

Winthrop University Faculty Conference
24 April 2015
2:00 pm Dina's Place, DiGiorgio Student Center
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 March 6, 2015 Faculty Conference

The minutes were approved.

III. Report from the Chair, John Bird

- a. Dr. Bird noted that the Board of Trustees met in April. Members toured dorms on campus and also parts of Knowledge Park in Rock Hill, in addition to dealing with business. They recently had a long and productive day discussing issues with different groups on campus.
- b. Sue Smith Rex was present and welcomed by the faculty.
- c. Dr. Bird thanked Tara Collins for serving as parliamentarian for the past two years and Casey A. Cothran for serving as secretary for the past two years.
- d. Dr. Bird thanked the faculty for the opportunity to serve as Chair of Faculty Conference again.
- e. Dr. Bird noted that he had met with Dr. Mahoney. He has already been on campus twice. Dr. Bird expressed to the new president that he has the full support of our faculty.
- f. Dr. Bird acknowledged the work of Debra Boyd, "who deserves great thanks for her incredible leadership this year."

IV. Report from Acting President and Provost, Debra Boyd

- a. Acting President Boyd: "Thank you so much for all the work you've done this year. I think we are ready to welcome a new president. I think he'll be a great leader for this institution, and I know we will all be there to help and support him. This year has provided us with a great opportunity to learn, and this is of course why we are here and why we do what we do."
- b. Acting President Boyd discussed the Legislative Council's Audit Decision. It has been put on hold. The University is prepared if it comes up again; our financial statements – of all sorts, for multiple years – are online. There is a lot of accessible information about how we use our funds, and we use our money wisely and carefully. There are people checking numbers on a weekly, if not a daily basis. We are well prepared to point to the issues that an audit council would need, but we do not expect to have to do this in the near future.
- c. Acting President Boyd thanked the faculty for using resources as responsibly as possible this year.
- d. Acting President Boyd noted that in the SC Senate Finance Committee's most recent bond bill there is money for the roof of Withers and some money that can go toward a

new library. This was very thoughtful on their part; we are determined to get the roof on Withers repaired. There are also some proviso dollars for energy efficiency issues and related repairs.

- e. Winthrop Budget Process: Acting President Boyd and others have been looking at expenditures for the last few years in their efforts to build an appropriate budget. One thing that Winthrop is committed to is to make sure that the budget plan has a line for competitive compensation for faculty and staff. It doesn't have an amount designated yet, but the Compensation Committee is doing a great deal of research on this issue. One important task is to establish meaningful parameters for comparison groups; for example, looking at average and median salaries. This is a multi-step process that asks us to grapple with both numerical and philosophical complexities. This task must also continue annually. We need to determine priorities, look at demographics, and make decisions well and fairly. As information becomes available, it will be shared with the campus community. We are searching for multiple sources of data.
- f. Acting President Boyd noted, "Good luck with your grading – enjoy it! Thank you for all of your good work, and I hope to see as many of you as possible at commencement; the students really want to see you there."

V. Academic Council Report: Janice Chism

- a. This year, Academic Council appointed three working groups to look at General Education Requirements. Specifically, an enormous amount of work was produced from the Technology group, led by Marshall Jones. This committee did an enormous amount of work we didn't anticipate they would have to do, but which is so useful to us. They researched what the K-12 system does to discover the baseline where we could expect most students to be when we got them, so we can meet them where they are instead of starting too far down. They also looked at what other universities expect students to know, what skills they still need to acquire. They came to us with an excellent proposal. It hasn't been voted on by Academic Council because of some wording changes, but it will come to you soon. These criteria are also something we want you to think about and examine closely; much has changed in the 15 years since we last examined the criteria. That's why we won't be voting on it today: the incredible amount of work and new way of viewing this category.
- b. Reviewed 20 proposals for program changes passed by CUC: all approved

Robert Prickett: Why has there been a removal of content courses in the curriculum for a middle level education degree?

Janice Chism: Since we aren't allowed to designate as many courses as we used to, we can't require as many specific ones as we did in the past. We hope students will get these content courses as they take their general education courses. They will be advised to specialize (with content courses in English, History, Math, etc.) as they choose these General Education courses.

- c. New Certifications and Recertifications were presented: voted and approved
- d. Proposed Cycle of Review of General Education Requirements' Criteria: voted and approved

- e. David Pretty will be Chair next year (2015-2016). Thanks to Laura Glasscock, Will Thacker, Gina Jones, and Tim Druke for all of their work during this challenging and productive year.

John Bird: “One year ago tomorrow, we voted to change our General Education program, which meant that people all across the campus – and especially Janice Chism, the Chair of Academic Council – had a huge task. We owe many thanks to Janice.” Members of Academic Council were asked to stand up and be recognized/thanked.

VI. Committee Reports

- a. Rules (previously distributed)
- b. Library (previously distributed)
- c. Faculty Personnel: Dave Pretty noted how tremendously impressed the committee was by the depth of the capabilities of the people who were going through this process. The breadth and talent of those at this university is truly inspiring.
- d. Financial Exigency – no issues to report
- e. Academic Conduct – no issues to report
- f. Undergraduate Petitions: Gina Jones reported that the committee was very busy this year, looking at 103 petitions. General Education was the most petitioned and then second was course overloads.
- g. Faculty Committee on University Life: Kathy Davis introduced the new chair, Stacy Davidson. Faculty were informed about a new parking sticker; there is now a “staff member of the month” award that results in a temporary sticker that allows a staff member to park in front of their building for the month.
- h. Faculty Committee on University Priorities: Michael Matthews noted that Mike Williams will be the next chair; he also thanked the administration for many fruitful discussions. The committee has a goal to create an evaluation tool for deans that faculty members can use to offer feedback and evaluation of leadership. The committee investigated claims of nepotism but found no evidence of nepotism. The committee explored questions about hiring and promotion practices and hope to clarify some things in the Faculty Manual, perhaps speak with the Rules Committee. Personnel issues (ex. a person having a vote at a department and university levels) are also being explored.

How will dean evaluations be made confidential?

Debra Boyd: Qualtrix should allow us to do this; it will also go to a higher office to be compiled. It will come to a neutral location, then we will discuss how that information gets shared and in what ways. Our goal will be to keep them confidential. And I think we can do that while imparting important content. Comments may need to be grouped and classified in some way. We will try to do this this year. It will be a pilot year, and it will come out after graduation, but we do wish to begin trying to implement a process.

John Bird thanked committee chairs and people on committees; he had them stand up and be recognized.

VII. Elections

VIII. Dean of the Library: Mark Herring

Discussion of upcoming changes in Library Webpage; entire website will change. Please also look at changes in our tutorials, videos, and research guides. Because of savings resulting from this change, we will be able to redeploy archivers to our catalog, and put a lot of that online.

Looking to the future, many libraries are looking at issues of open access; we are always trying to find ways to get at information more cheaply. One way to do this is to create a repository of faculty work. We hope you will become involved in this project and help us build an intellectual resource for the community.

Casey Cothran: But if faculty make their work available for free, who will buy the books and journals in which the work has been originally published? Will faculty lose royalties if books are put online? Also, isn't a Masters or Honors thesis the intellectual property of a student? What right do we have to make it available for free? What if students wishes to publish their work in a professionally recognized venue, rather than through Winthrop's website? What publisher will want the student's work if it's already available online? Students won't be able to advance in academia via publication.

Mark Herring: We are looking specifically for works that faculty or students wish to make available.

IX. Rules Committee: Sue Spencer

- a. Changes to the Bylaws – voted on and approved
- b. The Rules Committee has worked to align Portfolio Preparation Guidelines with the Roles and Rewards Document

X. Unfinished Business

There was none.

XI. New Business

- a. Gloria Jones presented a resolution for consideration by Faculty Conference:

“On this day, April 24, 2015, the Winthrop University Faculty Conference commends Dr. Debra Boyd for her extraordinary service throughout her 30-year career, but especially for her service this year, when she unexpectedly added to her duties as Provost and Vice President for Academic Affairs by agreeing to serve as Acting President. Dr. Boyd led our university this year ably, wisely, and judiciously, allowing us to move forward with confidence. The faculty greatly appreciate her leadership and support in a time of change. To quote her favorite author, William Shakespeare, with his words only slightly modified:

“Once more unto the breach, dear friends, once more;
In peace there's nothing so becomes a *woman*
As modest stillness and humility:

But when the blast of war blows in our ears,
Then imitate the action of the tigress . . .

“She filled that breach more than capably, and her actions were indeed heroic. We applaud Dr. Debra Boyd here today as she begins her transition back to her other leadership roles. The Faculty Conference extends our deepest thanks for a job more than well done!”

Jo Koster moved approval of the resolution; many people seconded the motion. The motion was approved unanimously, and a long standing ovation followed. Dr. Boyd thanked the faculty for their support.

XII. Announcements

- a. Registrar Reminders
- b. Tim Drueke discussed Summer School

XIII. Adjournment

The meeting was adjourned at 3:45.

Respectfully submitted,

Casey A. Cothran