

1 <https://www.youtube.com/watch?v=t4KvOzAPKeU>

2  
3 **University of South Carolina General Faculty Meeting**

4 September 6, 2023

5 Lumpkin Auditorium, University of South Carolina – Columbia Campus

6 PRESIDENT AMIRIDIS Presiding: The meeting was called to order at 3:00pm.

7 The minutes of the spring General Meeting were approved.

8 **President's Report:**

9 The president is pleased regarding renewed energy of returning faculty and students. The  
10 president lives on campus during the summer. The campus is beautiful during the summer but is  
11 also so very empty. We are all energized with students and faculty coming back to campus.

12 This is the largest freshmen cohort (7,300) entering the university. This was unexpected. There  
13 were an expected 47,000 applications, of which 15,000 were from South Carolina. The surprise  
14 was the yield. Four thousand South Carolinians decided to attend USC; this is very good. It  
15 shows 1) the strength of the university; 2) confidence families have in the flagship institution;  
16 and 3) USC as the destination of choice for South Carolinians.

17 Freshmen and transfer students brought 9,300 new students on campus. This is a great sign of  
18 vitality and success for the campus. The challenges of this growth are being addressed (e.g.,  
19 number of beds, parking spots). Three thousand additional parking spots have been added. New  
20 food facilities have been added. Classrooms have been placed online. Thirty-seven new faculty  
21 members have also been hired.

22 During the past summer, progress has been made in the evaluation and selection process for five  
23 research institutes. Requirements include a) interdisciplinary, b) emphasis on excellent, c)  
24 national academy members, and d) focus on important key issues for South Carolina.

25 The five research institute areas focus on 1) rural education and development, 2) clean water, 3)  
26 extreme semi-conductor chips, 4) infectious diseases, and 5) cardiovascular diseases.

27 PRESIDENT AMIRIDIS met with directors of these institutes. He is confident that some of the  
28 teams will be able to deliver federal based grants.

29 During the past summer the university worked with the Department of Commerce. This was in  
30 conjunction with Clemson, SC State, and other partners. USC was the leader of this group. This  
31 group created a new entity called SC Nexis. The goal is to become a regional innovation hub.  
32 This (if successful) opens the door to submit significant proposals for federal funding. This is a  
33 workforce proposal (not just research). It would be transformational for the state and help keep  
34 our graduates in the state.

35 Planning and initiation were started for a network that focuses on rural brain health. This was a  
36 success with the General Assembly. With the support of the General Assembly (they provided

37 one-time funds for the infrastructure and recruiting) the network will be a spoke and hub model  
38 focusing on the brain and specifically dementia. The hub will be in Columbia. The spokes will be  
39 four clinics in several parts of South Carolina. This is a big problem and there are not enough  
40 physicians and specialists in rural South Carolina. USC will cover the void with a number of our  
41 physicians being out in the rural areas and hiring physicians for the rural areas. A new director  
42 has already been hired.

43 Progress is also being made on the Health Science campus. Medicine will be the key component.  
44 The design will be completed this fall. Construction will begin in the middle of next year.

45 Infrastructure is being improved in the academic buildings (e.g., wi-fi). Labs are being added in  
46 the classrooms. This was funded by the General Assembly. This was the other half of the old  
47 Law School (Green Street).

48 The first interdisciplinary certificate (Digital Studies) is underway. The Faculty Senate approved  
49 this certificate in record time. Three more certificates are going through the process of being  
50 approved. Areas are identified by consulting firms and higher education highlights essential  
51 workforce needs. These three certificates include: 1) Strategic thinking and communications, 2)  
52 Project management and leadership, and 3) Data analytics and visualization.

53 USC has information from across the country that graduates who have these skills find jobs  
54 much faster, and their starting salaries are approximately 10% higher than others in the same  
55 group. USC is trying to demonstrate that the institution is: 1) committed to a liberal arts  
56 education which builds a good life, 2) professional degrees, and 3) unique skills.

57 USC reorganized the structure of efforts in terms of 1) access, 2) diversity, and 3) community  
58 efforts. Three offices will be within this structure: 1) Office of Access and Opportunity, 2)  
59 Compliance, and 3) Community Engagement.

60 Upcoming events include:

- 61 • 60<sup>th</sup> anniversary of desegregation.
- 62 • 150<sup>th</sup> anniversary of the first desegregation of USC during reconstruction.
- 63 • State of the University address
- 64 • President's house for the faculty reception (October 18<sup>th</sup>)

## 65 **Provost's Report**

66 PROVOST ARNETT stated that that there were 137 new faculty members hired. The provost's  
67 retreat was held the prior week.

68 The results of the Tenure and Promotion process are as follows:

- 69 • 74 candidates
- 70 • 70 positive outcomes
- 71 • Over half of the files were for promotion to full professor

72 The process begins at the department level. If there isn't a department, the file goes to the college  
73 (e.g., music). After college, the file goes to the dean and then the provost area. After the provost,

74 the file goes to a university-wide committee called the University Committee on Tenure and  
75 Promotion (UCTP). This committee is comprised of faculty elected from the faculty and  
76 nominated from the provost's office. This is one of the most challenging workload committees  
77 of the university. PROVOST ARNETT expressed her appreciation for the work this committee  
78 does.

79 After UCTP, the file goes to the president, and he makes the final decision.

- 80 • Thirty-three candidates applied for tenure and promotion to associate promotion. Thirty  
81 of these were successful.
- 82 • Thirty-eight candidates applied for promotion to full professor. Thirty-seven of these  
83 were successful.
- 84 • Another successful application was for tenure as associate professor for a librarian.

85 Overall, there was a high level of agreement. There were three cases where there were some  
86 areas of disagreement.

87 PROVOST ARNETT had a busy year hiring deans. Six permanent deans and one interim dean  
88 were hired. These included:

- 89 • David Banush, Libraries
- 90 • Terri Browne, Social Work
- 91 • Gerald Harman, School of Medicine (interim)
- 92 • Tommy Hodges, Education
- 93 • Micheal Sagas, HRSM
- 94 • Ann Vail, Graduate School
- 95 • Rohit Verma, Darla Moore School of Business

96 PROVOST ARNETT is focusing on structuring the provost's area.

- 97 • Mary Alexander, Vice Provost for Academic Administration and Chief of Staff
- 98 • Laura Lomicka Anderson, Interim Vice Provost for Undergraduate Studies
- 99 • David Cardenas, Interim Vice Provost and Associate Vice President for Global Affairs
- 100 • Mary Ann Fitzpatrick, Interim Vice Provost for Faculty Affairs
- 101 • Shannon Means, Vice President for Strategy and Innovation (new position)
- 102 • Scott Verzyl, Vice President for Enrollment Management
- 103 • Robin DiPietro, Faculty Ombuds
- 104 • Donna Schmitt, Faculty Civility Advocate

105 PROVOST ARNETT spent time getting to know the campus via listening tours. Successes  
106 resulting from these listening tours include:

- 107 • Setting faculty salary minimums consistent with the Columbia marketplace.
- 108 • Last year, graduate student pay was increased to \$14/hour. This year the pay was  
109 increased to \$15/hour.
- 110 • Full-time Ph.D. stipends have been increased to \$20,000.
- 111 • Facilities upgrades have been completed in buildings and classrooms.

112 • An Imagine Carolina was held for faculty.

113 For the upcoming year, we need to adapt to our incoming freshmen. Freshmen value efficiency.  
114 Many of our goals are how we organize ourselves to meet the needs of our students.

115 USC is nearly complete with the four-year advising model. This started last year. Students will  
116 have the same advisor throughout the years.

117 The Faculty Senate is working on a curriculum model. There will have a report during the year  
118 regarding core curriculum.

119 USC is working with resources to improve first-year retention. A new program, called Garnet,  
120 Graduation Retention Network, has 18 different offices on the student side. SHELLEY  
121 DEMPSEY is helping lead this effort. These offices get together once a month to identify  
122 barriers and facilities regarding retention and graduation.

123 Part of the early results from this effort is called a “completer degree”. USC provides  
124 scholarships to pay off debts that prevent juniors and seniors from completing a degree. The  
125 completion of a degree must be \$3,000 or less and the GPA be above 3.4.

126 There is also building programing for first-generation students. One in five new freshmen at  
127 USC is a first-generation student. Nineteen percent are Pell Grant eligible students. As a first-  
128 generation student, this issue is important to PROVOST ARNETT (i.e., how to help the students  
129 navigate the system and make it to graduation in four years). One possibility is the creation of a  
130 Living Learning Community devoted to first-generation students. Another idea is looking at  
131 “DFW” courses and piloting a new program called CircleIn. The courses used in the pilot would  
132 be calculus and accounting. CircleIn is a platform, funded by NSF, whereby students can engage  
133 with the faculty and other students. Currently there is a 66% engagement level.

134 This generation has also stated they want efficiency in technologies. The IT Committee  
135 conducted a survey last year and the university realized that there are six different Learning  
136 Management Systems (LMS) used across campus. The university is moving to have one LMS;  
137 this will be Blackboard Ultra Course View. A committee will be developed to identify which  
138 platform will be best long term. It is also important that the platform works for our sister  
139 campuses.

140 New programs have also been developed for faculty. Mid-career faculty need / want training to  
141 get to full professor. Toby Jenkins has been hired as a new Associate Provost for faculty  
142 development. A new faculty onboarding program has also been initiated. This will be a full  
143 semester or yearlong program.

144 Experts are coming to campus to look at equity minded workload. PROVOST ARNETT heard  
145 that there is a lot of difference between the service load expectations among different units.  
146 These service expectations are often unmeasured. For example, minority faculty are expected to  
147 meet with minority students. Minority students want to meet with minority faculty. We are  
148 bringing in a group funded by NSF and the University of Maryland. Two experts will help us  
149 learn how to measure service workload in an equitable way.

150 PROVOST ARNETT will continue the listening tour. She will, however, make the listening tour  
151 more specifically on first-year faculty. This will occur each month in the upcoming year. Provost  
152 Arnett will come to any department; just reach out and provide an invitation.

153 PROFESSOR. MARCO VALTORTA (Computer Science and Engineering) noted that there were  
154 three disagreements in the tenure and promotion process. Please detail where the disagreements  
155 were located (e.g., the level). PROVOST ARNETT stated that she did not have the details on  
156 hand. In one case, PRESIDENT AMIRIDIS and Provost Arnett disagreed on the file. PROVOST  
157 ARNETT confirmed that the usual written report will be made available.

158 PROFESSOR AARON DICKER (English) was amazed by the number of new faculty, students,  
159 and promotions occurring at the university. He is intrigued by the new faculty programs for mid-  
160 career faculty. Professor Dicker's concern is based on the pandemic. He stated concern for the  
161 adjunct faculty and instructional teaching faculty who struggle to find teaching positions. These  
162 individuals may find difficulties to find permanent positions. Professor Dicker asked what the  
163 university is doing to help this group of individuals find full time teaching positions.

164 PROVOST ARNETT stated that DEAN JOEL SAMUELS (Arts and Sciences) moved a lot of  
165 adjunct faculty into the instructor track for this very reason (i.e., reason stated by Senator  
166 Dicker). The goal was to create stability in the teaching faculty. Across the board, the university  
167 is looking at how to create the right balance. The ratio of tenure track/ tenure to professional  
168 track has been constant over the past ten years.

169 PRESIDENT AMIRIDIS stated that there are two issues here. First, PROVOST ARNETT has  
170 made some changes to the length of the contracts. If you have adjuncts and professional track  
171 faculty that are consistently employed at the university, it makes no sense to have two-year  
172 contracts. Unless something unexpected happens, the university knows the individual will  
173 continue to be employed. Second, regarding tenure track, the university has been working to hire  
174 a significant number of faculty. It is important to keep track of the finances, so the actual number  
175 of hires is not available. This fall the call will come out for the number of new hires. There will  
176 also be an opportunity for professional track faculty hires.

177 PROFESSOR BRETT ALTSCHUL (Physics and Astronomy) stated that a table of faculty who  
178 are recommended at each stage of the process is typically presented. Will this be made available?  
179 PROVOST ARNETT stated that the matrix will be shared. Professor Altschul stated that the  
180 minimum salary for Ph.D. students was based on the Richland One salary. Is this salary pegged  
181 or a one-time salary? PROVOST ARNETT stated that this is a one-time salary. PROVOST  
182 ARNETT will check if the Richland One salary has increased.

183 PROFESSOR BRETT ALTSCHUL (Physics and Astronomy) stated that the IT Committee is not  
184 a committee of the Faculty Senate. The IT Committee is a committee of the faculty.

185 UNIDENTIFIED SPEAKER asked to hear about the plans for enterprise-wide licenses for  
186 technologies that faculty can utilize to connect with students. PROVOST ARNETT stated that  
187 the university has a new interim VP of IT. One challenge students have stated is that faculty use  
188 different tools for each class. Provost Arnett's goal from a student's perspective is to bring the  
189 best tools to campus and have the same tools used in the classroom. Provost Arnett will be  
190 working with IT and INDEV on this initiative. PRESIDENT AMIRIDIS stated that the

191 administration will not be deciding what faculty should be using in the classroom. This initiative  
192 is from the bottom up.

193 PROFESSOR MARCO VALTORTA (Computer Science and Engineering) is excited about the  
194 new certificates. He has a modest concern about some of the certificate topics that were  
195 identified by outside consultants. PRESIDENT AMIRIDIS stated that no consultants were paid  
196 to identify topics. Deloitte created a report for the entire country. USC did not pay for this report.  
197 Senator Valtorta hopes the entire faculty will be involved in these certificates. President Amiridis  
198 stated that the STRADA foundation, one of the key educational foundations, was behind  
199 collecting the data. The data collection was from the employers' standpoint.

200 PROFESSOR AZHAR (School of Medicine) is excited to hear about the mid-faculty career  
201 initiative. Coming from the Health Sciences, this is where there is a lack of bridge funding.  
202 Faculty are looking for this type of funding that will help them get the next big R1 funding. Is  
203 there any type of initiative? PROVOST ARNETT stated that the VPR has some funds. The  
204 colleges have the most funds based on the current budget model. Requests can be sent through  
205 the provost's office or the VPR office. There is not a "bridge fund" per se.

### 206 *Introduction of new faculty*

207 PROVOST ARNETT introduced ANN VAIL, dean of the graduate school.

### 208 *College of Arts and Sciences*

#### 209 Tenured and tenure-track faculty

- 210 • Hui Chen
- 211 • Chelsea Fisher
- 212 • Carla Flink
- 213 • Xiaoeue Fu
- 214 • Seyyedamirhossein Hosseini
- 215 • Jelena Jankovic-Rankovic
- 216 • Yuhao Kang
- 217 • Olesya Kisselev
- 218 • Hao (Howard) Liu
- 219 • Qun Lu
- 220 • Melissa Stuckey
- 221 • Kristin Lunz Trujillo
- 222 • Wei-Lun Tsai
- 223 • Wendell Walters
- 224 • Sicheng Wang
- 225 • Haonan Zhang
- 226 • Jun Zhao

#### 227 Faculty Fellows

- 228 • Loren Benton

- 229 • Patrick Harris
- 230 • Tuyen Huyuh
- 231 Professional Track Faculty
- 232 • Jennifer Blevens
- 233 • Griffin Brooks
- 234 • Lyle Browne
- 235 • Yan-Hua Chen
- 236 • Tristan Collier
- 237 • Kelsey Collins
- 238 • Megan Crawford
- 239 • Erin Davenport
- 240 • Rocky Giarrantano
- 241 • Samuel Harding
- 242 • Scott Keith
- 243 • Kaleigh Margita
- 244 • Kristiaan Meritt
- 245 • Michael Zach Mueller
- 246 • Mickey Parker
- 247 • Neal Polhemus
- 248 • Tara Remington
- 249 • Alex Steiner
- 250 • Nancy Tolson
- 251 • Angela Tumini

252

253 **College of Education**

254 DEAN TOMMY HODGES presented the new faculty in the College of Education.

255 Department of Leadership, Learning and Design

- 256 • Whitney Roach

257 Department of Educational & Developmental Science

- 258 • Ann Vail
- 259 • Lauren LeJeune
- 260 • Nicole Silverio
- 261 • Jennifer Hightower
- 262 • Angie Starret
- 263 • Crissy Roddy
- 264 • Andrea Taliaferro

265 **Palmetto College**

266 Chancellor Susan Elkins presented the new hires in Palmetto College.

267 *USC Lancaster*

- 268 • Connor Austell
- 269 • Sue Mazzullo
- 270 • Deborah Rowell

271 *USC Sumter*

- 272 • Chris Defossez
- 273 • Jessie Freyermuth
- 274 • Tania Hazra
- 275 • Jennifer Weed

276 **College of Nursing**

277 DEAN ANDREWS presented the new hires for the College of Nursing.

- 278 • Stephanie Armstrong
- 279 • Anfel Crews
- 280 • Jennifer May
- 281 • Brenda Mutchler
- 282 • Kelly Niemeier
- 283 • Stephanie Schaller
- 284 • Danielle Simmons
- 285 • Curisa Tucker

286 **Arnold School of Public Health**

287 DEAN CHANDLER presented the new hires for the Arnold School of Public Health

- 288 • Heather Bonilha
- 289 • Laura Droze
- 290 • Laura Heidenreich
- 291 • Liz Will
- 292 • Devan Bowes
- 293 • Andrea Jilling
- 294 • Laura Langan
- 295 • Peter Baker
- 296 • Nandita Perumal
- 297 • Yanan Zhang
- 298 • Isabella Alonso
- 299 • Marta Bornstein
- 300 • Chih-Hsiang (Jason) Yang



- 301       • Alton Crocker
- 302       **College of Hospitality, Retail and Sport Management (HRSM)**
- 303       DEAN SAGAS presented the new faculty in HRSM.
- 304       • Michael Sagas
- 305       • Darren Kirkley
- 306       • Lena Pinkston
- 307       • Matt Dunn
- 308       **College of Information and Communication (CIC)**
- 309       DEAN REICHERT presented the new faculty in CIC.
- 310       • Margaret Cook
- 311       • Lyda Fontes McCartin
- 312       • Alamir Novin
- 313       • Rachel Williams
- 314       • Brandon Shulleeta
- 315       • Parks Rogers
- 316       • Damion Waymer
- 317       **College of Engineering and Computing**
- 318       DEAN HAJ-HARIRI presented the new faculty.
- 319       • Adel Nasiri
- 320       • Tao Wei
- 321       • Peng Fu
- 322       • Ellie Kfoury
- 323       • Leslie Joseph
- 324       • Alejandro Rodriguez
- 325       **School of Medicine – Columbia**
- 326       DEAN HARMON presented the new faculty in the School of Medicine - Columbia.
- 327       • Keisha Wilson
- 328       • Collin Evans
- 329       • Leonardo Bonilha
- 330       **School of Medicine – Greenville**
- 331       VICE PROVOST MARY ANN FITZPATRICK presented the new faculty in the School of
- 332       Medicine - Greenville.
- 333       • Debbie Barrington
- 334       • Krista Blackwell

- 335 • Kirsten Porter-Stransky
- 336 • Aaron Weeder
- 337 • Peter Gyarmati
- 338 • Kristina Zarenko
- 339 • Lea Robinson

340 **School of Music**

341 DEAN HARDING presented the new faculty new faculty in the School of Music.

- 342 • Emily Allen
- 343 • Ashley Emerson

344 **School of Social Work**

345 DEAN TERI BROWNE presented the new faculty in the School of Social Work.

- 346 • Brandy Anderson
- 347 • Scott Fairweather
- 348 • Ann Goudy
- 349 • Arthena Luke

350 **School of Law**

351 ASSOCIATE DEAN SNOW presented the new faculty.

- 352 • Mark Glover
- 353 • Megan Brooks
- 354 • David Carducci
- 355 • James Smith Harrison III

356 **Darla Moore School of Business**

357 DEAN VERMA presented the new faculty in the Darla Moore School of Business.

- 358 • Joseph Johnson
- 359 • April Knill
- 360 • Sjoerd Beugelsdijk
- 361 • Kristin Lace
- 362 • Sang Min Lee
- 363 • Natalia Canter
- 364 • Jenn Martinsen
- 365 • Tim Lutz
- 366 • Geoffrey Graybeal
- 367 • Yogesh Chavda

368 **UNIVERSITY OF LIBRARIES**

369 ASSOCIATE DEAN REBECCA GEDDES presented the new faculty in the university libraries.

- 370 • Dean David Banush
- 371 • Katie Hoskins
- 372 • Young Jool (Grace) Jeon

373 PRESIDENT AMIRIDIS stated he was thrilled that so many new faculty attended this meeting.  
374 He recognized the leadership of past FACULTY SENATE CHAIR AUDREY KORSGAARD.  
375 Audrey was always representing the faculty. President Amiridis presented the incoming  
376 FACULTY SENATE CHAIR WAYNE OUTTEN.

377 FACULTY SENATE CHAIR OUTTEN stated that he is in the College of Arts and Sciences, He  
378 will be the Faculty Senate Chair for the next two years. He extended his warm regards to  
379 president, provost and all the new faculty. There was no new faculty senate business for this  
380 meeting.

381 FACULTY SENATE CHAIR OUTTEN stated that this is a very challenging time in higher  
382 education (e.g., AI, attacks on tenure, academic freedom). These are challenges that can be met  
383 through faculty governance. The main mechanism for faculty governance at USC is Faculty  
384 Senate. The Board of Trustees has empowered us to govern ourselves in certain areas (e.g.,  
385 courses and curricular development, faculty welfare). The faculty senate is the main body for this  
386 governance. There are also standing committees that interface with the faculty senate. Some of  
387 the topics that the standing committees cover include (but is not limited to) courses and curricula,  
388 INDEV, IT, tenure and promotion. The purpose and procedures for each standing committee are  
389 documented in the faculty manual and the faculty senate website. Participation on the  
390 committees is called service. However, there is real benefit for serving on these committees.

- 391 1. You get a say in what matters come before the faculty senate. This can be beneficial to  
392 the outcome of decisions.
- 393 2. You learn a lot about how the university functions. This can be very useful for your  
394 career and dealing with challenges.
- 395 3. You build relationships with individuals across the university and with administrators.

396 Later in the fall, a survey will be sent to faculty. The survey will ask about the interest in  
397 standing committees. The goal is to obtain volunteers on various standing committees.

398 FACULTY SENATE CHAIR OUTTEN encouraged faculty to review the call and review the  
399 information. Look at committees that are of interest (e.g., you are passionate about the topic and  
400 have ideas on how to contribute to faculty governance).

401 Faculty members are not required to be a member of faculty senate to be a member of a standing  
402 committee.

403 FACULTY SENATE CHAIR OUTTEN encouraged faculty to read the Faculty Manual. It  
404 documents all the rights and responsibilities of a faculty member. It is a guidebook and a de facto  
405 contract. The Faculty Manual is a living document; this is an ongoing process. When changes  
406 are made to the Faculty Manual, it goes 1) to the faculty senate, then 2) to the general faculty  
407 meeting for a vote (i.e., approve or do not approve of the changes).

408 Old business: no old business

409 New business: no new business

410 Meeting adjourned at 4:21pm EST.