

**Winthrop University Faculty Conference**

5 December 2014

2:00 pm Barnes Recital Hall

**Agenda**

- I. Approval of minutes for October 10, 2014 Faculty Conference *(minutes attached)*
  
- II. Report from the Chair John Bird
  - a. Remarks
  - b. Report from November 21, 2014 Board of Trustees Meeting
  
- III. Report from the Acting President/Provost Debra Boyd
  
- IV. Academic Council Janice Chism  
*(report attached)*
  
- V. Committee Reports
  - a. Faculty Committee on University Priorities Michael Matthews
  - b. Rules Sue Spencer
  - c. Other committee reports
  
- VI. NSSE Report Summary Jean Silagyi-Rebovich
  
- VII. Competitive Compensation Committee Roger Weikle
  
- VIII. Unfinished Business
  
- IX. New Business
  
- X. Announcements
  - a. Registrar Reminders Gina Jones
  
  - b. Other Announcements
  
- XI. Adjournment

Faculty Conference Membership (329) 35% = 115 20% = 66

## Winthrop University Faculty Conference

10 October 2014

2:00 pm Carroll Auditorium

Quorum Not Reached

The meeting was commenced by Dr. Bird at 2:00.

I. There was a motion to proceed without a quorum.

II. Approval of minutes for April 25, 2014 Faculty Conference

The minutes were approved with the addition of Mary Pat Sjostrom as a new member of the Math Department.

III. Report from the Chair, John Bird

- a. Dr. Bird noted that the fruits of the changes to the General Education program are beginning to appear.
- b. The August 25 meeting of the Board of Trustees began with a public comment made by Gary Stone; 25 faculty members were present. The group respectfully asked the board to put faculty/staff compensation on their agenda. Ginger Williams initiated this and was congratulated for her thoughtful planning of this communication strategy.
- c. During the August 25 Board of Trustee meeting it was decided that the Winthrop Foundation would pay for the upcoming presidential search. This keeps the university from going through the SC procurement process, which it did for the last search. Last time Winthrop did go through SC, and the firm chosen was the firm that offered the lowest bid (price), not the one with the best reputation. On September 17, R. William Funk and Associates were hired via teleconference.
- d. A public comment was made before the October 3 meeting of the Board: two recent graduates gave a thoughtful presentation about changing the name of Tillman Hall. They had been told it was possible to change this under SC law; subsequent research shows that it takes a 2/3 vote of the SC state legislature to change the name of a place named after an historic figure.
- e. Dr. Bird discussed the presidential search process and noted the recent announcement of Kathy Bigham and John Bird as co-chairs of the search committee. Dr. Bird noted that he didn't think twice about the opportunity to be involved when he was invited to do so by the Board; he feels it is important for faculty to be represented in this process and is honored to be chosen for this duty. Dr. Bird announced that there will be a press release appearing later today announcing the membership of the search committee: they include Sue Smith Rex (present at Faculty Conference) and the members of the Executive Committee of the board. This committee will take part in this first phase of the search. Currently there are no representatives from the foundation, students, staff, alumna, etc. Funk suggested a narrow committee to begin the first narrowing of names. The members of the search committee will broaden as

formal interviews of smaller number of candidates occur. (Once the list is winnowed down, three or four people are brought to campus.) The committee hopes to name the 11<sup>th</sup> president in the spring.

Questions?

Karen Kedrowski: Please communicate to the board how gratified I am to see the pool widened later; I do hope to see a staff representative, because this is an important group.

Michael Lipscomb: Commented on the two alumni protesting the name of Tillman Hall. Did the board show any interest in beginning action?

John Bird: Not at that time. No action was taken, and I think no action is likely given the political reality of the current legislature. Nevertheless, I think it's an open question. The issue is on the table and it can be pursued.

Michael Lipscomb: An action by the board, even if it is not approved by the legislature, would signal recognition of the importance of this issue. We just celebrated the 50<sup>th</sup> anniversary of integration at Winthrop. This might be the right thing to do. I do realize they might have to balance this with the political ramifications of such a move.

Adolphus Belk: To quote Benjamin "Pitchfork" Tillman: "The negro must remain subordinate, or be exterminated." My recommendation would be to name new structures after people we aspire to be. Then they may exist in contrast with these buildings that represent what we used to be. This is the idea of Kambrell Garvin, past president of the Council of Student Leaders. We can thus show what we are aspiring to be vs. what they were.

John Bird: These are good suggestions... Maybe the Faculty Committee on University Priorities can look into this issue.

I want to add that I hope you had a chance to meet Mr. Funk, and to go to the meeting about the presidential search. I went to many events with him in the wider community, and what I was impressed with every time is that he spent most of his time listening. He's getting to know us and is going to find the right person for us. I am optimistic about this search! I think that despite what we've been through in the last 18 months, things are going to get better. We may actually have a better chance to get someone special. We are a problem someone can fix. We are in a better place because of what happened.

#### IV. Report from Debra Boyd, Acting President and Provost

- a. Dr. Boyd noted, "Thank you for turning in midterm grades for your students. 99% were entered; this number is unbelievable. Your hard work and cooperation are greatly appreciated. Now the appropriate folks can intervene and contact students who are not doing well (or who are doing extremely well). Students can be pointed in the right direction." Dr. Boyd brought attention to the updated "Matching Students with Student

Resources” booklet and thanked Meg Webber, who has been instrumental in putting these together. Everyone should have received one from their departmental office.

- b. Dr. Boyd reminded faculty that October is the month for benefits.
- c. Dr. Boyd thanked faculty for participation in the visit from Bill Funk, noting, “I can’t tell you how critical that piece is. I want to assure you that there will be other opportunities to say things you want if you didn’t get a chance to say them. It’s important for him to know who we are and what we need. I hope you all feel free to participate when people come to campus. This is our interview; we do not need to sell ourselves to them; we are worthy. Put some time and effort into thinking of questions for them! We want to choose the right person.”
- d. Dr. Boyd will be announcing on Monday the members of the new Competitive Compensation Committee. Their deadline for reporting is mid-March; this will allow the university to incorporate their findings into the planning and budgeting for the next fiscal year. Dr. Boyd announced, “I don’t want people to say anymore that we have to wait for enrollments in order to provide competitive wages for faculty and staff. The 10% freeze is intended to help us think about whether we can re-direct the funds we use. Every year we find between \$200-300 thousand dollars for faculty promotions. We can do that piece. The increments now are larger now: the increments for associate are approximately \$6500 and \$9000 for full. This is a big difference from years ago. If we can find money for these raises, we can figure out other ways to move forward. This needs to become a regular part of our work; not something we think about only once every decade.”

Frank Pullano: Will there be faculty members on this compensation committee?

Debra Boyd: There will be faculty, administrators, and staff. I hope to appoint no more than 6-7 people, because they have to work fast. They will have support! I hope they will bring something to the campus mid-late March.

Jennifer Solomon: I want to thank you for saying that raises are not dependent on increasing enrollment, because that seems to be the answer every time we ask for them.

Debra Boyd: I think this is because no one was looking closely at what we were doing, trying to figure out what we could do differently in order to realign our resources. Realignment means realigning resources into compensation. We have to make this a priority. We need to figure this out on our own. We are doing lots of things this year that I think will lead to increased enrollments, but that’s a long term goal. It’s an incremental thing.

Antje Mays: During the crash, two presidents ago, there was talk about promotions without raises... is that still on the table?

Boyd: I haven’t heard of that; I don’t think that’s under consideration, and I wouldn’t support such a move.

Frank Pullano: Is there any assurance we're not going to see raises for other people but NOT raises for faculty? There's no money for raises for us, but other people get big raises.

Debra Boyd: Things were decided in two prior administrations that have an impact even now. I did my due diligence and checked with legal counsel to see if I had to follow through with these commitments. Turns out that yes, I did. This does not mean that individuals in this room will not get an increase. When people are promoted, when staff take on different, more complex jobs, they may do so at a higher salary. Still, you will not see, under my administration, raises like the ones you saw in the paper last spring. We are looking at the function of positions; it no longer is acceptable for someone to ask for more money without a very just and clear reason for it. We've said no to many. It doesn't make people happy, but it does allow us to look at every function across the institution: athletics, finance, and business, because it's necessary at this point. I think there's a high level of concern that some areas of this university have a lot of fat, and others have been trimmed below the bone. I'm working hard to make sure I have a clear understanding of where everything is going and if it needs to go there.

Debra Boyd: One more clarification – we will still be hiring new faculty and replacing retiring faculty. But one of the things you need to know is that we've created a new office of online learning, and we've moved Dr. Kimarie Whetstone into a new office and created/hired an online position to help her. It's not as if we are not spending any money: we are. I hope we have done our due diligence and anything we have done helps to support student learning at the university. Nobody is spending a dime without my knowing about it – at least in terms of salaries and positions. We will all be hopeful that we will find a great new president, and that we will be able to address competitive compensation – some of our issues related to compensation as we move into the next fiscal year.

John Bird: To follow up, I'm impressed with Collaborate and how it functions with Blackboard; I think you will be excited about it. The Board has a committee on Faculty Compensation – that speaks a lot about their commitment to look at this issue. Please send any questions, comments, or concerns you have that you'd like me to send to Bill Funk; there's also an email out with a direct link to him.

V. Janice Chism, Academic Council

Academic Council met on October 3 and approved a program change from CuC; this involves a change in the BS degree in Nutrition.

John Bird: Any questions or discussion?

None.

Faculty Conference voted, the changes passed.

Dr. Chism reviewed program changes re: minors.

Dr. Chism reviewed the new certifications in the General Education Program.

John Bird: Any questions or discussion?

None.

Faculty Conference voted, the changes passed.

Dr. Chism described the appointment of working groups to establish or review/revise General Education requirement criteria (activity requirement, quantitative requirement, and technology requirement). She also noted other Academic Council initiatives, specifically the discussion of academic integrity. The council is working on this issue with students who are interested. Adolphus Belk is constructing a forum where students and faculty can discuss this topic. The council is also looking into the “repeat with replacement” policy. Interest in this topic came to Academic Council from the Undergraduate Petitions Committee. Dave Pretty is researching this issue.

## VI. Committee Reports

- a. Faculty Committee on University Priorities – Michael Lipscomb for Michael Matthews: The committee scheduled a meeting with Acting President Boyd on the 24<sup>th</sup> of October. They will be asking for an update about the university’s financial situation and future expenditures. Where did the money come from for the cluster of raises given last spring? The committee will be working with the compensation study members in order to help administration push this forward.
- b. Rules Committee: When John Bird was selected for the Presidential Search Committee, it was deemed that it was appropriate to replace him on the Personnel Committee. Gerry Derksen has been nominated to take his place.

Any nominations from the floor?

None.

Beth Costner: I move to close nominations.

Gerry Derksen elected by acclamation.

## VII. Unfinished business

There was none.

## VIII. New Business

There was none.

## IX. Announcements

- a. Gina Jones: registrar reminders.
- b. HR Reminders: open enrollment during the month of October. If you want to make changes, you have to do it during the month of October. Acting President Boyd noted: “Please remind staff and colleagues of this deadline; we don’t want anyone missing the opportunity.”
- c. New Library Faculty Introduction: Michaela Volkmar, New Outreach Librarian. Michaela will promote library services, resources, and events, help students to become familiar and comfortable with library, and will write newsletters to faculty. If faculty are up-to-date on what’s going on at the library, they can help promote the library to students. Please contact her if you have questions or ideas.
- d. John Bird: On January 31, 2015, the Teaching and Learning Center will host the Second Annual Conference on Teaching and Learning. Proposals are due Dec 1. Please consider making a presentation and attending the conference. Tom Moore will be the keynote speaker.
- e. Leigh Poole: There will be a new 1 hour course offered this spring, an introduction to study abroad opportunities and procedures. Please contact me for additional information.
- f. Marsha Bollinger: It is the 25<sup>th</sup> anniversary of the MA program on Winthrop’s campus. The Hornsby Lecture Series will celebrate this with talks by renowned psychologist and scholar Carol Tavis.
- g. Cheryl Fortner-Wood: McNair applications are due in two week. Thank you for agreeing to be a recommender if you are one. Please feel free to email me your reference letter or form.
- h. Kathy Lyon: Tonight there is an Honors Program American Cancer Society Fundraiser. Come to the bluegrass concert in Byrnes.

## X. Adjournment

The meeting was adjourned at 3:20.

Respectfully submitted,

Casey A. Cothran

## Report from Academic Council Meeting of 21 November 2014

### I. Items from Committees

#### A. Items forwarded from CUC

#### Program Change Items (Degree) approved by Academic Council and forwarded to Faculty Conference for action:

Degree	Major	Conc.	Department	Action
BA	ARTS	CERT	Fine Arts	<b>MODIFY PROGRAM:</b> Reduce number of hours required for the program from 129 to 128; Remove ARTE 592, EDUC 401 and EDUC 402 from list of required courses; Add EDUC 400 and 403 to required courses
BA	DANC	CERT	Theatre and Dance	<b>MODIFY PROGRAM:</b> Reduce number of hours required in the major from 53 to 52; Remove DCED 392, EDUC 401 and EDUC 402 from list of required courses; Add EDUC 400 and 403 to required courses in the major
BA	THRT	CERT	Theatre and Dance	<b>MODIFY PROGRAM:</b> Reduce number of hours required in the major from 55 to 54; Remove THED 392, EDUC 401 and EDUC 402 from list of courses required in the major; Add EDUC 400 and 403 to required courses in the major; Increase electives from 5 to 8
BME	CHOR		Music	<b>MODIFY PROGRAM:</b> Reduce number of hours required for the program from 135 to 134; Change Quantitative Skills Requirement to include MATH 105, 151 and 201; Reduce the number of hours required in the Professional Education Sequence from 38 to 37; Remove EDUC 401 and EDUC 402 from list of required courses; Add EDUC 400 and 403 to list of required courses
BME	INST		Music	<b>MODIFY PROGRAM:</b> Reduce the range of the number of hours required for the program from 135-136 to 135; Change Quantitative Skills Requirement to include MATH 105, 151, and 201; Increase number of hour required for Music Core-Theoretical from 40 to 41; Require MUST 341 for all students; Reduce number of credits in the Professional Education Sequence from 38 to 37; Remove EDUC 401, EDUC 402, MUST 592 and MUST 593 from list of required courses; Add EDUC 400 and 403 to list of required courses

**Note: All of these program changes were submitted and began moving through the curriculum approval process before Faculty Conference approved changes to the General Education requirements last spring. Therefore they do not reflect the new requirements. All are in the process of being revised again in light of the new parameters.**

**Curriculum Actions Provided For Information Only**



**Course Action Items approved at CUC Level that require no further action**

<b>Subject</b>	<b>Course</b>	<b>Title</b>	<b>Department</b>	<b>Action</b>
ANTH	302	Anthropological Theory	Sociology and Anthropology	<b>MODIFY COURSE:</b> Change Prerequisites from "SOCL 101 or SOCL 201 or ANTH 201 with a C or better. Open only to sociology major/minors and anthropology minors." to "SOCL 101 or SOCL 201 or ANTH 201 with a C- or better. Open only to sociology major/minors, criminal justice minors and anthropology minors."; Add Methods of Evaluation
BIOL	121	Bench to Bedside: Pre-Health Professions Preparation	Biology	<b>NEW COURSE</b>
EDUC	420	Global Studies in Pedagogy: Teaching Internship Abroad	Curriculum and Pedagogy	<b>NEW COURSE</b>
ENVS	220	Environmental Career Exploration	Interdisciplinary Studies	<b>NEW COURSE</b>
ENVS	350	Special Topics in Environment	Interdisciplinary Studies	<b>NEW COURSE</b>
ENVS	470	Environmental Experiential Learning	Interdisciplinary Studies	<b>NEW COURSE</b>
ENVS	490	Senior Seminar in the Environment	Interdisciplinary Studies	<b>MODIFY COURSE:</b> Change Prerequisites from "ENVS 101, CRTW 201, Environmental Studies/Sciences major with senior standing." to "ENVS 101, ENVS 220, CRTW 201, Environmental Studies/Sciences major with senior standing."; Change Teaching Method and Goals for the Course
INAS	201	Introduction to Study Abroad	Interdisciplinary Studies	<b>NEW COURSE</b>
MCOM	260	Writing for Interactive Media	Mass Communication	<b>DROP COURSE</b>
MCOM	325	Digital News Writing and Video Production	Mass Communication	<b>MODIFY COURSE:</b> Change number of credits from 4 to 3
MCOM	342	Advanced Reporting and Writing	Mass Communications	<b>MODIFY COURSE:</b> Change Prerequisites from "Grade of C- or better in MCOM 226 and 241, 2.0 GPA and MCOM or IMCO major status." to "Grade of C- or better in MCOM 226 and 241, 2.0 GPA and MCOM, DIFD or IMCO major status."

MCOM	333	News Editing	Mass Communications	<b>MODIFY COURSE:</b> Change Prerequisites from "Grade of C or better in MCOM 241 and 2.00 GPA and MCOM or IMCO major status or written permission of department chair." to "Grade of C or better in MCOM 241 and 2.00 GPA and MCOM, IMCO or DIFD major status or written permission of department chair."; Add Lecture and Lab Hours (2); Add Methods of Evaluations; Change Teaching Method and Goals for the Course
MUSA	149	Composition and Methods Ensemble	Music	<b>MODIFY COURSE:</b> Remove Prerequisite of "Permission of the Instructor."; Add Methods of Evaluation; Change Catalog and Transcript Title; Change Catalog Description; Change Goals for the Course
PSYC	409	Principles of Learning	Psychology	<b>MODIFY COURSE:</b> Change Prerequisites from "PSYC 301 or permission of chair, Department of Psychology." to PSYC 101; Add Methods of Evaluation

**Course Action Items tabled at CUC Level:**

Subject	Course	Title	Department	Action
VPAS	398	Principles of Arts Management		<b>NEW COURSE</b>

**The following items were approved at the College Assembly Level and require no further action:**

Subject	Course	Title	Department	Action
ENVS	510	Special Topics in Environment	Interdisciplinary Studies	<b>MODIFY COURSE:</b> Add Methods of Evaluation and Goals for the Course; Add additional requirements for graduate students
MCOM	101	Media, Technology and Culture	Mass Communication	<b>MODIFY COURSE:</b> Add Methods of Evaluation and Goals for the Course; Change Catalog and Transcript Title
MUST	298	Music Appreciation	Music	<b>MODIFY COURSE:</b> Change Goals for the Course

## B. Items from General Education

### **New Certifications**

#### **Approved:**

Global:	ENGL 333
Humanities and Arts:	ENGL 333
	RELG 350
Natural Sciences:	CHEM 123x
Social Sciences:	SCWK 200
Oral:	SCWK 431
Technology:	GEOG 308

### **Recertifications**

#### **Approved:**

Global:	PLSC 260
Historical:	ENGL 203
	ENGL 211
Humanities and Arts:	ENGL 200
	ENGL 203
	ENGL 208
	ENGL 211
	PEAC 200
	THRT 298
	VCOM 222
	VCOM 258
LLS:	VCOM 261
Natural Sciences:	GEOL210/211
	GEOL 250/251
	PHYS 211
	PHYS 256
Social Sciences:	ECON 216
	PLSC 201
Technology:	VCOM 261

#### **Conditional Approval:**

Humanities and Arts:	THRT 210
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Social Sciences:

EDUC 200

**Not Approved**

Natural Sciences:

PHYS 250

PHYS 253

Both courses: Not enough writing to satisfy the writing component.

Social Sciences:

ECON 215

Not enough writing to satisfy the writing component.

II. Progress Report on General Education Requirement Working Groups