

College of Arts and Sciences Faculty Assembly
Meeting Minutes
Virtual Meeting via Zoom
January 14, 2022, 2pm

97 individuals in attendance

- I. Welcome—Adam Glover
- II. Approval of Minutes from October 8, 2021, meeting
The minutes were approved without correction
- III. CAS Committees
 - a. CAS Curriculum Committee—Gwen Daley (Appendix B)
 - i. Program changes in Biology - Redistribution of credit in classes, e.g. increasing seminar to 1 credit hour
 1. Modify program: BS-BIOL-BMRS
 2. Modify program: BS-BIOL
 3. Modify program: BS-BIOL-MTEC
 4. Modify program: BS-BIOL-CSST
 5. Modify program: BS-BIOL-CNSV
 - ii. Items not requiring a vote: One student petition was approved
 - b. CAS Nominating and Rules Committee
 - i. Proposal to Modify Bylaws
 - Change 1: (summarized) Committee will be representative of the college when possible and representation should not ever be from only one department
 - Change 2: (summarized) Keeping tenure committees made up of individuals in similar specialties
 1. These two changes are being voted on to be included in the next CAS faculty conference on March 4, 2022
 - a. Both were voted to be included in the next meeting's agenda
 - ii. Special election to fill a position on the CAS Nominating and Rules Committee (*Voting will be done electronically via a Qualtrics survey. The survey link will be sent to your Winthrop email account by 5pm on Friday, January 14. The survey will close at 5pm Tuesday, January 18.*)
 1. Terms are for 3 years and staggered, this opening will be 2.5 years due to a vacated position
 2. Nominations
 - a. Brent Woodfill
 - b. No Nominations from the floor
 3. Brent Woodfill was elected *post conventum*
- IV. Dr. Adrienne McCormick joined us to award the Thompson Scholar Award to Dr. Adolphus Belk for 2021-2022
- V. Report from FCUP—Ginger Williams
 - a. FCUP met several times with the president and provost this year
 - b. 5 main issues discussed this year:
 - i. Loss of course releases across colleges & loss of support staff for program directors in some colleges

1. Revisit the rewards document
 2. Possibly reassess scholarship requirements
 - ii. Program assessment
 1. Metrics for program health
 2. Have still not heard about the programs in question, are asking for transparency with programs being slated for transformation
 - iii. Compensation study
 1. There is confusion; some people who were earlier slated for raises (bottom 25%) have since found out that they are no longer being considered for raises
 2. Many of us have not seen results
 3. Asking for transparency
 - iv. Transparency and communication
 1. More transparency and better communication
 2. Believe that these things are not getting any better, they are getting worse
 3. Continue to ask for improvement on these issues
 - v. Loss of faculty seat at the table of the board of trustees
 1. FCUP does not report to the board of trustees, but believe that the loss of the seat affects the faculty
 2. Have heard that one of the trustees is going make an ask at the board retreat; want faculty to go and support the request
 3. Date: Takita believes the next one that we would be able to go to is April 7 & 8, 2022
- c. New issue that is coming up: meeting that will take place about \$3.1M gap for fiscal year 23
 - i. FCUP would like to be involved
 - ii. Question: Is inviting AC to meet about financial matters tantamount to invoking the Financial Exigency Committee?
 1. Being told that they do not want to evoke financial exigency, but want to do as many cuts related to that as possible
 2. This does sound like it will be a meeting to discuss making more drastic budget cuts in regards to the deficit
 - iii. Question: Will we have any understanding of what the recommended \$3.1 in cuts will be, before they are given to the board at the end of this month?
 1. There will be faculty representation at the meeting
 2. Meetings have had limited audiences so as to not cause panic
 - iv. Question: How can they justify the latest hirings they have had in administration and can cut faculty who deliver programs to students. Explain that to me please.
 1. We have asked for specific information about cuts at the administrative level -- we have not heard details, yet.
 - v. Statement: Would it be useful at all to make the point that we have an INTERIM President right now, and wouldn't it be nice to let the NEW President weigh in on some of the these ongoing MAJOR decisions? That alone could slow things down a little bit and for GOOD reason...
 - vi. Question: when would we have information on what the suggested \$3.1 in cuts would be?
 1. President has tasked the provost with sharing the proposed cuts that she has in mind based on the discussions by January 28 so that he can share them with the board at the board retreat.
 2. Early conversations will happen within the next month, and then the decision will be made

- vii. Statement: I also think the transparency should be for ALL faculty members. I think my colleagues would rather have the full picture. I think it is scarier and more anxiety provoking when there is not transparency.
- viii. Question: Will we know the list of cuts before the SACSCOC site visit?
 - 1. SACS is scheduled to come in March and so we hope that we will know
 - 2. A lot will depend on enrollment and student recruitment
 - 3. Trying to be slow with cuts if possible because there are certain things that cannot be undone if we do it
- ix. Question: do you think this secrecy is partly to portray a rosy façade while we are in the presidential search and SACSCOC visit?
 - 1. The Dean does not think that these two initiatives are related

- d. Are there other concerns that people have?
 - i. Has there been any talk about updating the COVID dashboard?
 - 1. This has been reported, and they are working on correcting the backlog of the website reporting
 - ii. Concern with institutional management of contracts

VI. Old Business

- a. None

VII. New Business

- a. None

VIII. Remarks from the Dean—Takita Sumter

- a. Congratulations to Dr. Belk being chosen as the Thompson Scholar
- b. Enrollment
 - i. Spring enrollment and retention looks promising
 - 1. Retention is 88.89%, which is an increase from 2019
 - 2. Have had lots of registration in the past week
 - ii. Site: public.tableau.com/app/profile/winthrop.u/viz for enrollment and other data
 - 1. Total enrollment is down compared to where it used to be – likely the root cause of many of the pressures that Winthrop is feeling
 - 2. CAS is following a similar pattern to overall enrollment
- c. Academic affairs unit budgets
 - i. Seeing a sharp decline in the amount of money allocated to academic affairs due to student enrollment decline
 - ii. CAS had a sharp loss in budget
 - 1. Loss of lines including voluntary separation
 - 2. Supported a large part of FY21-22 support in reduction
 - 3. Looking at a trim for 22-23 and 23-24
 - iii. Right now, plan is to keep tuition flat with the intention of trying to receive state funding for keeping tuition flat; this would fund the proposed General Increase for SC employees
 - iv. Trying to avoid vacating personnel in full-time positions
- d. Goals
 - i. Grow enrollment and improve retention
 - ii. Enhance existing programs

- iii. Values-based investment across the college
 - iv. Establish organization and instructional efficiency
 - v. Protect employees in FT positions
- e. Steps Taken
- i. Reduced administration by one associate dean
 - ii. Chairs are evaluating options for instructional efficiency
 - iii. The changes are ongoing and will impact all departments
 - iv. Evaluating ways to reorganize and optimize synergy across programs
 - v. Institutional recommendations for efficiencies
 - vi. Please continue to share your ideas
 - vii. GOAL: no loss of personnel
 - viii. High demand dual enrollment
 - 1. RHSD, Indian Land schools, YPA, LCA, etc.
 - ix. We're investing in new academic programs in DSCI, online HNUTR, BPS, IDVS, etc.
- f. Any questions?
- i. COVID questions – check with HR
 - ii. Class and compensation – communications are forthcoming, please prepare questions for the town hall later in January
 - iii. How do we envision investing in recruitment and retention while also cutting budgets?
 - 1. Recruitment money is the \$500,000 that has been pulled from Winthrop's net position in order to seed recruitment and retention initiatives
 - 2. Will not impact anyone's budget (e.g. no impact on operating)
 - iv. How should faculty address/approach the recruitment issue?
 - 1. Faculty should participate in efforts
 - 2. Try to get in front of undeclared students
 - 3. Tours offering specific additions
 - v. Do we know anything about how recruitment for next year is going?
 - 1. In terms of applications, we are about 1% behind where we were last year with students who have accepted their invitation to ahead, 3% ahead on students who have been admitted
 - 2. Have plans for bringing students to campus in order to encourage attendance
 - 3. Believe that digital marketing can help
 - vi. Do we have a Plan B if our Covid numbers continue to increase? Also, what do our current Covid cases look like?
 - 1. There were ~100 positive COVID uploads; these students were not able to come to campus
 - 2. Among the students, those that are on campus are low because it is so early in the semester
 - 3. Look at the numbers by next Wednesday and then we will know what is going on
 - 4. Plan B – campus will go virtual
 - a. Do not think anyone wants this – could lead to another layer of concerns
 - 5. Not aware of any classroom transmission
 - vii. The National Student Clearing House data has revealed that 1 million fewer students went to college in 2020. Is there any effort to go back and recruit any of those who were admitted but may not have enrolled anywhere?
 - 1. This is a good question, Takita did not know the answer or how those students can be found

2. This is a question for enrollment management that Takita will bring up in her next meeting

VP Miller provided the following response post conventum:

Retention: As we evaluate the undergraduate students who do not return to Winthrop University each semester, we upload that information into the National Student Clearing House (NSCH) to determine if: (a) the student enrolled somewhere else, (b) the student did NOT enroll somewhere else, and (c) if the student DID enroll somewhere else – and where they went. If, for example, we find out that a student left Winthrop and enrolled at a two-year college, then we continue to re-recruit that student back to Winthrop as a transfer student (assuming that the student will want to come back to Winthrop and complete their bachelor degree). Also, if they did not enroll anywhere, then we continue to remain in contact and encourage them to return to Winthrop as a “readmit” student. And...

Transfer Recruitment and Re-Recruitment: At the end of each recruitment cycle, we take the information from all applied and admitted students to Winthrop who chose not to enroll with us, and run that information through the NSCH. Similar to the retention plan, we screen the data to determine if: (a) the student enrolled somewhere else, (b) the student did NOT enroll somewhere else, and (c) if the student DID enroll somewhere else – and where they went. If, for example, we find out that a student left Winthrop and enrolled at a two-year college, then we continue to re-recruit that student to consider Winthrop University as a transfer student (assuming that the student intends to complete a bachelor’s degree – depending on the type of two-year degree they are pursuing). Also, if the student DID NOT enroll elsewhere, then we continue to recruit the student. Quite often, this “re-recruitment” of Freshmen and Transfer students populates our prospective Transfer pool. This has been a very effective practice for Winthrop (as it was for me at my previous institution).

g. Faculty kudos!

- i. So many kudos that it was made in a table instead of a slide! Congratulations to all of the faculty who had accomplishments so far this year!

IX. There were some inadvertently missed curriculum changes that were missed at the last (December meeting)

- a. There were quite a few course changes due to program changes (prerequisites, etc.)
 - i. Brought up minutes so that it could be voted on as a batch
 - ii. Majority vote approved all changes
- b. New courses and modifications
 - i. BIOL 202 and NUTR 390 both approved but requiring revisions
 - ii. Voted as a batch
 - iii. Majority vote approved all changes
- c. Program changes and program changes requiring revisions
 - i. SOCL had changes in their concentrations to better fit the academic structure of the department
 - ii. Voted as a batch
 - iii. Majority vote approved all changes

X. Announcements

- a. DEI trainings
 - i. There are 5 left in the academic year, please come participate!
 - ii. Register on the CPE website

- iii. Next DEI workshop Feb 14 & 16th Classism and Ageism. Next dialogue circle Feb 10. Register here: <https://www.winthrop.edu/thecpe/diversity-equity-and-inclusion-certificate-program.aspx>

- b. 1 year from now the movement conference will occur; Call for papers begins 10/01/2022
- c. Food box is open in the department of human nutrition, encourage your students to use it if they need it

XI. Adjournment

- a. Motion to adjourn and second
- b. Meeting adjourned at 3:35 PM

Note: Quorum (35% of full-time faculty) is 53 faculty members for Faculty Assembly.

The minimum attendance to do business (20% of full-time faculty) is 30 faculty members.

The meeting will be streamed via Zoom and will be recorded for those faculty members who are unable to attend.