

**Winthrop University – Faculty Conference**  
**Friday, April 19, 2024**  
**2:00pm**  
**Whitton Auditorium**

**Agenda**

1. Welcome and Call to Order (Adam Glover)
2. Approval of Minutes from the February 23, 2024 Meeting (Appendix A)
3. Report from the Faculty Conference Chair (Adam Glover)
4. Remarks from the President (Edward Serna)
5. Remarks from the Provost (Sebastian van Delden)
6. Update from Center for Career Development and Internships (Becky Ross)
7. Update from IT (Patrice Bruneau)
8. Reports from Faculty Conference Standing Committees
  - a. Academic Council (Michael Whitney)
  - b. FCUP (Eric Birgbauer)
  - c. FCUL & AFTP (Philip Gibson)
  - d. Rules (Charles Randall)
9. Old Business
10. New Business
11. Faculty Elections
12. Announcements
  - a. Gina Jones (Registrar)
13. Adjournment

Note: Quorum (35% of Faculty Conference membership faculty) is 107 faculty members. The minimum attendance required to do business (20% of Faculty Conference membership) is 61 faculty members. In the absence of a quorum, a vote of 75% of those present is required to conduct business.

**Appendix A**  
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**Faculty Conference Minutes**

Prepared by Kelly Ozust, Associate Professor of Dance

We have quorum.

- I. Welcome and Call to Order from Adam Glover at 2:02pm
  - a. Motion to approve Minutes from November 17, 2023 Meeting
  - b. Minutes approved as amended from previous comments.
  
- II. Report from Faculty Conference Chair, Dr. Adam Glover
  - a. Board of Trustees Meeting
    - i. Unanimous approval of key outcomes and priorities of the strategic planning
    - ii. Approved renegotiations with Sodexo
    - iii. Approved Tuition Transparency initiative
    - iv. Approved new provost hire
  
- III. Remarks from the Provost, Sebastian van Delden
  - a. S/U grade update
    - i. Zach Abernathy – Workshop for Academic Advisors of First Year Students: 3/5/24 or 3/7/24 Owens Lecture Hall from 11-12:15
      1. Share some information from the study to help students make the best decision they can to maximize GPA, retain scholarships, etc.
  - b. Competency Based Education (CBE) update
    - i. New revenue stream and diversify our student portfolio
    - ii. Jack DeRochi – Thank all involved with CBE
      1. Very different approach to provide access to students
      2. Faculty have worked to put new curricula into the system
      3. Anticipate the first program, Bachelor of Professional Studies, will be coming before faculty conference at the next meeting
      4. Winthrop is partnering with a vendor to help support this: this is how we will provide instructional design assistance. This is asynchronous online learning.
      5. Those faculty will be compensated for building these courses, all outside of load. If and when the program scales, then we can have conversations about load
      6. CBE is about access. It is not designed to replace 18–22-year-old in person education. This is for adults and it’s not for everyone.
  - c. Provost’s 1<sup>st</sup> month on campus
    - i. Vandeldensa on Instagram
    - ii. Dean’s evaluation process: faculty will be surveyed in April
    - iii. FCUP/AAUP: these committees are looking into chair compensation, senior instructor promotions, adjunct pay, ADA, and Academic freedom
    - iv. AFTP: recommendation memo or prior service
    - v. International Faculty Permanent Residency Sponsorship
    - vi. Open Q and A Townhall with the cabinet: March 26 at 11am in Richardson Ballroom
      1. Teams and Zoom will be available

2. No program, just ask questions and they will listen
3. Can submit questions anonymously

IV. FCUP, Dr. Eric Birgbauer

- a. Department chair compensation: changes in 2022 to faculty salary + stipend of \$13,000 or 1.5 months pay, whichever is greater
  - i. Established a working group
- b. Faculty compensation comparison
  - i. Did a 10-year comparison of salary changes
    1. Inflation has gone up more than faculty salaries, but administration has kept pace with inflation
- c. Process for obtaining Senior Instructor status
  - i. Criteria is not clear
- d. Intellectual rights policy
- e. Faculty search procedures and communication
- f. Criteria for granting or not granting sabbaticals
- g. Accessibility accommodations and academic requirements
- h. Procedures and criteria for canceling classes
- i. Tracy Patterson (as member of FCUP) – Wanted to mention that though the primary discussion has been on chair compensation, the discussion does mention associate deans as well.

V. AFTP, Dr. Philip Gibson

- a. New policy that the committee is introducing that has the support of the AFTP faculty members: extension of tenure clock and post tenure review.
  - i. Offering additional time to anyone who has to take 60 or more days of leave for FMLA reasons, or other extenuating circumstances. Allow a faculty member who is tenure track or in process of post-tenure review to request an additional year, or up to two years, within a 6-year period.
  - ii. Seeking support of the general faculty
- b. Question and Answer

Q: Tracy Griggs – Do events have to be covered under FMLA?

A: No, FMLA or non-FMLA

Q: So is there a committee to decide?

A: HR may be involved, as well as the provost's office. If someone is denied they can make an appeal to AFTP and then we would make a recommendation to the provost's office who would have the final say.

Q: I would imagine some of these events would include birth of a child, adoption of a child?

A: Yes.

Q: Would caring for an elderly parent be included? Is it just care taking, or is it death? Have you gotten that far yet?

A: It's anything that would require you to take 60 or more days off for whatever the event is.

Q: Takita Sumter - One question about the 60 or more consecutive days, FMLA is set up to where people can have intermittent absences over an extended period of time. Did you discuss this model?

A: I think there's room for this in the model. We don't have to vote on it today, but we can leave room and discuss it. We want to make sure that we're looking out for the wellbeing of the faculty.

Q: Michael Lipscomb – Thank you for your work. Are you prescribing specific kinds of situations that would be covered by this or are you giving discretion to the provost?

A: Discretion to the provost.

Q: Is there a legal reason for this? Where did you come up with the 60 days?

A: We did research on this and it's consistent with what other institutions have done.

Q: If we're giving discretion to the provost, why don't we give discretion to the provost for situations that may extend beyond the 60 days. Why don't we give discretion for the timeline as well?

A: From the Provost – However the policy gets refined, I'm open to pursuing this. This is not uncommon. I kind of like the 60 days, at least it gives us some guardrails. AFTP business that I forgot to mention in my report: editorial change in faculty manual making it more clear that time prior to Winthrop does not count toward promotion when you go through the promotion process. We want to hear feedback and recommendations. The provost's team and I are looking at the faculty manual.

Q: Michael Lipscomb - I would just suggest that the 60 days be a strong guideline, but that the discretion of the provost would allow him to grant extensions in some cases if the 60 days has not been met, if the judgment of the provost is warranted.

Q: (Online) - Will mental health issues be part of these considerations?

A: If warranted. The examples are there, but it's not limited to these.

- c. Adam Glover - Brought this to us for a vote of confidence. The details will get hashed out later, but we want to know if the faculty is in support. Not a draft, not voting on a policy, but making sure Faculty Conference is endorsing the idea.
  - i. Voted, the motion passes

## VI. Academic Council, Dr. Michael Whitney

- a. Met on 2/09/2024
- b. Gen ed Curriculum Committee – 2 new courses approved (FINC 211 and PFST 401)
  - i. Passes
- c. CUC approved 34 new courses, all actions can be found in CourseDog and AC/FC documents
- d. Approved 3 minors, Minor in Art, Minor I Art-expanded media, health care media
- e. VOTE: BA in Phil and Religion: Pre Law, BA in Political Science: Pre Law, BFA in Art Education
  - i. Vote on each individually: all motions pass
- f. VOTE: BDes in Game Design Concentration, modified concentration
  - i. Motion from academic council to approve this change. Is there any discussion?
  - ii. Motion passes
- g. Retroactively remove this policy: Students are not allowed to take more than 36 hours in any one subject designator to apply to the BA degree. Seen as problematic for students who want to take more classes, particularly in elective credits.
- h. Question and Answer:

Q: Would this allow BA degrees to require more than 36 hours in their program?

A: No. Not automatically.

Q: Meaning it would be a second change?

A: At that point we would look at the definition of the BA degree, and most are in the 30-40 hour range. We've been allowing 6 hours beyond the 36 towards electives. This is ultimately a college and departmental decision. We don't want them to get out of hand and suddenly you have 40-60 hour programs, which at that point become BS degrees. This allows us to have those conversations: What's the difference between a BA and a BS degree? We are not removing the BA requirement of a minor.

i. VOTE: Motion carries

i. How do we actually grade CBE? Using the language of "mastery" in CBE, grading scale. Allows for a GPA and corresponds more accurately to mastering competencies. Recommended by the registrar.

j. Question and Answer:

Q: Eric Birgbauer – It doesn't look like there is a place for satisfactory completion of the CBE.

A: Correct. Because B is satisfactory, C is fail.

i. VOTE: Motion carries

k. Repeating a course request: remove the following: receiving a grade of U in a repeated course will not replace a previous attempt's grade. Consistency with the policy.

i. VOTE: Motion carries

l. Intellectual property policy: no vote, just discussion points. If you develop an online course at Winthrop, and then you go somewhere else, Winthrop can use it and you can use it. This is only if you were paid an additional stipend; it's not for all online courses.

m. Question and Answer:

Q: Robert Wildman - A faculty member can use their content, but they can't take the blueprint course and dump it into another university's software. Can you clarify that?

A: We'll have to investigate that a little bit more.

Q: Nick Grossoehme – I know some of us take the content we use and put it on Youtube, so how does that work? Would we have to take it down?

A: It looks like you don't have to take that down.

Q: (Online) Is the logic for university owning the copywrite based on work for hire?

A: Yes in the case of where you're being paid to build that blueprint course specifically. When you build a blueprint course, not when you're building your own course.

## VII. FCUL, Kori Bloomquist

a. Professional well-being survey

i. Positive outcomes that indicate people perceive that their lives are going well.

ii. Includes global judgements of life satisfaction

iii. Presence of positive emotions, fulfillments, and positive functioning

iv. Professional well-being

b. Developed a 9-question survey to assess perceptions of professional well-being at Winthrop

c. 180 faculty members responded

- d. More than half disagree or strongly disagree that they felt a sense of environmental well-being at Winthrop
- e. Nearly half disagree or strongly disagree that they felt a sense of financial well-being at Winthrop
- f. About half agreed that they felt a sense of occupational and relational well-being.
- g. Nearly 70% felt a sense of cultural well-being
- h. In order, Winthrop should look at financial, mental health, environmental, occupational, physical, relational, cultural markers
- i. There were consistent finding with the Korn-Ferry survey data.
- j. FCUL would like to develop a second survey to conduct this spring to take action as a committee.
- k. We are in the process in meeting with several administrators across campus to address these issues.
- l. Question and Answer:  
  - Comment (online): Breakdown by college would be very useful information.

Q: What is the purpose of the second survey?

A: These were very general questions, so we would like to ask more specific questions and delve into the domains that were most important. We didn't have any open-ended questions in the first survey and would to have the opportunity to collect more qualitative data in the 2<sup>nd</sup> survey.

VIII. Rules Committee, Charles Randle

- a. Article IX Section 4: The director of general education shall serve as an ex-officio nonvoting member of the academic council. The idea here is to strengthen the relationship between these two committees.
- b. Article XI: Change a grade mode on a course: change to CUC votes "only if questioned"
  - i. First read, so we can't vote on it today, but we can vote to put it on the agenda next time. Motion carries.

IX. Old Business, none

X. New Business

- a. Ombuds Advisory Committee – the current ombuds is resigning, so we need a faculty representative to help choose the next ombuds. Is there any objection to adding this to the agenda.
  - i. Duane R. Neff, Fatima Z. Amir, Silvia Wozniak, Nicholas Moellman, Anna Romanova, Jane Thomas
  - ii. You will receive a qualtrix survey to vote on this.

XI. Announcements

- a. Gina Jones: thank you for submitting interim grades
- b. Withdrawal and S/U deadline: Tuesday March 19
- c. Summer registration begins March 20
- d. Fall registration begins April 3

XII. The John Bird and Seung Lee Writing Residency returns for 2024

- a. Dates: May 20-24, 2024
- b. Applications come out the week after spring break.
- c. Great Oates – is it only for completing projects or could I start one?
- d. Projects at all stages. Also course development.
- e. Nick Grosseme: Deadline for SOURCE is March 11.

- f. Graduate faculty assembly meets immediately after.
- g. Next meeting of Faculty Conference is April 19<sup>th</sup> at 2pm
- h. Meeting adjourned at 3:19pm