

## Winthrop University Faculty Conference

20 April, 2012

2:00 pm Barnes Recital Hall

A quorum was not reached, but at 88 members present, we had >20% in attendance. A motion to do business was unanimously approved by voice vote. Meeting began at 2:06pm.

### Agenda

- I. Approval of minutes for March 9, 2012 Faculty Conference (*minutes attached*)
  - Minutes approved as submitted unanimously by voice vote.
- II. Report from the Chair, Dr. Cliff Calloway
  - Board of Trustees meeting last Friday (13 April). Report attached, posted online and link sent via email to full faculty.
  - Regarding Dr. DiGiorgio's retirement—a search committee has been appointed for the new President. Dr. Calloway will serve as the faculty representative (and sole faculty member) on the search committee. Dr. Calloway asks for feedback regarding faculty's input on the new President. The Board of Trustees will first find an executive search firm to assist the search committee in the search process.
    - Questions from the floor: Who else is on the search committee?
    - Answer: Trustees, including Kathy Bigham who is Rock Hill resident, and will chair the committee. Other search committee members: Karl Folkens, Bob Thompson, Glenn McCall, Gary Williams (Foundation), Kambrell Garvin (representing students) Vivian Carroll (Alumni), Janet Smalley, and Sue Smith-Rex.
- III. Report from the President, Dr. Anthony DiGiorgio
  - The President was not able to attend, but he sent email to faculty.
- IV. Report from the Vice President for Academic Affairs, Dr. Debra Boyd
  - Dr. Boyd encouraged all faculty and staff to pay attention to and engage in the presidential search process.
  - Projects in Academic Affairs: Campus photo project is ongoing. Dr. Boyd has asked Deans to ask faculty in the colleges to take pictures of places that need repair, replacement, and renovation. (Cosmetic to major safety issues.) Walter Hardin, with the VPAA, will address concerns.

- A request from the Academic Council: Address issues with Touchstone program such as the “inadvertent creep” of majors’ courses into the program and the “over prescription” of courses in the program by majors.
- Graduate Dean Search: Applications have been received. Search committee will meet and discuss.
- Resources for Faculty Development: Dr. Boyd posed the following questions: “Where are the funds? How are they distributed? Are there other methods for distributing funds for faculty development?” Dr. Boyd mentioned that she is working towards more equitable funding. VPAA does not anticipate new money but wants to ensure we are using money appropriately and equitably. In terms of Research Council funding, we will be looking at how we distribute these funds. Dr. Boyd asked that the faculty keep in mind that \$125K is distributed annually while \$75K is budgeted. Additional money comes from a “revenue account” that was supported by state funds; however, we do not receive much from the state now. While there is \$250K left in the fund, it is getting replenished in \$2K and \$5K increments (rather than at the level we are spending it). We will continue to look for additional sources of funding.
- Faculty and staff compensation.
  - From *Chronicle of Higher Education’s* CUPA-HR article (CUPA-HR is the source for info on salaries): *Chronicle* has chart organized by discipline and rank. This chart represents an annual, national study, a broad look at salaries by rank and gender. (Dr. Boyd discusses items she pulled from the table.)
  - In the fall, WU commissioned a study of faculty and staff salaries. Dr. Boyd described this as a “5,000-foot study” not at the micro-level. This was a base salary study of benchmark positions, but almost every faculty salary was included. The study didn’t include other forms of compensation (benefits, dual employment, etc).
  - One issue with CUPA data is that it classifies library faculty very differently than we do; so there was some difficulty with alignment of WU library faculty and the CUPA-HR data.
  - Dr. Boyd was careful to note that this benchmarking exercise is not intended to substitute for more comprehensive review of compensation including examination of internal equity.
  - Dr. Boyd then shared charts for faculty compensation for each college. WU by the numbers—by college, by rank, weighted average.
  - Our actions are limited due to the state economy, but we needed to know where we are in order to plan to get to where we want to be. Dr. Boyd did mention a need to examine internal equity. What happens next is the crucial step. This study was a first step.

- Question from the floor: Another piece we can put on the table to look at is the grants office—having a position that would be aimed at helping faculty navigate available grants.
- Answer: We do not currently have anyone dedicated to helping faculty write grants. One concern expressed is that we become grant dependent and living on soft money. Dr. Boyd expressed that base salary and the total compensation package need to be the focus, but we certainly are examining other forms of support for faculty.
- Dr. Boyd welcomes and appreciates any suggestions for areas of concerns.
- In closing, Dr. Boyd mentioned an article she had recently read in the *Charlotte Observer*, in which the author made a distinction between investments and assets. Assets are used and replaced, but investments need to be tended to. Dr. Boyd stated that faculty members are the most significant investment that an institution makes and that the value of our institution is directly tied to the faculty.

V. Reports

- Academic Council - Dr. Will Kiblinger

Action	Degree	Major	Conc.	College	Department	Action
Decrease number of hours required from 126 to 124.	BA	DANC	CERT	VPA	Theatre & Dance	Approved unanimously by voice vote
Reduce total number of hours required from 126 to 124.	BA	THRT	CERT	VPA	Theatre & Dance	Approved unanimously by voice vote
Decrease the total number of hour range from 135-143 to 133-141	BS	BIOL	CERT	ASC	Biology	Approved unanimously by voice vote

- New Gen Ed forms will be available soon on the website. Recertification will happen on a yearly basis beginning with 100-level courses, 200-level and so on. Recertifying 100 level courses in general education will commence next year.
- Dr. Kiblinger announced next year’s Academic Council, including John Bird as incoming chair; he expressed thanks to those who served this year.

- Personnel Committee (sample ballot attached) - Jane Thomas
    - Ballots distributed and voting took place
  - Undergraduate Petitions - Emma Jane Riddle
    - Report posted online
- VI. Other Committee Reports
- Academic Freedom and Tenure - Dave Pretty
    - Definition of Academic Freedom, passed by the committee.
- VII. Unfinished Business
- None
- VIII. New Business
- None
- IX. Announcements
- From the Registrar Gina Jones
    - On Monday the registrar's office will send grading reminders—reminder, last day of attendance helps with Financial Aid compliance.
    - Pay special attention to graduating seniors. Ms. Jones will send an email with the names of graduating seniors to all faculty.
  - Other Announcements
    - Chris Johnson, sustainability supervisor, introduces himself to the faculty and then offers assistance to any interested faculty.
    - Dr. Gloria Jones- Academic success center is open for tutoring during exams.
    - Dr. David Wohl- reminder of the first annual WU Arts Crawl.
    - Tim Drueke- Developing plans for next year's summer school classes.
    - Dr. Cliff Calloway encourages attendance at upcoming commencements.

IX. Adjournment 3:26 pm.

Faculty Conference Membership (326) 35% = 114 20% = 65

Respectfully submitted,  
 Dr. Laura R. Dougherty  
 Department of Theatre and Dance