumulative GPA to the following levels:

	Earned Hours	Minimum GPA
Freshmen	0-23	1.75 (from 1.50)
Sophomore	24-53	1.85 (from 1.75)
Junior	54-86	2.00 (from 1.90)
Senior	87+	2.00 (no change)

At the Academic Council meeting, Karen Jones had presented information regarding how last year's students would have done using these minimums. From her analysis few students would have been affected. It was moved and seconded to approve the changes to the Academic Eligibility Requirements and forward the requested change to Faculty Conference for a vote. The motion was passed unanimously by Faculty Conference.

Dr. Smith next moved to the motion from the Rules Committee that had been distributed with the agenda. Dr. John Robbins, Chair of the Rules Committee, explained that the change would be in Appendix I Faculty Governance, Article VII, Section 3 to a statement that currently implies that untenured faculty can serve on the University Faculty Personnel Committee. The Rules Committee recommended the following revision to Appendix I: Faculty Governance, Article VII—Committees, Section 3:

Section 3: The Committee on Faculty Personnel shall be responsible for recommendations to the Faculty Conference concerning membership beyond those members indicated in article III in the Faculty Conference; for recommendations regarding procedures and conditions of elections, the staggering of terms of office on appropriate committees and councils and for nominating at least two qualified persons for each office subject to election by the Faculty Conference, except as elsewhere provided; for advice to the President and the Chief Academic Officer concerning promotions in academic rank and the granting of tenure; and for performing the duties of a faculty grievance committee except in the granting of tenure. The committee shall consist of three members elected at large by the Faculty Conference and one member elected by the faculty assembly of each major academic division. **(ADD) All members of the committee must be tenured.** While serving on the University Faculty Personnel Committee, a faculty member shall not be eligible for consideration for **(DELETE) tenure or promotion.** Administrative officers and department chairs shall be ineligible to serve on the University Faculty Personnel Committee. (Amended by Faculty Conference, 8-22-80, 12-08-87, 2-28-92.)

The motion passed unanimously by Faculty Conference.

Dr. Lou Pantuosco, Chair of the Faculty Concerns Committee, reported that the Committee had focused on three issues in its November 5th meeting with the President: University College, Summer School Pay, and Parking. About University College, the Committee had asked questions about the governance process, its formation, hiring procedures, and future faculty course loads. In response, the President stated that he wanted to group together the ACAD, GNED, and Honors programs under one umbrella so that they would have some kind of structure. The hiring process had to be completed very quickly because of the new General Education program. The administration also understands that not all departments will be able to supply faculty for GNED courses. About summer school pay, the Committee had presented a table to the President comparing Winthrop's salaries with six comparable institutions; Winthrop faculty were the lowest paid. Dr. DiGiorgio and Dr. Moore both agreed that faculty are

underpaid. Some possible future solutions have been proposed, which will probably be in the form of a percentage, possibly up to 7.5% of base pay. Parking discussions resulted in three out of four suggestions being approved: designating three to five spaces in the open lot on Stewart Avenue for F/S, designating three signs to say "Library Staff Only" in the library parking lot, and eliminating one parking spot in front of Eden Terrace because of visibility concerns. The one suggestion that had been denied concerned changing four spots designated to Admissions to F/S because the President wanted to give more time for data collection.

Dr. Alice Burmeister, Chair of the Task Force on Integrity, reminded faculty that the intention of the Task Force was to deal with integrity at all levels. She next listed the Task Force members: Gloria Jones, Dave Pretty, Barbara Heinemann, John Bird, Mark Herring, Tim Druke, Bethany Marlowe, Bobbie Fuller, Marshall Jones, and Chris Rice (from the Council of Student Leaders). Dr. Burmeister also explained that the discussions have focused on three primary objectives: coordinating ongoing efforts across campus related to academic and institutional integrity; raising awareness and investigating issues of academic and institutional integrity through initiatives such as campus focus groups, discussion groups, and websites; and initiating their own activities such as web-based surveys to discover the most salient issues, providing resources and workshops for faculty, reviewing institutional standards and policies, and reviewing how these policies and standards are communicated in order to determine strategies for more effective communication. She announced that the next meeting would be November 21 and invited input from the faculty.

Mr. Brien Lewis, Chair of the Task Force on the Nature and Character of the University, announced that the group had drafted a report and completed eight forums with two more scheduled; feedback had also been collected via email and the web site. The committee is nearing the end of the time line as the report is due to the President in January for submission to the Board of Trustees in February. The Committee wants to ensure accuracy of the report and invited feedback from students and faculty as they finalize the report. He asked Faculty Conference for feedback; none was given at the meeting.

VI. Old Business

There was no old business.

VII. New Business

There was no new business.

VIII. Announcements

An announcement was made that a Graduate Faculty Assembly would be held after the meeting. Political Science Chair Karen Kedrowski invited the faculty to an opening demonstration of a computer-assisted telephone interviewing technology purchased with the donations made in memory of former Political Science professor Glen Broach. Dean Mark Herring announced a

reading, and an invitation to a dance performance was also announced. Martha Spears reminded faculty about the availability of Research Council funds.

IX. Adjournment

The meeting was adjourned at 3:15 p.m.

Respectfully submitted,

Dr. Kelly L. Richardson
Faculty Conference Secretary