

## Winthrop University Faculty Conference

13 February 2015

2:00 pm Kinard Auditorium

Quorum Not Reached

The meeting commenced at 2:00.

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

II. Approval of minutes for December 5, 2014 Faculty Conference

The minutes were approved with minor changes in phrasing and with a correction to the number of years Winthrop has participated in the NSSE.

III. Report from the Chair, John Bird

- a. The Board of Trustees met in early February and approved operating guidelines for the Committee on Compensation; details will be posted on the Board of Trustees' webpage. The committee will review compensation at different levels and assess salaries that go over \$100,000. Dr. Bird thanked the faculty leadership group that provided input on the purpose and function of this new committee.
- b. Dr. Bird offered thanks to Sue Smith Rex for her work as a member of the Board of Trustees. She was in attendance and was recognized.
- c. Dr. Bird shared news about the presidential search. There were 84 applicants for the position. The Search Committee met and narrowed this number; this past weekend there were interviews with semi-finalists. 3-4 finalists will be named soon, perhaps next week. Candidate Forums will be held February 24, February 27, and March 3. These will be approximately 1 hour, 15 minute sessions. It is hoped that the 11<sup>th</sup> president of Winthrop University will be named before students leave for Spring Break. Dr. Bird noted, "I could not be more pleased about how the Search Committee has asked for faculty input. I am happy about the process and optimistic about the result. I know that given the excellent finalists, it will be a hard decision, but no matter our choice, we will be moving forward in exciting new ways."

IV. Report from Acting President and Provost, Debra Boyd

- a. If you have a colleague from another university who has information on one of our presidential candidates, we will want to contact them and verify any information they may wish to share. It's important to research our candidates carefully, but claims need to be supported with evidence.
- b. The Board's Committee on Academic Affairs is now the Committee on Academic Quality. This is important; our focus is to maintain a high level of quality in the education we provide for our students.
- c. Committee on Compensation: This board committee's information comes from the university's Committee on Personnel Actions. This group meets every Wednesday to look at personnel actions that have been proposed. We look at comparable data on whatever the action is that has been requested: a new hire, a request for an increase in salary because of increased responsibilities, a request for a change in position. We

look at all sorts of data within the state and nationwide to help us make appropriate choices, to make decisions that are consistent, and we report to the Board and to the Committee on Compensation. There are no secrets; we report all personnel actions.

Question: When positions are eliminated, is that money used for other things?

Acting President Boyd: The goal is never to eliminate positions simply to have more funds. However, if a position cannot be justified, we put those monies into a fund.

- d. I want to thank you all for your good work on getting these curriculum changes underway. Thank you for thinking of how we can take what we have and change it in ways that make it productive and helpful for our students.
- e. The naming of buildings: This issue has become a way for us to showcase how Winthrop is different. There are many conversations going on right now, and some may wonder how we can come together as a community and talk meaningfully. This is a complex issue, but not one that we want to shy away from. I have chosen a group to discuss building names, and we have met to determine our next steps. In the next month or so we should be able to talk more about specifics, but I want you to know that administration, faculty, staff, and students are coming together to talk about the issue. I eventually want to bring everyone into the conversation. Members of this group are currently anonymous.

Adolphus Belk, Jr.: I am listening to conversations about the plight of SC State, and I see parallels between our situation and theirs. Where are we? It's clear that lawmakers are ready to consider a nuclear option; if SC State is closed for a few years, they are likely to lose their accreditation.

Acting President Boyd: We are different from SC State in important ways: 1) We pay our bills, and we take action to find ways to pay our bills when it's hard to do. (SC State has deep debt and long-term fiscal issues; some people who worked at SC State have gone to jail.) 2) Winthrop gets a clean external audit every year. 3) Despite our challenges and lack of funds, we have savings. Despite our different positions, we do need to take action; that was why I demanded a 10% freeze at the beginning of the year (1.1 million dollars). This money will be used, but in necessary ways: increasing enrollment (much of that frozen money will go toward recruitment), improving the life of the university, and supporting programs and partnerships. (If we do increase our enrollment, it is going to be incremental. I'm looking for growth over time, as it's important that we maintain a level of quality for our incoming classes.) Ultimately, I would argue that we are in a stable place. We have reserves. We do not borrow money to fund recurring costs. Nevertheless, it is true that every university in the country is facing challenges right now.

Jason Tselentis: If we increase enrollment, we might damage one of our greatest strengths: our small student to faculty ratio.

Acting President Boyd: Ideally, we are trying to recruit students in areas where we are not as populated – where there is room for growth. Also, we need to make sure that we are constructing programs that meet the needs of 21<sup>st</sup>-century students. Are we designing four-year programs that give them what they need? There will always be times when that student/faculty ratio will

fluctuate. We like to be in that 14:1, 15:1 category, but it is difficult to explain why we offer courses that have four students in them. We need to design curriculum that puts courses at capacity.

Antje Mays: What about long distance education? What about certificates for people with associate degrees?

Acting President Boyd: It's important to know that the traditional age for students is changing. We are working on things to help us tap into that market. My advice to you: make use of existing resources to reach multiple audiences. We are trying to tap the market of the York metro area. We are talking about ideas as we go forward; part of the administration's job is to look at these markets, to look at a variety of strategies, and to decide which ones are viable.

#### V. Academic Council -- Janice Chism

- a. Dr. Chism presented program changes for approval. The majority of the program changes bring hours down into the 120 hour window; these program changes are driven by the General Education changes.

All changes were approved.

#### VI. Unfinished Business: There was none.

#### VII. New Business: There was none.

#### VIII. Announcements

- a. Interim grading will take place February 20 (8:30 am) – February 26 (5:00 pm). Dean Jones noted that students with positive comments have their names moved to organizations that encourage them to apply for awards and leadership positions on campus; all students with Ds and Fs are contacted and encouraged to get tutoring; everything that is sent in is extraordinarily important. All faculty advisors can see interim grades during advising; please encourage advisees to get help. Please participate.
- b. Tim Drueke: Promote your summer classes and summer options. Do start thinking about summer and summer session; registration begins the day after spring break.
- c. Debra Boyd: Please make sure that you are aware of other classes being offered in the summer for students in your major and try to avoid competition.

#### IX. Adjournment

The meeting was adjourned at 3:30.

Respectfully submitted,

Casey A. Cothran