

## 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, it was seconded, and passed.

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 a public figure.
- e. Dr. Bird discussed the presidential search process, 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, alumni, etc. Funk suggested a narrow committee to begin the first narrowing of names. The number of search committee members will increase

as formal interviews of a 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, this is an important group.

Michael Lipscomb: Michael Fordham? And Dick Davis? These were 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 ramification 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, the alumni representative on the Board of Trustees. We can thus show what we are aspiring to be vs. what we were.

John Bird: These are good suggestions... Maybe the faculty committee on university priorities can look into this. I want to add that I hope you had a chance to meet Mr. Funk, 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 have a better chance to get someone. 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 Open Enrollment and benefits changes.

- 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 if 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: 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?

Debra 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 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 administration 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. Kimmarie 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, 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 elected to the Presidential Search Committee, it was deemed that it was appropriate to replace him on the Personnel Committee. Gerry Derkson has been nominated to take his place.

Any nomination from the floor?

None.

Beth Costner: I move to close nominations.

Gerry Derkson 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: Michela Volkmar, New Outreach Librarian. Michela 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 Tavris.
  - g. Cheryl Fortner-Wood: McNair applications are due in two weeks! 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