

**COLLEGE OF ARTS AND SCIENCES**  
**FACULTY ASSEMBLY & GRADUATE FACULTY COMMITTEE**  
**AGENDA**  
**August 14, 2018**

9:00 a.m.

**Richardson B**

- I. Welcome and introduction of Faculty Assembly officers** ..... Dave Pretty
  - a. *Dr. David Pretty introduced as chair, Dr. Gregory Bell as secretary, and Dr. Duha Hamed as parliamentarian. Dr. Pretty mentioned that President Mahoney will speak to Faculty Assembly on October 19<sup>th</sup>, and faculty were asked to contact him or any of the officers about issues to discuss with the President.*
- II. Approval of minutes** from March 02, 2018
  - a. *Unanimous approval. [See appendix 1](#)* ..... Dave Pretty
- III. Announcements**
  - a. **Welcome and announcements from the dean's office** ..... Adrienne McCormick
    - i. **New Dean**  
*Dean McCormick was introduced and spoke of her background as well as pointing to her excitement to work with the faculty to continue what has been done well while consistently striving to improve the college.*
    - ii. **Goal setting exercise coming up** *Dean McCormick alluded to a goal setting exercise that would take place later in the assembly.*
    - iii. **Deadlines**
      - *Oct. 4<sup>th</sup> is deadline for Travel Authorizations and for tenure and promotion*
  - b. **Introduction of new faculty and new roles** ..... Adrienne McCormick  
*Dean McCormick and Department Chairs reviewed faculty in new roles and promotions as well as new hires and awards and honors that faculty received.*
    - i. [See appendix 2](#)
      - *Dr. Dwight Dimaculangan introduced the new Biology faculty and mentioned promotions in the department. Meir Barak was promoted to Associate Professor, and Eric Birgbauer was tenured. Erik Goff joined as an adjunct and will work on online learning and stem, and Sharon Johnson (Jenkins) joined as an adjunct as well. Dr. Kristi Westover took over as director of graduate studies in the department, and Dr. Victoria Frost received a tenure-track position. Richard Jackson, a longtime adjunct, will replace Dr. Frost as the new coordinator.*
      - *Dr. Pat Owens introduced the new Chemistry, Physics, & Geology faculty and discussed departmental changes. Holly Truluck is replacing Willy Akins as a new Instructor and Lab Chemist, while Ms. Akins will take on the new role of operations manager for the department.*
      - *Dr. Casey Cothran introduced new English faculty and highlighted departmental promotions. Dr. Casey announced that she is the new department chair. Dr. Chen Chen was introduced as a new Assistant Professor. Dr. Amanda Hiner is now an Associate Professor and Dr. Dustin Hoffman is in charge of Graduate Studies in the English Department and was promoted to Associate Professor. Dr. Leslie Bickford was promoted to Associate Professor, Dr. Devon Ralston will be the new Writing Center director, and Dr. Kelly Richardson was promoted to full Professor.*
      - *Dr. Gregory Crider introduced Jennifer Dixon-McKnight (African American History and Gender) as the new Assistant Professor in History*
      - *Dr. Marsh Bollinger mentioned that, as Chair of Interdisciplinary Studies, she is wearing fewer hats this semester. Dr. Bollinger also noted that she will be interim program chair for Professional Studies. Dr. Bollinger announced that Dr. Bell will be the new director of Medieval Studies and Dr. John Marx will be the director of the Gerontology program. Last, but not least, Dr. Bollinger announced that Dr. Ginger Williams moved from to Interdisciplinary Studies from History. Dr. Williams is integral to Interdisciplinary studies at Winthrop as director of the Peace, Justice, &*

*Conflict Resolution Studies Program and the director of the Individualized Studies program*

- *Dr. Wanda Koszewski discussed changes in the Human Nutrition Department. Brian Collins, an instructor, is now coordinating food service management. There are two new Assistant Professors: Dr. Josh McDonald, who defended his dissertation in July, as a specialist in cardiovascular disease, especially prevention, and Dr. Hope Lima, who is a certified lactation consultant. Karin Evans is also helping teach Nutrition Education as an instructor.*
  - *Dr. Guy Reel made the announcements for Mass Communication. A new Assistant Professor, Dr. Joseph Kasco, worked for NPR in South Bend and went to Notre Dame before going to South Carolina. He taught in the SUNY system before coming to Winthrop. Dr. Emmanuel Nwachukwu is a new Assistant Professor from Nigeria. Dr. Reel will also be teaching media ethics this year, taking over for*
  - *Dr. Thomas Polaski announced that there are two new math instructors, both of whom taught as adjuncts at Winthrop, namely Stephanie Herring and Jane Wilkes, who is also a member of the Union County School Board. Dr. Zach Abernathy was promoted to Associate Professor.*
  - *Dr. Peter Judge announced that the Department of Philosophy & Religious Studies is “ever old, ever new.”*
  - *Dr. Joseph Prus said the Psychology has retained terrific faculty.*
  - *In Social Work, the new departmental chair, Anthony Hill, announced that Dr. Joshua Kirven is an Associate Professor, and Sarah Hopkins is a new lecturer (instructor). Christopher Ward, a Ph.D. candidate, is now an instructor and will be the new Online MSW Program Coordinator.*
  - *In Sociology, Criminology, & Anthropology, Dr. Jeannie Haubert announced two new faculty members. Dr. Ty Miller, a July Ph.D., works on Criminology and Sociology, and Dr. Brent Woodfill a new Assistant Professor of Anthropology including work in Archaeology. Dr. Woodfill has done work abroad (Guatamala) where he matches U.S. students with locals abroad.*
- ii. **Recognition of 2017-18 faculty award winners** ..... Adrienne McCormick
- *Lynn Harand Outstanding Advisor Award: Dr. Margaret Gillikin*
  - *Undergraduate Research Mentor Award: Dr. Dustin Hoffman*
  - *Outstanding Adjunct Faculty Award: Ms. Laure Mauffray*
  - *Scholarship Excellence Award: Dr. Siobhan Brownson*

#### IV. CAS Committees

- a. **Graduate Faculty Committee** ..... Wendy Sellers
- i. Introduction of officers  
*Dr. Sellers introduced herself and the new Graduate Faculty officers including Dr. Devon Ralston as secretary and Dr. Kori Bloomquist as Parliamentarian*
  - ii. Applying for graduate faculty status (application form is available [here](#)\*)  
*Dr. Sellers reminded the assembly that prospective graduate faculty members could apply after one year, and that it was a simple process. Dr. Greg Oakes re-iterated that the application form was self explanatory, and that prospective graduate faculty can have experience from other institutions.*
  - iii. *Note: Minutes from the March 2, 2018 GFC meeting will be on the agenda for approval at the full GFC meeting on August 31.*

Break

#### V. CAS advancing the Winthrop Plan: A goal-setting exercise ..... Adrienne McCormick

- a. See [www.winthrop.edu/plan](http://www.winthrop.edu/plan) for a summary of the Winthrop Plan
- b. *Dean McCormick began by outlining how we, as the College of Arts and Sciences, might advance and participate in the broader Winthrop Plan. She underscored that she was here to listen to the faculty*
- c. Winthrop Plan Goal

*Dean McCormick looked at some of the specifics in the Winthrop Plan, and discussed what the college faculty has done well (what has been mastered) as well as what to do next. She noted that ideas, such as implementing new programs and enhancing current ones, were repeated in the wording of the Winthrop Plan, and therefore must be important. She focused on enhancing professional development and training opportunities, all the while honestly questioning definitions of key words such as “enhance” to ensure that we move forward in harmony with the university. The main point was to get feedback and see what the faculty of the College of Arts and Sciences have to say as we coordinate with the university. In her discussion on faculty strengths, which were listed, Dean McCormick asked how do we maintain or improve on what we do well? Advising as teaching and accredited programs and benchmarks were mentioned.*

d. From Chair’s retreat

i. *Dean McCormick outlined some of the key ideas discussed at the Chair’s retreat. She said that the chairs discussed how faculty, as teachers, mentors, and advisors, might meet students where they are. In this was the idea of how to evaluate and assess teaching, learning, and advising. Academic advising was a big part of the conversation at the Chair’s retreat. They discussed online and face-to-face advisor training, best practices in departmental advising, other models that the College of Arts and Sciences might explore, and the concept of a team approach to advising with students, faculty, and staff involved in the process. There also was a discussion of how faculty might collaborate across disciplines. For example, chairs might exchange best practices with other chairs, coordinate when making curricular revisions and developing new programs and considering professional development. Dean McCormick ended by saying that she uses new data, obtained through collaboration with other colleges and units at Winthrop, to help train chairs.*

e. Interactive portion of the Faculty Assembly

i. *Dean McCormick next had the faculty work with their colleagues in a discussion of key themes around how the College of Arts and Sciences wanted to participate in the Winthrop Plan. Each table in the room discussed the theme, wrote down ideas, and then relayed these ideas to the larger group in an open discussion.*

- *I personally participated in this process, and, in my excitement, forgot to write down all ideas from the initial discussion point. Each table discussed some of the goals they had and ideas they would like to implement if they did not have to worry about resources. After all the ideas had been said, a faculty member (I did not get the name of the initial faculty member to say this) mentioned that implementing all these new ideas will take time and work, and faculty are already working at full capacity. Perhaps if there was less assigned committee work. Dr. Michael Lipscomb mentioned the possibility of moving the university toward a smaller teaching load. The hurdles that students’ face also became an important part of the discussion. Drs. Wanda Koszewski, Leslie Bickford, Mike Lipscomb, and Jennifer Disney all pointed out how students have significant needs, and sometimes don’t have sufficient resources to feed themselves. Many students work in addition to being students. After this discussion, Dean McCormick pointed out that this is a starting point, and that we, as a group, will try to actualize our ideas.*

ii. *The second interactive discussion focused on implementing new and enhancing old programs*

- *Dr. Dustin Hoffman spoke for the group at his table, and said what the English Department had been doing on this front. He remarked on how the department was working to streamline its processes and curriculum, looking at web access and the website, and considering opportunities with minors and working with them. Dr. Leslie Bickford mentioned the possibility of splitting writing minors so that students can focus on one particular aspect of this larger minor. The idea was to promote writing, she mentioned that it would be good to find out what other disciplines do with this. She also discussed getting The Learning Center (TLC) back on track, and maybe using the Human Experience courses (HMXP) to do this, too, by embedding a writing center tutor. Dr. Scott Werts said that his table discussed looking at websites on other*

campuses, noting that other colleges and universities have pics of academics on their main website while Winthrop does not. Maybe we could make clear what we have by promoting what we do. Even something like having glass windows outside classrooms (like the fishbowl) so students can see the equipment we have as they pass. Dr. Werts reiterated that pricetags are a problem because many of our students can't afford more. Dr. Disney, speaking for her table, said that faculty were coming up with innovative courses. In order to make this happen, we need to fix funding and cumbersome bureaucratic practices. Dr. Padmini Patwardhan, representing the people sitting at the table with primarily Mass Communications faculty, mentioned branding communication needs and an improved online presence. Dr. Patwardhan said that Mass Comm can help and they are happy to do so. She underscored that almost every program needs communication. What kind of communication courses would be necessary for all our students? Dr. Thomas Polaski, representing a table comprised of primarily math faculty, said 100 level math courses might advance student success, but that it would be hard to do something new when faculty are so overwhelmed now. Dr. Koszewski, the spokesperson for the table with mainly Human Nutrition faculty, said that her department had a simulation person—that is not a dead person on first floor. She mentioned the need for interdisciplinary and community work and collaboration.

- iii. During the third interactive discussion, the theme was to consider what we think we need to grow, and, as a subset to this, to consider online / hybrid and blended courses. Dean McCormick noted that support is needed, and suggested, perhaps, a next iteration of TLC
- The table containing mostly science faculty started the conversation, saying more travel money would help. Dr. Disney then pointed out that less money for travel money available every year; Dr. Koszewski said that having money and time to get to conferences would be helpful; Dr. Pat Owens mentioned the Winthrop endowment and the need to increase available resources. Following up this conversation, it was brought up that processes and procedures are too complex, and that they should be simplified. Vulnerability was mentioned, as well. A faculty member who I could not see introduced the topic of teaching students with accessibility – this is becoming more common, so is training necessary? Dr. Koszewski spoke on this issue, too. The availability of resources for faculty was questioned, and we discussed how we can point students in the right direction. Dr. Jeannie Haubert discussed a few TLC sessions that faculty would like to see including blackboard trainings and more pedagogical development. She said we need to better understand student demographics, and also mentioned the need to look at mid-career faculty development. Another faculty group said that it should be easier to co-teach. Maybe give a rotating course release to develop a course. Dr. Maria Aysa-Lastra said that faculty need time to innovate, so perhaps having a 3-3 teaching load is a good idea. She also said that chairs might be given the flexibility to assign course loads. Dr. Siobhan Brownson said there was a need for more faculty development. Maybe we could bring in outside person to help work on development. Dean McCormick liked this idea and said we should bring in a person with a book on a subject. Dr. Brownson continued that we should give people time to develop courses in first year – hard to develop courses quickly and there is a large workload. Dr. Jo Koster pointed out that sometimes faculty volunteer to do an overload due to exceptional circumstances, and then the expectation becomes that the overload is the new norm. Dr. Koster said that it's exceptional work and so should go back to what it was before, not become the new standard.

**VI. Adjournment** A motion for adjournment was initiated and passed at noon (12 PM).

**Note:** Quorum (35% of full-time faculty) is 51 faculty members for Faculty Assembly. The minimum attendance to do business (20% of full-time faculty) is 29 faculty members.

Quorum (35% of graduate faculty) is 22 faculty members for Graduate Faculty Committee. The minimum attendance to do business (20% of graduate faculty) is 13 faculty members.

**Faculty Assembly/Graduate Faculty Committee meeting dates 2018-19**

August 14, 2018 – 9:00am

August 31, 2018 – 2:00pm

October 19, 2018 – 2:00pm

January 11, 2019 – 2:00pm

March 1, 2019 – 2:00pm

*\*<https://www.winthrop.edu/uploadedFiles/graduateschool/applicationforms/GFA-APPLICATION.PDF>*

**Appendix 1**

**COLLEGE OF ARTS & SCIENCES  
FACULTY ASSEMBLY  
AGENDA  
March 2, 2018**

**2:00 p.m.**

**Kinard Auditorium**

**VII. Approval of minutes** from January 12, 2018 ..... Ginger Williams  
i. *Unanimous approval*

**VIII. Report from CAS Committees**

a. **Curriculum Committee** ..... Jessie Hamm  
i. *Unanimous approval of proposed changes*

b. **Nominating & Rules Committee** ..... Dustin Hoffman  
i. *Elections for 2018-19 faculty governance positions (Voting will be done electronically via a Qualtrics survey. The survey link will be sent to your Winthrop email account by 5pm on Friday, March 2, and the survey will close at 5pm on Monday, March 5.)*

**IX. Old Business-** *none initiated*

**X. New Business**

- a. **Academic Freedom & Tenure Committee update** ..... Ginger Williams  
*Faculty were reminded of upcoming town hall meetings to hear and provide feedback.*
- b. *Plans to bring on the position of an ombud to handle conflict and provide a confidential space for discussions was presented. The position is in place in 200+ other academic institutions across the US to provide an informal, confidential space for discussion (not advocacy). The ombud would serve faculty and staff. No concerns were voiced regarding the development of this position.*

**XI. Announcements**

*Tina Vires announced a new monthly award the “Accessibility Advocate” which was awarded to Gregory Oakes. He was provided a statue of Batman to keep for one month.  
Wanda Koszewski reminded faculty of March as National Nutrition Month.*

**XII. Dean’s Remarks** ..... Takita Sumter

*Dean Sumter congratulated CAS faculty on ninety-eight percent of interim grades were submitted by CAS faculty before the deadline. Dean’s candidate survey is open and faculty were encouraged to provide feedback. An anonymous donor has provided support for a CAS enrichment fund and challenged matching donations. Melissa Reeves was chosen as the keynote speaker by the governor to address safety in schools. Several faculty members have been awarded grants, e.g. Karen Kedrowski, Matthew Stern, and Hye-Sung Kim.*

**XIII. Adjournment 2:45pm**

**Note:** Quorum (35% of full-time faculty) is 50 faculty members. The minimum attendance to do business (20% of full-time faculty) is 28 faculty members.

## **Appendix 2**

### **New Full-time Faculty and New Roles, August 2018**

#### **Biology:**

Meir Barak: promoted to Associate  
Eric Birgbauer: tenured  
Salvatore Blair: new Assistant Professor

#### **Chemistry, Physics, & Geology:**

Holly Truluck: new Instructor/Lab Chemist

#### **English:**

Leslie Bickford: promoted to Associate  
Chen Chen: new Assistant Professor  
Casey Cothran: new Department Chair  
Amanda Hiner: tenured  
Dustin Hoffman: promoted to Associate  
Devon Ralston: Writing Center director  
Kelly Richardson: promoted to Professor

#### **History:**

Jennifer Dixon-McKnight: new Assistant Professor

#### **Interdisciplinary Studies:**

N/A

#### **Human Nutrition:**

Karin Evans: new Instructor  
Hope Lima: new Assistant Professor  
Josh McDonald: new Assistant Professor

#### **Mass Communication:**

Joseph Kasko: new Assistant Professor  
Bill Schulte: tenured; promoted to Associate  
Emmanuel Nwachukwu: new Assistant Professor

#### **Mathematics:**

Zach Abernathy: promoted to Associate  
Stephanie Herring: new Instructor  
Jane Wilkes: new Instructor

#### **Philosophy & Religious Studies:**

Greg Oakes: promoted to Professor

#### **Political Science:**

N/A

#### **Psychology:**

Tara Collins: tenured; promoted to Associate  
Kathy Lyon: promoted to Professor  
Sarah Reiland: tenured; promoted to Associate

#### **Social Work:**

Anthony Hill: new chair/Associate Professor  
Sarah Hopkins: new Instructor  
Joshua Kirven: new Associate Professor  
Chris Ward: Online MSW Program Coordinator

#### **Sociology, Criminology, & Anthropology**

Maria Aysa-Lastra: tenured  
Ty Miller: new Assistant Professor  
Brent Woodfill: new Assistant Professor

#### **World Languages & Cultures:**

N/A