

Winthrop University Faculty Conference

5 December 2014

2:00 pm Barnes Recital Hall

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 October 10, 2014 Faculty Conference

The minutes were approved with minor changes in phrasing

III. Report from the Chair, John Bird

- a. A mediation was held in Columbia on November 11, 2014 with former president Dr. Comstock Williamson. There was no resolution. Dr. Bird, as Faculty Representative to the Board of Trustees, was invited to attend and remained in the room for the proceedings. Dr. Bird thanked the Board for including him. The next step, according to Dr. Comstock Williamson's contract, is for arbitration to take place. This process can take up to 18 months.
- b. Dr. Bird offered additional thanks to Sue Smith Rex for her work as a member of the Board of Trustees during this time of transition. She was in attendance and was recognized.
- c. Dr. Bird discussed the formation of the Compensation Committee; he noted that now the Board will approve raises that go over \$100,000.
- d. Dr. Bird shared news from Bill Funk. The presidential search is going well, and a good pool of applicants has been gathered so far. The deadline for nominations and applications is January 1, 2015. If you know someone you would like to nominate, please forward the name to Dr. Bird and he will forward that name to Dr. Funk.
- e. Remarks about building names: Thanks to Adolphus Belk and Mike Lipscomb for their comments about Tillman Hall. Dr. Bird noted that he personally will now refer to the building as Main Hall. At graduation, some may wish to sing "Main Hall" in the alma mater if they wish to avoid using the term "Tillman Hall."

IV. Report from Acting President and Provost, Debra Boyd

- a. Building names: Many people don't think about the names of buildings as signifiers, yet they are. As Adolphus has noted, many people want to change the signifier, and others want to have a conversation about it. I've asked a number of people -- faculty, students, an alum or two -- about what we should do. We need to begin a conversation. Soon we will be meeting and talking about possibilities, considering ideas to bring to the larger Winthrop campus to discuss. This will be part of the civil discourse we participate in at Winthrop. We need to begin a conversation about what we think should happen. Also, some staff have a grant and are looking into the convict work that went into the construction of the building.

Michael Williams: Is there a similar issue at Clemson?

Debra Boyd: Yes! There is a faculty member at Winthrop who has just gotten a grant to research the issue there. We are in conversations with folks at Clemson to create an appropriate marker about how the building was constructed.

- b. I do want to thank those who attended the University Priorities and University Life town hall meeting. I appreciate your willingness to look at where we are and what we can do to improve. Having ideas that help us to move forward is very helpful.
- c. I know you are all very busy, but please find the time to attend the Graduate and Undergraduate Commencements. This is important time to celebrate the accomplishments of students and faculty. Also, you are all invited to the Faculty and Staff Holiday Party on Tuesday from 2-4.

V. NSSE Report Summary -- Jean Silagyi-Rebovich

National Survey of Student Engagement: This is the first time Winthrop has used this survey. Please look at some of the results on your own time; they will be available on the Faculty Conference webpage. We can now envision our campus climate through students' eyes; we also can see what they participated in or found valuable. Our University Level Competencies are compared with NSSE outcomes and customized reports are generated. Now that we have these reports, our conversation about them is an important part of moving forward. Look at patterns of response. Talk to your deans when you have your college level meetings and think about how this student data influences your assessments of seniors in particular, and especially in regards to University level priorities. Note the standard for Carnegie Community Engagement: we are specially certified. You can assess Winthrop seniors and how they compare on the issue of undergraduate research. We have some good numbers: see student participation in research with a faculty member, internships, culminating senior experiences, rates of study abroad, and participation in learning communities.

Jennifer Solomon: How many respondents were there?

Jean Silagyi-Rebovich: 440. The response rate was 26-27%. The senior response was 29%; the freshman response was 24%. We think new students are sick of being surveyed. Like many other schools, the response rate is going down. (It started at 35%.)

Jennifer Disney: Are we sharing this data with recruitment groups?

Jean Silagyi-Rebovich: Absolutely. I gave Judy Longshaw these slides yesterday, and we are going to work with admissions to create a graphic that talks about these results.

John Bird: I will try to get links to this information on the webpage. If I cannot, I will forward the PPT.

VI. Academic Council -- Janice Chism

- a. Dr. Chism presented program changes for approval.

Fine Arts: approved

Theater and Dance BA: approved

Music BME: approved

Music BME: approved

- b. The faculty viewed recently added, dropped, or modified courses.

c. The faculty were presented with General Education Committee “certified” and “re-certified” courses. These were approved.

d. Dr. Chism noted that Academic Council set up working groups to explore the university’s activity requirement, quantitative requirement, and technology requirement. Groups are working hard and expect to have criteria at the beginning of the year.

Adolphus Belk noted that the academic integrity group is working with the students. The group wishes to set up an approach that works not just for faculty but for students.

VI. Committee Reports

- a. Faculty Committee on University Priorities, Michael Matthews: Dr. Matthews noted that the committee has been focusing mainly on resources and resource allocation. The acting president and staff have been more than gracious, as have the board of trustees. Currently, Winthrop has a clean audit. A report is coming out soon and will have some information relating to our current budget and current budget status. The problem is a lack of funds. Reallocation is an option, if enrollment does not grow. Hard decisions need to be made considering the amount of money we have. Keep your requests in the context of the current budget. We will try to communicate your ideas to the executive level. Debra Boyd: The good news is that revenues are on track. We are close to 52% which is good, as some students will graduate in December. It really has been a pleasure to me to work with the Faculty Committee on University Priorities. Shared governance is important, and I think we are working hard to make sure it exists here at Winthrop. Please get involved and communicate your concerns. Change starts at the department level.
- b. Rules Committee, Sue Spencer: Dr. Spencer noted the committee had recently aligned information so that online documents addressing Policy and Procedure are now congruent with the Bylaws. No voting is needed on this action; this is merely a point of information.
- c. Other Committee Reports: There were none.

VII. Competitive Compensation Committee -- Roger Weikle

Dr. Weikle noted that he is enthusiastic and optimistic about the Board of Trustee’s new Compensation Committee. The charge of the committee is to advise on the ways that operations deal with wages and salaries on a continuing basis. People are as important as maintenance, as buildings and programs. The committee hopes to have a report by April. Recommendations that are made will have time to be addressed in the next budget cycle. Currently, the committee is meeting a) to listen, b) to evaluate data sources, and c) to look for the most consistent data source possible. If a job is advertised nationally, the committee will look at national salary numbers; if a job is advertised locally, the committee will look at local income data. Once data is collected, *supervisors* will determine actual compensation rates for employees (not members of the committee!).

Dwight Demaculangan: I want to emphasize that this is a paradigm shift for the university; there are no quick fixes, but I want to give credit to the Board of Trustees for making this a priority.

Roger Weikle: This is not going to get lost in the new president's transition. This is a fundamental change.

Karen Kedrowski: I met with a group of faculty going through post-tenure review. There is an option for “post-tenure review with excellence.” There is a hint that there will be some sort of financial reward for this achievement. Is this true?

Roger Weikle: Yes. This is on the list of considerations. I can't say where it will fall on the final agenda.

Wendy Campbell: What is meant by the term competitive compensation?

Roger Weikle: It describes how efforts are rewarded. It's not just about salary; it's an effort to also explore compensation for part time people and temporary workers. Lots of forms of compensation are being explored, as well.

VIII. Unfinished Business: There was none.

IX. New Business: There was none.

X. Announcements

a. Registrar reminders: Gina Jones noted that it is critical to get grades in on time this year.

b. Debra Boyd noted that final exams are important. Please give them. Also, the faculty should respect staff who have to work on 22nd and 23rd of December: they need those final grades!

c. Robin Lammi: April 24 is the date for the Undergraduate Showcase of undergraduate research. This can take the form of posters, oral performances, creative performances... there are many possible venues! The deadline for applications is the first week of March. Projects at any stage are welcome, and students can submit a work in process. The program wants to be as inclusive as possible, to see the finished and the working projects of our students.

d. John Bird: The second annual Conference on Teaching and Learning will be held January 31. The deadline for proposals has been extended. This is an inexpensive way to get professional development. Tom Moore is the keynote speaker; a buffet lunch and continental breakfast are included in your conference fee of \$40.

XI. Adjournment

The meeting was adjourned at 3:40.

Respectfully submitted,

Casey A. Cothran