

1
2 [https://teams.microsoft.com/l/meetup-](https://teams.microsoft.com/l/meetup-join/19%3ameeting_MWJiY2FkNDEtMTlhMC00NTlkLTk2YjMtZjRiNDkzMTQ1YzBl%40th)
3 [join/19%3ameeting_MWJiY2FkNDEtMTlhMC00NTlkLTk2YjMtZjRiNDkzMTQ1YzBl%40th](https://teams.microsoft.com/l/meetup-join/19%3ameeting_MWJiY2FkNDEtMTlhMC00NTlkLTk2YjMtZjRiNDkzMTQ1YzBl%40th)
4 [read.v2/0?context=%7b%22id%22%3a%224b2a4b19-d135-420e-8bb2-](https://teams.microsoft.com/l/meetup-join/19%3ameeting_MWJiY2FkNDEtMTlhMC00NTlkLTk2YjMtZjRiNDkzMTQ1YzBl%40th)
5 [b1cd238998cc%22%2c%22oid%22%3a%220bb698ef-7d87-46c5-9dd6-](https://teams.microsoft.com/l/meetup-join/19%3ameeting_MWJiY2FkNDEtMTlhMC00NTlkLTk2YjMtZjRiNDkzMTQ1YzBl%40th)
6 [1e40607d2783%22%2c%22isBroadcastMeeting%22%3atrue%7d](https://teams.microsoft.com/l/meetup-join/19%3ameeting_MWJiY2FkNDEtMTlhMC00NTlkLTk2YjMtZjRiNDkzMTQ1YzBl%40th)

7
8 **THE UNIVERSITY OF SOUTH CAROLINA FACULTY SENATE**

9 Wednesday, February 7, 2023

10 This session was held in person at the Russell House Building

11 PRESIDING CHAIR WAYNE OUTTEN

12 CHAIR Wayne Outten called the meeting to order at 3:00pm EST.

13
14 **Called Meeting of the Faculty Senate**

15 CHAIR OUTTEN welcomed the members to the Faculty Senate meeting.

16 **Approval of the December 6, 2023, Faculty Senate meeting minutes:** Minutes were
17 approved.

18
19 CHAIR WAYNE OUTTEN welcomed Faculty Senators back from the break to the first
20 meeting of the semester.

21
22 Chair of the USC Board of Trustees (hereafter BOT), MR. THAD WESTBROOK thanked the
23 Senate for the opportunity to come back and speak to the faculty Senate. It is his fifth time
24 speaking in front of the Senate.

25
26 BOT CHAIR WESTBROOK'S plan is to discuss what the board is accomplishing. It's an
27 exciting time for the university. Things with the board are going very well. We're very excited
28 about the work that we're doing right now. We're in a growth mode here at the university.
29 Information will be forthcoming about the number of applications. Columbia is experiencing
30 another record setting number of applications as demonstrated by the freshman class last year.

31
32 Things are very exciting for the university regarding its finances. We are strong with the AA
33 Fitch rating being reaffirmed last week.

34
35 With the new president, the board is working in tandem to continue to push the university
36 forward. The board is conducting governance work. Last year we developed a work matrix; a
37 governance plan consists of a methodical review of our bylaws and policies. There are a variety
38 of policies and things that we were working through to make sure we as a board are functioning
39 in a way that is best for the University of South Carolina and fulfilling our mission, our students
40 and to the state.

42 BOT CHAIR WESTBROOK stated that the board received a presentation on master facilities
43 planning. There was an article in the Daily Gamecock about that this topic. The presentation
44 was from consultant Sasaki. The consultant provided a variety of ideas. Some are short term
45 opportunities. Some are very much long-term aspirational opportunities. It's a chance for the
46 board to work with the administration and be forward thinking.

47

48 The BOT has not received a recommendation from the administration. There will be an effort
49 from the President and his office to come to us. The board will not act on ideas or concepts until
50 the President comes to the and says, "this is what we're recommending." The board will look at
51 it and thoughtfully consider where we go with projects. Some projects are smaller, almost
52 shovel ready. Other proposed projects are "a bucket of you know there won't be too far down
53 the road, but they'll be coming here soon." There is another group of projects that are
54 designated as aspirational.

55

56 There are a variety of projects that from time to time the board will sponsor or will lead (e.g.,
57 desegregation monument honoring the three students who desegregated the university). You
58 may have read about that monument that will be placed in front of the in front of McKissick on
59 the Horseshoe. That is a board-led project that has been ongoing. They've been working on this
60 for a while and we are thinking that in the late spring the project, the monument will be erected
61 and will have a dedication. An invitation will be sent to two of the students and the family of
62 the third student. This is another exciting opportunity.

63

64 The desegregation monument project was not a finance or building policy; it was however, a
65 board-led effort that is important to us. It is important to the university to recognize the
66 contributions of the three students.

67

68 The BOT has been working on free expression on campus. There was a report late last summer
69 about free speech on campus. Candidly, BOT CHAIR WESTBROOK doesn't think it
70 accurately reflected where we are here at the University of South Carolina, but it certainly was
71 an opportunity for some introspection and some consideration of free speech on campus that
72 coupled with the rise in tensions on campuses across the United States, was a time for us to
73 reflect on where we are as a campus.

74

75 USC had as a body adopted the Chicago of Principles in June. USC is around the 108th
76 university or college in the United States to adopt those principles. We certainly had the
77 opportunity to review the input from the Faculty Senate. We took a couple of months, looked at
78 that, talked to the President about that, and then decided to move forward with the principles as
79 written. At the same time, USC started working on revisions to some policies and just to look at
80 where we are. For example, there's a university policy, I think [UNIV] 6.00 that we looked at
81 that deals with hanging flyers or statements in public spaces. There was a requirement that a
82 student organization's name be on the flyer. That was thought to be potentially suppressive of
83 free speech. The policy does allow for anonymous posting, flyers, or statements.

84

85 There are things like that we were working on that will be coming down the pipe that you're
86 here about. We certainly want our campus to be one where all perspectives are heard. People
87 are able to engage in civil discourse both on campus whether it's in the classroom or in public

88 spaces, and people can choose for themselves what they believe and where they go with a
89 particular idea. We certainly would reject any type of effort to engage in a heckler's veto. That
90 is another issue that we've been talking about and been working on is ongoing.

91

92 BOT CHAIR WESTBROOK encourages faculty to look at the BOT website. Chair Westbrook
93 started the annual report two years ago. He was elected to the position two years ago in August
94 2022. This is his first term as chair. He can be reelected for one more term if the board chooses.
95 In Chair Westbrook's is in first term as chair, he decided to start doing the annual report. This is
96 an idea that he borrowed from the Chair of the Board of Regents of Kansas. She is a graduate of
97 USC, and she called to talk to us about some of the policy changes USC is making. She's
98 borrowed some of our ideas.

99

100 This report will tell the public about what the board is doing. BOT is creating awareness about
101 what we do as a board and some of the issues that we consider. The intention is:

- 102 • to become more transparent as a body,
- 103 • fulfill our fiduciary duties and obligations towards the fulfilling the mission of the
104 university,
- 105 • work with administration and the faculty and staff, and
- 106 • make sure we're all doing what's best for our students to give them the best possible
107 education, best possible opportunities to enter the workforce and to do great things
108 beyond USC.

109

110 SENATOR BRETT ALTSCHUL (Physics and Astronomy) stated his concern that the university
111 rating is AA. Senator Altschul does not think an AA credit rating is good for a state agency. The
112 senator asked, "what is the university using the credit rating to accomplish?" "Are we
113 borrowing?"

114

115 BOT CHAIR WESTBROOK stated that the state government has a AAA rating. For a state
116 agency and where we are with the universities, if you look at the bell curve, USC is on the right
117 side of the bell. We look at the number of universities that are AA. I'm sure the President can
118 speak to this better than I can, and Ed Walton can.

119

120 If USC goes to the market to borrow, particularly for projects going forward, that is the rating
121 the credit agencies will use when they are working with us to grade our bonds. That has been
122 our credit agency for a while.

123

124 When we are looking at these projects, we look at the finance costs and the debt service
125 required to finance projects. One of the things that we get hung up on a little bit, is the approval
126 process as a public entity it takes a while to go through the state approval process. We are very
127 fortunate when the President spoke to the General Assembly last month about our budget, they
128 (the General Assembly) invited the president to come back to them and say, what can we do to
129 make the approval process more efficient. What happens is we have a project that's ready to go,
130 if we were a private body, we would approve it and start now start moving forward. We can't do
131 that. We must go through multiple approvals (e.g., three to four at the state level that usually
132 takes about 18 months) and so by that time construction costs may change, and credit rates may

133 change. So, for us, that's a consideration as well. But for your question, that rating has been
134 where we've been for a very long time.

135

136 BOT CHAIR WESTBROOK also stated that one of the things that the credit rating agencies
137 look at is demand for your institution. Demand is very high as a flagship public. We're in a great
138 place. I know many of you read about the drop off that's coming as far as the number of high
139 school graduates. When people look at USC, they look at us very favorably as a university and
140 as a system (i.e., because of the ability to recruit students). We are very confident where we're
141 positioned in the marketplace.

142

143 SENATOR MARK MINETT (English) thanked BOT CHAIR WESTBROOK for the report. He
144 asked for more detail on 1) criteria for assessing the performance of the President, 2) criteria for
145 assessing the performance of the BOT, and 3) are the success indicators linked under the
146 strategic plan.

147

148 BOT CHAIR WESTBROOK stated that there is currently an ongoing dialogue with the
149 President regarding his performance. When the President first came in July, the BOT believed
150 setting criteria in July for someone who had not been here would have been unfair. The decision
151 was made that during the president's first year, his salary would be held flat. There is an
152 assessment of looking at more subjective type things. At that time, the BOT did not have a tight
153 criterion because we needed a baseline. Going now into a second year the BOT has developed
154 success criteria identified and a conversation was held with the President and board leadership.

155

156 The BOT identified criteria. The criteria will likely change over time depending on where we
157 are positioned as a university and goals for the university going forward. The BOT is working
158 on a dashboard for the board to look at, not in real time, but as close as you can get. For where
159 we are on many of those metrics, that is part of the strategic plan. The BOT adopted an AGB
160 tool, a board self-survey last year. The self-survey was one that was sent out to all the board
161 members. The BOT rated themselves both as a body and individually in a variety of categories.
162 The AGB tool was helpful. The tool was helpful in having a dialogue about 1) where we are as
163 a board body, 2) our culture 3) some of the things we're working on, and 4) expectations. The
164 BOT examined the scoring (highest to lowest) and identified areas the university needs to work
165 on. Some issues the BOT was not aware of were also identified; we need to talk about these
166 issues and work on these areas.

167

168 During the January BOT retreat, there was a governance component. Peter Eckel from the
169 University of Pennsylvania was invited to speak at the event. He's a fantastic facilitator. We
170 worked with the BOT four years ago. Bringing him back was a great decision because he was
171 very effective in working with the BOT. We had him look at a couple of those components and
172 talked to us very specifically 1) one of those being our expectations for each other as a board,
173 and 2) what we expect each of us to be doing, not only in meetings, preparing for meetings, and
174 3) what we're doing as committee chairs, getting, preparing agenda you know, a variety of
175 things.

176

177 The BOT plans to use the AGB tool again. We're going to modify it because some of it is
178 geared towards a private board and not a public one and there are certain institutions where the

179 board never meets the public. You hear about things after they take place. We meet in the open.
180 As such, we're going to modify some of the questions to account for that, but otherwise we're
181 going to continue to use that tool.

182

183 SENATOR MARK MINETT (English) thanked BOT Chair Westbrook for the information. He
184 asked if it would be possible to see the survey. BOT CHAIR WESTBROOK confirmed that the
185 survey is available to faculty.

186

187 SENATOR ERIK DOXTADER (English) stated appreciation of the presentation on freedom of
188 expression. Senator Doxtader asked multiple questions: Are the new policies related to posters
189 and those sorts of things process and are those done completed?

190

191 BOT CHAIR WESTBROOK stated that the policy on flyers and posters has been completed.

192

193 SENATOR ERIK DOXTADER (English) requested that the Faculty Senate Chair provide the
194 Senate notification when the new policies are finalized.

195

196 BOT CHAIR WESTBROOK stated that at times things get overlooked. He appreciated
197 SENATOR ERIK DOXTADER's comments. FACULTY SENATOR CHAIR OUTTEN attends
198 every BOT meeting and is involved in the action. There are executive sessions. Chair
199 Westbrook include Chair Outten and the student representative in those executive sessions.

200

201 SENATOR ERIK DOXTADER (English) asked another question regarding a number of those
202 who defend the Chicago principles, have argued publicly and nationally that the Carolina Creed
203 is a speech code which the Chicago principles overrule if not simply negate. What was the
204 discussion amongst the trustees about the relationship between the adoption of the Chicago
205 principles and the terms of Carolina?

206

207 BOT CHAIR WESTBROOK stated that the board spent some time talking about its principles
208 and creed. He understands there is some discussion or concern about certain parts of the creed
209 would require affirmative statements about certain types of speech, or certain expressions on
210 campus that may be violative or offensive to the creed. The board will not do anything to
211 adversely impact the effectiveness or the importance of the Carolinian Creed. The board felt
212 that as a university, the Chicago Principles was an accurate reflection of where we are, where
213 we believe we are and that there were differences that we can't reconcile.

214

215 It will be tested at some point; there's going to be speech that is going to be very offensive to
216 certain people personally, BOT CHAIR WESTBROOK wishes to err on the side of making sure
217 USC does not do anything to suppress that speech; certainly not disinviting anyone. BOT
218 CHAIR WESTBROOK believes USC needs to be open to all comers and we need to be as
219 flexible as we can and allow speech. Threats and violence are not acceptable. He is not
220 suggesting that offensive ideas be heard on campus. He thinks it is a good thing and would hope
221 that if someone finds some matter of speech offensive, they go down the hall, they rent a room,
222 they engage in their own speech and counter to that.

223

224 The BOT is looking at the number of institutions and the quality and institutions that adopted
225 the Chicago Principles. The BOT felt comfortable in adopting it as written.

226

227 FACULTY SENATE CHAIR OUTTEN provided an apology for not providing the Faculty
228 Senate information on the revised policy and process. This was an oversight.

229

230 *President's Report*

231

232 PRESIDENT AMIRIDIS reminded the senators that we are in the middle of the legislative
233 season; this is usually a very challenging time. President Amiridis testified in front of the House
234 Ways and Means Committee (i.e., asked for money). He will go before the Senate Finance
235 Committee next week; he anticipates that there may be more requests (e.g., education
236 committees). The first two requests are about money. The members of the committee stayed and
237 talked primarily about money. Our requests and our priorities are:

238 1. Tuition mitigation funds from the state so we will be able to keep the in-state tuition the
239 same for the 7th year in a row. And I believe we will get this.

240 2. We are also asking for continuing funding through provisors for several programs that
241 we have and the number of initiatives primarily in the College of Education, the College
242 of Nursing, and student internships that we got last year went to continue.

243

244 PRESIDENT AMIRIDIS believes these requests will go through, but they need to be renewed
245 every year. These are consistent with the request that we made to the governor, this is a public
246 document. If you are interested, be happy to share with everybody. We anticipate that some of
247 them are more important, but we'll be able to get it.

248

249 PRESIDENT AMIRIDIS also stated that the university is asking for one time money. In many
250 cases, the funds are primarily for maintenance and it's important for us, but also for new
251 construction. Some of you may have seen that we are planning to finish the second part of the
252 instructional labs in the Science and Technology building. I learned this today. I always called it
253 the old law school. That building was only half done. We have the funds from last year; we are
254 finishing it. So there's a number of new instructional labs. I believe they're going to be a couple
255 of classrooms there as well. This came with last year's appropriation of \$19 million.

256

257 The university is asking for funds now for a new research and innovation building at the same
258 area at the corner of Green and Main. PRESIDENT AMIRIDIS is optimistic about it that we
259 may get significant enough funding to be able to start construction.

260

261 Not everything that we are asking is going to happen. But again, given the state the situation in
262 the state and given the finances of the state, PRESIDENT AMIRIDIS thinks we're going to
263 have another good year.

264

265 Last year was exceptional. At the end we show our budget increase in the order of 10 to 15%.
266 Such an increase in the state contribution to our budget is unprecedented in his opinion, and in
267 experiences here and his experiences elsewhere. The university is in good shape.

268

269 The administration always monitors very carefully all the bills that are submitted. That have to
270 do with higher education in different communities and in different in different areas. We
271 address these and we work together with the rest of higher education. This is something that we
272 do very well with Clemson. PRESIDENT AMIRIDIS was with them at the Commission of
273 Higher Education just before he came here. The discussion related to what bills are in action
274 and what are the chances that they will get through.

275
276 There has been activity in other states. PRESIDENT AMIRIDIS suspects that this will continue
277 and will extend since this year is a presidential election year. What we have seen in other states
278 are bills that are focusing on tenure. You know what has happened in Texas. Other states that
279 they are going to follow.

280
281 In South Carolina there is a Senate bill that is focusing on tenure. There is no corresponding bill
282 at the House side, which gives you an idea that maybe this will not go through. It's not
283 threatening in any way because it focuses on post tenure review. That's exactly what we have
284 been doing for over 20 years now or maybe even getting close to 25 years. We have been doing
285 post tenure review in every unit. It's part of what we prepare, and this is not going to change in
286 any way.

287
288 There are also bills that we have seen that are by now laws in different states about freedom of
289 speech on campuses. PRESIDENT AMIRIDIS anticipates that we are going to have on here in
290 SC. It's not very different to what we are doing.

291
292 They're also in some states, bills about courses and disciplines. Florida has decided that
293 sociology classes cannot be included in Gen Ed. We haven't seen anything like this in South
294 Carolina, and we don't expect that we'll see one.

295
296 There is a bill about diversity coming from the House leadership. This one is going to move. It's
297 very specific; it targets diversity statements used for admissions, which we don't do. I don't
298 think any university does that. Maybe there are some that I don't know, but we don't ask the
299 students to make such statements as well as mandatory diversity statements for hiring. Now in
300 some cases, we have requested that information, but we must be careful. Now in terms of our
301 policies is it mandatory or can any candidate write whatever they want to provide some kind of
302 dossier during the selection process? PRESIDENT AMIRIDIS suspects that we'll move
303 forward, and it may become a law. We are arguing about 1) the nuances of this; 2) How exactly
304 it is going to be phrased; and 3) how it is affecting our ability to recruit. PRESIDENT
305 AMIRIDIS thinks that it will become a law that is reasonable to the extent that will not interfere
306 with our processes and will not hurt us in recruiting and hiring people.

307
308 The fact that several flexible universities by now have come out with news questioning the
309 financial situation of a university does not help us much nationally in terms of the federal
310 government does not help us locally. A number of these flagship universities are in financial
311 trouble: West Virginia, I think most know of, but by now Arizona. When Arizona comes in and
312 declares its deficit of two million in one year; University of Connecticut; Penn State; the
313 Wisconsin systems. The flagships are a heavy source. In all these cases the significant deficit is

314 related to decreased enrollment; an inability to attract not only in-state students or declining but
315 out-of-state students as well. Let me assure you that USC is in a very strong financial position.

316
317 PRESIDENT AMIRIDIS suggested faculty look at flagship universities and you will see that
318 double AA rating is very good in this area. I'm surprised that the BOT chair didn't point this out.
319 There are very few elite universities like the University of Michigan or UCLA or Berkeley that
320 are one step up. AA rating for higher education is not a bad rating.

321
322 PRESIDENT AMIRIDIS assured the senate 1) that our rating shows where we are; 2) it's the
323 management that we have; 3) it's the excellent cash flow that we have; and 4) the reserve
324 situation that we have that's why we have earned AA rating. The credit rating is also based on
325 the potential of the university and the fact that consistently USC has an increased number of
326 applications. The main issue is that these ratings remain constant, and the university had a very
327 strong year. This year we will be able to announce numbers in areas that affect finances.

328
329 What we see right now in terms of research: It's probably a unique year in terms of the best
330 performance ever.

331
332 Last year we had a very strong year in development. Naming the law school was important. It
333 has been 20 years since we named a college. PRESIDENT AMIRIDIS won't be surprised if the
334 university names another college before the end of the year.

335
336 These indicators show that the university is building momentum; that's what people outside see
337 and that's why we are confident of where we are.

338
339 The chairman spoke briefly about the master plan. This is something that needed to be done
340 because the previous master plan expired. By now, pretty much everything that was in this area
341 has been completed. We are looking forward to the next 10 to 20 years.

342
343 Sasaki is one of the best firms in the country in terms of planning and urban planning. They
344 have done an analysis of our housing, classrooms, labs, the way that we are constructed, and the
345 areas of the different activities. For example, how can we protect and enhance the historic
346 center of the university (i.e., the Horseshoe)? This area is rather empty, and we don't want to get
347 to the point that what has been the center of the university for centuries now is becoming a
348 museum.

- 349 1. Can we revitalize this area?
350 2. How can we increase traffic there?
351 3. What else can we add to the Horseshoe, which is a difficult area, with a lot of historic
352 buildings?

353
354 A lot of discussion about the needs of the students. The Russell House has been in this
355 condition for 50 years now. We have seen a significant increase in the student population. If you
356 talk to the student government and to the students, they will tell you that it's not at par with
357 what other institutions are providing. Several of our dorms are in a situation that they need to be
358 to go through renovation. PRESIDENT AMIRIDIS thinks part of the reason for all of this is
359 because 50 years ago during the early late 60s and all the way to the late 70s, that university

360 almost tripled its population in terms of undergraduate students and became a research
361 university. During this period there were a lot of buildings. All of them age that the same time,
362 and that's the problem.

363 We are asking for a building plan:

- 364 1. How are we going to change?
- 365 2. How are we going to deal with the change?

366

367 At the end we must figure out also what is the money going to come from because we are
368 talking about significant costs.

369

370 PRESIDENT AMIRIDIS discussed the increase in the number of tenure and tenure track
371 faculty members at the university. He stated his appreciation for the work that the professional
372 faculty and the adjunct faculty are doing. They carry a lot of lot. They interact a lot with their
373 students and they're doing a fantastic job. The reason that President Amiridis is focusing on the
374 tenure and tenure track faculty members is because the expectations for them are higher. The
375 expectations are to both teach and research. The second part (i.e., research) is a commitment
376 from the university to the faculty by providing tenure and putting them in this line and at the
377 same time is a commitment from the faculty to the university with tenure. That's why President
378 Amiridis believes that the university needs to increase the number of tenure and tenure track
379 faculty members that we have. Together with the Provost, the president funded 50 new
380 positions for this year. We asked for proposals from your colleagues.

381

382 We have now defined the numbers and we have made decisions of where these positions are
383 going to go, and the metrics were very clear. It's areas that we need people to teach and in areas
384 that we have strengths of research to build upon the strength. Fifty of them now are in the hands
385 of the deans and the department chairs. PRESIDENT AMIRIDIS hopes that the university can
386 move quickly because we have another 50 waiting for next year as well.

387

388 This addition will give approximately (not exactly) 10% more tenure-track faculty. This is the
389 first time that this happened since around 15 years ago, when PRESIDENT AMIRIDIS was a
390 Provost. He is excited about it because there's going to be a lot of young blood coming to the
391 university.

392

393 PRESIDENT AMIRIDIS doesn't want all of the new positions to be at the assistant level. There
394 are opportunities to move into the associate or full professor level. It's a good market for us to
395 recruit in other areas. President Amiridis is looking forward to seeing new faculty members
396 coming in. He hopes that we move quickly. One thing that President Amiridis wants to make
397 sure is that we're putting conditions in there and monitoring to make sure that these are not
398 replacements. These positions are to be net gain of faculty members and not replacing someone
399 who retires.

400

401 PRESIDENT AMIRIDIS encouraged faculty to attend either (or both) men's and women's
402 basketball games. It's exciting; you will see our students. You see how excited they are both
403 with the women's team and this year with the men's team as well.

404

405 SENATOR BRETT ALTSCHUL (Physics and Astronomy) looked up Moody's credit rating for
406 UCLA; it was two steps above ours (i.e., AA++). PRESIDENT AMIRIDIS stated that USC is
407 not UCLA. UCLA, Berkeley, and Michigan are elite universities that have higher ratings than
408 we do, but they're very few of them.

409
410 SENATOR BRETT ALTSCHUL (Physics and Astronomy) isn't the state legislature taking out
411 borrowing money on their credit rating at a lower rate to get money for the university?
412

413 PRESIDENT AMIRIDIS stated that the State of Carolina doesn't work like other states. SC
414 does not continue to borrow. We haven't had any kind of a capital bill for the last 25 years at
415 least, so they make direct appropriations to us to use for capital projects. Now this direct
416 appropriation of \$19 million, \$20 million, \$25 million if you're lucky. They will not allow us to
417 borrow from the state because it's a very conservative financial state.

418
419 SENATOR BRETT ALTSCHUL (Physics and Astronomy) asked if they're done directly by the
420 budget through the state legislature, shouldn't that be something that the university should be
421 advocating for.

422
423 PRESIDENT AMIRIDIS stated that it will not happen. I can tell you this with a high degree of
424 confidence. I came from a state which has this process you can borrow from the state, but the
425 University of Illinois has a much better rating than the state because the state of Illinois,
426 bankrupt or almost bankrupt at this point. We are on the opposite side here (i.e., SC). We have a
427 very strong financial position of the state because they don't borrow money and have a lower
428 position in terms of USC and the other universities because we don't have the state backing us
429 up and we have to do it by our own money. That's why it's important that we have 1) a very
430 good cash flow and 2) a very good number of applications. That's how it works.

431
432 SENATOR ABBAS TAVAKOLI (Nursing) stated that there are many changes in technology.
433 Some notifications of change are provided in advance (e.g., Blackboard Ultra). Other changes
434 happen rapidly, particularly in science using REDCap as software to collect data. Faculty
435 received an
436 email in January stating that by the end of February the survey is moving from one platform to
437 another platform with REDCap. The software is the same, there is no support. Senator Tavakoli
438 wishes the faculty had more advance notice of changes in technology.

439
440 PRESIDENT AMIRIDIS stated that he remembers hearing that there's going to be a change. He
441 will make a recommendation to Provost Arnett.

442
443 PRESIDENT AMIRIDIS announced the university will have a new Vice President for IT
444 starting on March 1st. He was in this position for seven years at SUNY at Buffalo which is an
445 AAU institution, large institution. He understands similar problems and the other parts, since
446 you mentioned software, but it goes beyond software. We must start treating the infrastructure
447 that we have in IT the same way that we do maintenance with buildings within the budget every
448 year. Unfortunately, while the buildings last for 50 years, IT needs to be really redone every five
449 years. It's going to be a significant cost that will have to absorb and I'm ready for it, but that
450 basically means that we'll have something else decreased in the budget.

451
 452 SENATOR MEIR MULLER (Education) inquired about Bill 833, which is the Higher
 453 Education, Integrity, and Learning bill. Bill 833 is also known as the Critical Race Theory bill.
 454 It would create a chilling effect and perhaps make it impossible for us to teach our students.
 455 PRESIDENT AMIRIDIS stated that this is one of these cases where we need to draw the line
 456 between academic freedom and what this bill specifically says. We are lobbying together with
 457 everybody else. It's a common issue for all universities. President Amiridis doesn't know where
 458 this is going to go. He is confident that this is going to happen but is not sure. It's not a fait
 459 accompli and it's something that we continue to have discussions with the leadership.

460
 461 SENATOR BLAIR FLICKER (Management Science) asked about the 50 new positions. The
 462 message heard is to quickly move Management Science is working on that. It's just a little
 463 difficult because Management Science market tends to clear in January. Senator Flicker heard
 464 you say that maybe there's fifty more positions coming next year. Is this true that we're having
 465 more new positions next year, so we can get on the regular academic job market cycle?
 466

467 PRESIDENT AMIRIDIS encouraged departments not to sacrifice quality in terms of trying to
 468 move quickly. If a unit cannot hire faculty this year, you can carry it forward for next year. We
 469 need to get excellent faculty, not whoever is available right now. So that's the message that you
 470 should send back, and you can mention you can say that here was talking about 15 more next
 471 year. And that's true. It's going to happen again.
 472

473 ***Committee Reports***

474 ***Committee on Curricula and Courses***

475 CO-CHAIR SHARON GUMINA presented stated that the committee met in January, and we
 476 discussed the proposals. The committee moves to approve a total of 10 course proposals.

College	Number of Proposals
Arts and Sciences	3
Darla Moore School of Business	1
Arnold School of Public Health	2
HRSM	3
Social Work	1

477
 478 SENATOR BRETT ALTSCHUL (Physics and Astronomy) reminded the senate that C&C is not
 479 a Faculty Senate Committee. It is a faculty committee. This is often a confusion. Faculty do not
 480 need to be a senator to be a member of C&C.
 481

482 FACULTY SENATE CHAIR OUTTEN confirmed this statement. Faculty may serve on any
 483 standing committee unless it explicitly says that in the description of the committee.
 484

485 A motion in favor of the C&C proposals was made.

486 ***The motion passed.***

487
 488 ***Old Business***

489
 490

491 FACULTY SENATE CHAIR WAYNE OUTTEN CCRRC (Carolina Core Review and Revision
492 Committee) was established last academic year, to look at the Carolina core. That report has
493 been posted for quite a while on the Senate website under the February meeting documents.
494 Please look at it if you have not, there is embedded in that report around page 19 or so a
495 recommendation on Next Steps to take in this process. That recommendation has been
496 forwarded to FAC. The Faculty Advisory Committee has been asked them to look at it and
497 consider the recommendation. We might expect more to come from them if not in the spring
498 and fall.

499
500 Fall 2024, Blackboard is transitioning to Blackboard Ultra. Faculty will need an exemption to
501 remain on regular Blackboard. There is a process for applying to have your course exempted.
502 The exemption application due date is March 1st.

503

504

New Business

505

506 Official opening for nominations of Chair-elect of Faculty Senate begins this month. The
507 manual says that the chair must be a tenured member of the faculty. They cannot be an assistant
508 professor and cannot be professional track faculty. FACULTY SENATE CHAIR OUTTEN
509 recommends the person(s) be a full professor, but there's no requirement that they be full
510 professor; associate professors are eligible.

511

512 The chair nominee does not need to be a senator. In fact, FACULTY SENATE CHAIR
513 OUTTEN was not a senator when he was nominated. Any member of the voting faculty,
514 including professional track faculty and tenure track and non-senator faculty, can nominate
515 someone. Even though we are opening the floor here for nominations, any faculty member can
516 nominate someone. We already have one nomination.

517

518 We received a nomination from LIAM HEIN (Nursing). FACULTY SENATE CHAIR
519 OUTTEN invites Dr. HEIN to introduce himself. Dr. HEIN mentions that he is past chair of
520 FAC and current chair of the Faculty Welfare Committee, that he has been a senator for one
521 term and has been doing committee work for around eight years.

522

523 FACULTY SENATE CHAIR OUTTEN thanked LIAM HEIN. We have a single nomination so
524 far. Of course, we'd like to have a contested election. That's always more fun. Nominations will
525 stay open through the March meeting and then in April we will have the actual ballot. The
526 Senate will vote on the candidates here at this meeting in April and we will have no further
527 nominations from the floor in April, so that basically nominations close at the end of the March
528 meeting.

529

530 The senate has one election to fill a committee vacancy today. LAURA BRASHEARS has been
531 nominated by the Faculty Advisory Committee to fill a vacancy. Unless anyone has another
532 nomination to fill that same vacancy, we'll just If we just leave this as is at the adjournment of
533 today's meeting, she will officially be in that position. If someone, of course, if someone does
534 have another nomination, they are free to make that nomination.

535

536 FACULTY SENATE CHAIR WAYNE OUTTEN provided a joint motion from FAC and the
537 UCPTF for some changes to the professional track faculty section of the Faculty Manual.

538
539 Bill Sudduth (Libraries) provided background information and an update.

- 540
541
- Information was presented at the December meeting.
 - Information has been available since for senators and faculty review.
 - FAC and UCPTC held what a successful Town Hall on January 18, 2024, from 9:00 AM to almost 9:00 PM
 - We had over 30 to 40 participants
 - Input was provided from members on both committees.

546
547 The co-chairs thanked the members of the faculty and the committee.

548
549 DR. TIM BAKER made a motion to amend by substitution with the document posted on
550 January 31st on the faculty Senate website.

551
552 SENATOR MARCO VALTORTA (Department of Computer Science and Engineering) made a
553 motion to suspend the rules by allowing tertiary amendments to the pending motion to amend
554 by substitution.

555
556 FACULTY SENATE CHAIR OUTTEN explained that the motion means “this is to allow us to
557 essentially have the normal tertiary amendment process for this revised version we're getting
558 ready to discuss. If we didn't do this, it would limit how many times we could amend it to be
559 less than usual.”

560 *The motion passed.*

561
562 FACULTY SENATE CHAIR OUTTEN reminded senators of the rules of debate.

- 563
- Each member is entitled to a total of two speeches on a particular item that we're voting.
 - Each speech can be no more than 10 minutes.
 - Legitimate inquiries do not count toward this time limit, so if you have a legitimate question about something, you can ask that question; it will not count against your time.

564
565
566
567
568 The document is organized into seven sections. We'll discuss section one first, then Section 2,
569 then Section 3 and we'll try to deal with any amendments to each section, one at a time.

570
571 There will be at the end of that process another chance to look at the entire document as a
572 whole thing, to see if we need to make any further changes, make different sections sync up or
573 anything like that, but this allows us to go through the document more systematically.

574
575 Discuss one topic, hopefully to completion before we move on to another section and avoid
576 jumping back and forth all over the document.

577
578 SENATOR BRETT ALTSCHUL (Physics and Astronomy) inquired about the consequences
579 would of having two different tracks (e.g., tracks for both the senior instructor, versus teaching
580 professor or teaching assistant professor teaching associate professor, or teaching professor).

581 What are the consequences for people who are now ranked as instructors. If they have a
582 terminal degree, would they automatically move onto the teaching professor track? Several of
583 these people have had professional track positions at other institutions, but most of them did not
584 have separate instructor and teaching professor tracks and so there seemed to be quite a bit of
585 confusion. There was also a question about money. Is there going to be a premium for someone
586 who has a terminal degree? Are they pretty much automatically going to be hired on the
587 teaching professor track with some greater amount of money than if they only have a master's
588 degree and would be hired as an instructor?

589
590 FACULTY SENATE CHAIR OUTTEN stated that the Senate website (under FAQ) answers
591 one of SENATOR ALTSCHUL'S questions.

592
593 SENATOR ALTSCHUL'S looked at the website but it was not clear. Some questions were
594 resolved but not all questions were resolved.

595
596 TIM BAKER (UCPTF Chair) stated that the committee is introducing a new title set of titles
597 which are Teaching Professor; we had the clinical professor in place for some time. Some units
598 have faculty that are professional track with terminal degrees that hold the title instructor. Some
599 of those units don't use a professor title at this point. The unit criteria will specify which titles
600 are used. The unit criteria would then call for further qualifications. If you notice, for example
601 under teaching Professor entered a clinical professor, there's not a research requirement because
602 some of these folks are teaching a four-four load. The department needs to decide if there is a
603 research component. If so, what type of research does the unit criteria will then go through the
604 approval process, which does include from the unit to the Office of the Provost and finally to
605 the UCPTF. If that is then approved, then a title change, and it would be only a title change
606 from instructor to either teaching professor or clinical, as appropriate, would be an
607 administrative move requested. If it's an entire unit move, it would it run from the Dean to the
608 provost office.

609
610 Let's say that someone is clinical. If their unit decides it has needs for core science, and other
611 people that do clinical and use both titles, an individual could request to be moved. To have
612 their title changed would be an individual request which again would go from that person to
613 their chair, to their dean, to the provost's office for that administrative move. As to pay, that is
614 an administrative decision. We don't have control of that.

615
616 SENATOR BRETT ALTSCHUL (Physics and Astronomy) feels that the professional track
617 faculty who are currently hired under instructor, senior or senior instructor positions are
618 concerned that new hires with equivalent or lesser qualifications are going to be hired into the
619 teaching professor track before they can get themselves moved over and that that's going that
620 there's going to be a pay issue.

621
622 TIM BAKER stated that this is a form of inversion. Whether there's a change or whether there's
623 a future change right to kind of correct in version that is an administrative decision that is at the
624 Dean and the Provost level because we cannot affect funding.

625

626 SENATOR BRETT ALTSCHUL (Physics and Astronomy) stated that it just seems concerning
627 that there is nothing in this document that provides that suggests any guidance for how like
628 those and pay issues should be handled.

629
630 TIM BAKER reiterated that the pay issues are outside the scope of what we can recommend or
631 have in the faculty manual. However, concerning other things that you talked about, if this
632 document is approved with whatever amendments this body and the full faculty sees fit,
633 guidelines would need to be published that would help the unit with criteria to understand best
634 practices.

635
636 TIM BAKER stated that he doesn't think this is the final time that we see this document. The
637 tenure track components of the faculty manual have been in the manual for a very long time. I
638 bet the faculty manual was written before most of us in this room were working at this
639 institution. There will be things that we find that perhaps are not working administratively.
640 We said this sounds like a great idea, but suddenly it stops because something doesn't work.
641 We're going to have to make some minor adjustments to the language as we move forward over
642 the next probably three to five years is that make sense because it's all new.

643
644 SENATOR BRETT ALTSCHUL (Physics and Astronomy) asked who will produce the
645 guidance (of the faculty manual) and when will they produce that guidance. Regarding a time
646 scale issue, if individual departments are supposed to produce guidelines for professional track
647 faculty, 1) when are the departments expected to produce those guidelines, and 2) what is the
648 time scale for them to be approved through the administrative process?

649
650 TIM BAKER answered. Currently, the dean for one large unit has mandated a due date for unit
651 criteria to be published. That's really going to be largely a process that should start now, but
652 we're not prescribing that it must be done by a certain date. Certainly, if we got to the end of
653 next year and the unit says the next year, not this year, right, and the unit's not done anything,
654 then certainly I think you might get a call from the provost office. We're this is that the other
655 thing with regards to questions about unit criteria. We do defer those to the provost's office,
656 specifically to the Vice Provost in charge of faculty affairs (currently Mary Ann Fitzpatrick) to
657 work with you all with this document.

658
659 SENATOR ALTSCHUL (Physics and Astronomy) – is concerned that the responsibility that
660 implementation of financial and scheduling things is entirely administrative beyond the
661 departmental level (i.e., the faculty Senate and the faculty committees are not going to have any
662 further role).

663
664 FACULTY SENATE CHAIR WAYNE OUTTEN stated that UCPTF will be the final approval
665 of unit criteria. Pay decisions are out of Faculty Senate purview; even for tenure track, there's
666 nothing in our faculty manual that deals with pay and things regarding enforcing the
667 administration to do anything about pay.

668
669 SENATOR ALTSCHUL (Physics and Astronomy) stated he understood this fact. Professional
670 track faculty in my department have expressed serious concerns about the pay issues and how

671 that's going to be handled. Faculty Senate Chair Wayne Outten stated that there's not much the
672 Faculty Senate can legislate about that question directly (i.e., pay).

673
674 MR. BILL SUDDUTH stated that the opportunity to respond and answer questions would be as
675 each unit creates their own not only criteria but also creates the organization within their unit to
676 respond to these questions. Instead of worrying about things as a bunch of individuals even
677 within the department, at least they'll be some collective information gathering within each unit.
678 Just like each unit of tenured faculty have their own tenured criteria, they have their own
679 committees and whatever that do the shared governance part. Each unit is unique within its
680 makeup. The number and type of professional track faculty are different across units. The
681 opportunity here is for different titles and qualifications that each unit can choose in the manner
682 that they want.

683

684 *Discussion of Section 1 (lines 1-180 the document).*

685

686 SENATOR MARK MINETT (English) stated his enthusiastic support of the document. This
687 proposal comes from FAC and UCPTC. Senator Minett appreciates the following aspects of the
688 document:

- 689 • The protections that it offers,
- 690 • The agency it gives to faculty within the units,
- 691 • The language that ensures professional track faculty can't be excluded from voluntary
692 service and governance. The document has language that says professional track faculty
693 should not be required expected or pressure to participate in activities that are not
694 included as compensated responsibilities under the terms and conditions of their
695 appointment,
- 696 • It compels units to develop criteria under which their professional track faculty can be
697 fairly and adequately assessed and recommended for reappointment and promotion,
- 698 • The hard work that the committee members have done, and
- 699 • My colleagues speaking with me about it as well my status as an English senator and
700 as a president of the IEP chapter.

701

702 SENATOR MINETT (English) proposed an amendment (Line 19 on the original document)
703 that the “may” be replaced with “should usually”. Senator Minett believes there is a meaningful
704 difference there, although should usually is still not a requirement. The aim of this amendment
705 is to better ensure that we move toward a norm in which professional track faculty are
706 compensated for the important service work they contributed to the university.

707

708 The amended faculty manual proposal, brought forward by UCPTF and FAC last Wednesday,
709 eliminates the December proposals requirement that a service responsibility allowing for
710 minimal participation in shared governance shall be included and compensated for in all
711 professional track faculty contracts. The provided justification for the revision to the December
712 proposal is the need to accommodate units that do not currently include service and
713 professional track faculty contracts.

714

715 Even so, SENATOR MINETT believes it's likely that these units do currently and regularly rely
716 on the voluntary and frequently uncompensated service work of professional track faculty.
717 Furthermore, the totality of the proposal brought forward by UCPTF and FAC would seem to
718 necessitate an increase in that service work if its policies are to be implemented successfully.

719
720 This amendment offers a compromise between the original and revised proposal language on
721 this point that's designed to move us closer to the restatement of important standards and
722 protections no longer offered by last Wednesday's revised proposal.

723
724 This shift from "may" to "should usually" in relation to the inclusion of service responsibilities
725 and professional track appointments, though still no longer requiring that all professional track
726 faculty contracts include shared governance or service responsibilities would communicate that
727 the norm that the university and its unit should strive for is to incorporate contracted and
728 compensated shared governance responsibilities and professional track faculty appointments.

729
730 Shared governance is essential to effectively fulfilling the mission of higher education, and it is
731 best understood as both the right and responsibility of all faculty. It is also the university's
732 responsibility to create the conditions for effective shared governance by providing
733 compensation and university resources, and by ensuring reasonable and humane faculty
734 workloads that don't relegate participation in shared governance to volunteerism.

735
736 The absence of compensated service responsibilities in professional track faculty appointments
737 limits the resources available to the general faculty in exercising its right to shared governance.
738 It limits the resources and experience available to units and the university and develops
739 effective solutions to the issues facing higher education. It also, of course, limits professional
740 track faculty members' ability to participate in decision making that directly affects their
741 professional lives as well as their ability to take advantage of professional opportunities
742 essential to their professional development.

743
744 It's been communicated and SENATOR MINETT thinks it's been made clear that the
745 requirement of compensated service and all contracted professional track appointments is a
746 complicated issue for some units. It's been made clear that they don't have solutions at hand.
747 The ramifications of requiring compensated service at this point are unknown.

748
749 SENATOR MINETT does not know how long the faculty, both tenure track and professional
750 track faculty of this institution should have to wait for the administration of certain units to
751 engage in a conversation about compensating professional track faculty for service in their
752 contracts. Keeping in mind that this is the beginning of a process, as TIM BAKER said,
753 SENATOR MINETT offers this limited amendment.

754
755 *The motion to the amended wording passes*

756
757 SENATOR MICHAEL STOELTZNER (Philosophy) inquired about the distinction between
758 instructor and teaching professor. The senator understands the point that it's the Ph.D. and when
759 a faculty member moves from instructor to teaching professor advancement must go through
760 committee administration, et cetera. Each unit should define positions according to their own

761 criteria. Senator Stoeltzher stated that the problem is in Philosophy there are lecturers and Ph.D.
762 faculty. Any discussions about the department's criteria would of course have to do with how to
763 separate existing people and their qualifications. It might be helpful for such a discussion if
764 there are some kind of general wordings which kind of qualifications apart from PhD and not,
765 but let's say a distinguished service activity or being lab director in a small department to help
766 with distinctions. SENATOR STOELTZNER stated that it would help if the committee could
767 examine teaching professors as this title is at some peer institutions or introduce a debate about
768 distinctions that has concrete phases to it.

769
770 TIM BAKER stated that one of the things that the committee looked and heard what the
771 Faculty Senate had to say last spring and over the summer and into the fall was that the units
772 needed to create criteria that met their specific needs. There are units that have clinical faculty,
773 or instructors. They have very different roles from administrative to teaching only and
774 everything in between. The committee looks for units to further define unique requirements.

775
776 There are two places in the document where examples are highlighted, while realizing that the
777 Darla Moore School of Business professional track doesn't fit chemistry, philosophy, whatever
778 department. The committee looked for further clarification. TIM BAKER echoed what BILL
779 SUDDUTH and WAYNE OUTTEN said; this is not the end; this is the beginning.

780
781 TIM BAKER over the next year and a half that there's that units will need to be consulted.
782 Units are encouraged to call upon DR. MARYANN FITZPATRICK and the Provost office to
783 provide that. If she thinks we need to have a workshop with this department right and talk
784 through these things to help through that process. In some instances, the document is vague
785 with descriptions because those really become policies or guidelines. The committee is trying to
786 give flexibility to units. The committee also understands some units may say, "please sit down
787 with us and help us through this process". DR. FITZPATRICK is ready to help.

788
789 SENATOR MICHAEL STOELTZHER (Philosophy) stated his general concern that faculty are
790 dealing with something completely new. It is understood that it is not possible to have directives
791 even for a big college like Arts and Sciences where things are so different. However, some
792 general wordings might help the discussions. Senator Michael Stoeltzher would have no
793 problem with having an abstract order for a nonexistent department. If you give him e a
794 humanities department that doesn't exist, that is acceptable.

795
796 FACULTY SENATE CHAIR WAYNE OUTTEN stated that if that kind of example were
797 provided as guidelines document for criteria development, that the committee is developing
798 they weren't unfortunately able to have both things ready and still have us meet the legislative
799 schedule for the year. They are trying to develop a document like the goldenrod for unit criteria
800 for tenure track. That will guide faculty or guide units in the development of criteria. Maybe we
801 could put that kind of example in that document. FACULTY SENATE CHAIR OUTTEN
802 agreed with DR. BAKER that it's very difficult to put very specific things in here because it
803 cuts down on the flexibility that units need for their professional track criteria.

804
805 SENATOR MOHAMMAD IRANI (Finance) inquired about section 1-2 clinical faculty
806 inquired about professional caliber to supervise and instruct students as part of qualification for

807 clinical faculty. This may mean in the finance department that somebody who has already
808 worked for an investment bank or hedge fund or mutual fund. So maybe usually hire clinical
809 people like new PhD graduates, they don't have such a background. The word professional
810 doesn't apply to the unit (i.e., Finance). Senator Rani asked if it is possible to add something so
811 for the first sentence is defined by the unit itself. Each unit could define what do they mean by
812 clinical faculty, because sometimes they can do research as well.

813

814 TIM BAKER stated that this was a question that the committee had from many different units.
815 The only place where anything exists (i.e., faculty titles) is in ACAF 1.06. The committee took
816 the definition straight from ACAF 1.06. Technically if we read the definition in ACAF 1.06, the
817 university does not have a lot of people that would fit that definition. The flexibility would be at
818 the unit level. to decide that right and currently we're into unit criteria now. The unit would
819 have the criteria to further define the criteria. Dr. Baker doesn't think that would prohibit
820 recruiting someone in finance and placing them into that clinical position if the clinical title is
821 still to be used,

822

823 SENATOR MAHOMMAD IRANI (Finance) stated that the wording is not used in this
824 document.

825

826 TIM BAKER reiterated that this paragraph is the generic (wording) The unit will further
827 prescribe criteria.

828

829 FACULTY SENATOR WAYNE OUTTEN asked for confirmation that there's nothing.
830 in this section that prohibits any certain qualifications. TIM BAKER answered yes; that is
831 accurate.

832

833 SENATOR BLAIR FLICKER (Management Science) stated that on line 86 of the original
834 document, it addresses eligibility for appointment at the rank of instructor. All the other ones
835 have both titles listed. For completeness perhaps it's worth adding lecturer just to avoid future
836 problems. A motion for an amendment to add lecturer was made.

837

The motion was passed.

838

839 SENATOR LAURA SMITH (Journalism) inquired about the prior question of unit criteria.
840 Regarding clinical faculty, is it possible to stipulate that years in a professional career could
841 continue with these parallels to industry experience? Even if we don't use the term clinical
842 faculty, we could continue to use the term senior instructor but allow for equivalencies as we do
843 now when we have a professional coming into teach a professional program. That would be it
844 wouldn't require the master's nor necessarily the years teaching in service if they had
845 mentorship as a 25-year advertising executive.

846

847 TIM BAKER stated that he can't speak to the master's degree versus not having a master's
848 degree because of a SACS requirement. Frequently we see and we even have the Professor of
849 practice, which we have several of our campus. As far as promotion in rank, that's a different
850 question. But certainly, looking at it in that perspective, yes to answer your question.

851

852 SENATOR AARON DECKER (English) stated that there's something that might have been
853 overlooked in this document. In the original document, (a year ago) we separated out teaching
854 professor from instructor, lecturer there was confusion as to separation. The original document
855 had a promotion year schedule that was different between the two. That had the teaching
856 professor promotion lines (1, 5, 9 years). The instructor line was getting a promotion (6, 10
857 years). That inconsistency has been rectified in this document. Now, whenever there's a dual
858 line in any of the sections, both lines are going up for promotion at the same time (1, 5, 9).
859 There is no penalty for the lower section for having an additional year. Senator Decker thinks
860 it's a good thing.

861
862 FACULTY SENATE CHAIR WAYNE OUTTEN stated that Senator Decker was with us
863 through most of that town hall. The committee appreciates all his hard work as de facto member
864 of FAC as well.

865
866 SENATOR RONDA SANDERS (Mathematics) stated that there's a line that says that an
867 instructor cannot be held to do service if it's not in their original contract when they were hired.
868 If an instructor steps up to say that they wish to be judged by the faculty manual that was in
869 place when they were hired and thus not have to do that service, does that mean they will be
870 held to the six-year requirement that was originally in the faculty manual?

871
872 FACULTY SENATE CHAIR WAYNE OUTTEN stated are grandfathered into their position.
873 They are allowed to follow which faculty manual they follow under (i.e., original, or new).

874
875 TIM BAKER further explained that when new unit criteria are approved, professional track
876 faculty have a period of two years during which they may apply for promotion under either
877 criterion. Faculty may use the old unit criterion or your new. If they go a year earlier and meet
878 all requirements to use the new criteria, that will include the service requirement.

879

880 *Section 2*

881

882 FACULTY SENATE CHAIR WAYNE OUTTEN Section 2 consists of the creation of the
883 unit professional track faculty committee. There was no discussion on Section 2.

884

885 *Section 3*

886

887 FACULTY SENATE CHAIR WAYNE OUTTEN deals with appointments.

888

889 SENATOR BRETT ALTSCHUL (Physics and Astronomy) brought up a question that came up
890 at recent faculty meeting that if about how appointments would be handled with the increasing
891 integration of the professional track faculty into the faculty as a whole and faculty governance.
892 The senator inquired about the role of the unit faculty in the professional track hiring. The
893 senator was told that expectations in his department would continue as they had previously and
894 that professional track hiring would be done completely at the discretion of the chair and
895 administrators.

896

897 FACULTY SENATE CHAIR OUTTEN stated that in the new section lines (e.g., lines

898 2:15 and 2:16) cover this information. The new description of the hiring process requires
899 recommendation from the unit, faculty and the appointment process. It would no longer be just
900 by single person's decision.

901
902 SENATOR BRETT ALTSCHUL (Physics and Astronomy) inquired what does a
903 recommendation mean? If we provide a recommendation and the Chair just says no, I like this
904 person better.

905
906 FACULTY SENATE CHAIR OUTTEN stated that ALTSCHUL has a valid question. The form
907 the recommendation takes is a unit criteria issue.

908
909 MR. BILL SUDDUTH states that the document states that "the academic unit shall define its
910 criteria and procedures for accessing its candidates and appointments". It's the opportunity for
911 the unit to establish criteria which also includes a recommendation of the unit faculty must be
912 included.

913
914 SENATOR MICHAEL STOELTZHER (Philosophy) was on UCTP. At that time, he saw
915 recommendations from units where somebody had a concurrent appointment and that was not
916 the tenure home. It was sometimes controversial or not. Senator Stoeltzher believes that that for
917 a committee, that might be interesting to know how faculty voted (i.e., if it was controversial).

918
919 FACULTY SENATE CHAIR OUTTEN stated that it is up to the unit criteria defined it that
920 way. The Faculty Senate cannot mandate that the units label the vote. If you have a specific
921 amendment, you'd like to offer those states exactly what you just said, you may, you may
922 certainly do so. We'll have the discussion and the vote. I'm not trying to short circuit anybody's
923 changes. There will be a guidance document that lays out some recommended practices for all
924 recommended principles for all these things when criteria are being developed.

925
926 SENATOR BRETT ALTSCHUL (Physics and Astronomy) asked who will be producing the
927 recommended guidance.

928
929 FACULTY SENATE CHAIR OUTTEN stated The University Committee on Professional
930 Track Faculty will complete this task. It is part of currently already part of the faculty manual.

931

932 *Section 4*

933 FACULTY SENATE CHAIR OUTTEN stated Section 4 addresses reappointment; this includes
934 the involvement of faculty in that process of evaluating the candidate and evaluation from
935 faculty. The definition it takes will be defined at the unit level.

936

937 SENATOR LIAM HEIM (Nursing) asked for clarification. Say and in-house clinical faculty
938 member starts off on a one-year contract. Does this document ask for the evaluation of in-house
939 clinical faculty to be reevaluated every year until their contract becomes three- or five-year
940 contract?

941

942 FACULTY SENATE CHAIR OUTTEN stated that the process would be defined by the unit. It
943 would be within their purview to have the one-year extension, or the one-year contract

944 evaluation process done a different way as long as unit faculty have input. That would have to
945 be defined at that the unit criteria level.

946

947 TIM BAKER stated that the unit, for example, may decide that the one-year appointment, the
948 initial one-year appointments need to be an administrative decision. Sometimes you can't at the
949 end of the year, or you don't have enough information right to understand how this person is
950 doing as student evals and peer evaluations are coming out. The unit might decide for example
951 that it will be an administrative decision for the first one-year appointments or multiple one-
952 year points when they go to the three- to five- year, then that unit might decide that's when
953 faculty needs to speak and have a voice. We're trying to leave this to the unit.

954

955

Section 5

956

957 FACULTY SENATE CHAIR OUTTEN stated that Section 5 focuses on promotion. There was
958 no discussion on Section 5.

959

960

Section 6

961

962 FACULTY SENATE CHAIR OUTTEN stated that Section 6 focuses on the identification of
963 applicable criteria for reappointment and promotion. There was no discussion on Section 6.

964

965

Section 7

966

967 FACULTY SENATE CHAIR OUTTEN focuses on the promotion file (i.e., creation, review,
968 and voting procedures).

969

970 SENATOR BRETT ALTSCHUL (Physics and Astronomy) asked what happens in the meantime
971 while criteria have not been developed, and in particular if like the UCPTF does not approve
972 the criteria developed at the department level? What is going to become of the hiring and
973 promotion procedure in that case?

974

975 TIM BAKER stated that all units have criteria, even if they are very limited. Currently, where
976 it's an administrative hire in a unit, it will continue until that unit has its new criteria in place to
977 follow those procedures, both from the unit criteria as well as the policies and procedures that
978 administrative level.

979

980 SENATOR BRETT ALTSCHUL (Physics and Astronomy) asked if it would be possible that
981 departments could evade the new procedures by not providing acceptable criteria? FACULTY
982 SENATE CHAIR OUTTEN likened it to the creation of the unit budget committee; it is also an
983 ongoing process. It will boil down to the Faculty Senate to keep an eye on the process and make
984 sure it happens. We'll start with the UCPTF. It will have to be on the Faculty Senate leadership
985 to also keep an eye on this in the same way that we're trying to do that with the budget
986 committees.

987

988

Section 8

989

990 FACULTY SENATE CHAIR OUTTEN stated that Section 8 is the annual report. Promotion
991 information for professional track faculty, somewhat analogous to what is currently done for
992 tenure track faculty, where the provost office will have to report numbers essentially as defined
993 here in the in paragraph to the Senate. This is very similar to the tenure track, UCPTF process
994 that must be done every year that report. The discussion or changes to that. There was no
995 discussion on Section 8.

996
997 SENATOR MARK MACAUDA (HPEB) asked for clarification regarding time as a
998 professional track faculty member. If somebody moves from a professional track faculty line to
999 a tenure line, they start at year zero. Senator Macauda asked for clarification because during the
1000 town hall there was discussion about this topic.

1001
1002 TIM BAKER stated that ACAF 1.18 specifies that, if a professional track faculty member
1003 moves to a tenure line, the faculty member's tenure begins at year zero. The wording was
1004 somewhat vague, so it is being rewritten.

1005
1006 SENATOR ALEX REYNOLDS (Psychology) thinks the document looks great. Senator
1007 Reynolds does have one concern. Psychology has clinical faculty and instructors. Sometimes
1008 it's difficult for faculty to know where they belong. Psychology is adding another tier. It makes
1009 sense to have individuals with terminal degrees at the professor level having a professor title.
1010 However, units that don't have these tiers should be clear with faculty about where they are and
1011 where they belong. Psychology will have a faculty meeting and issues are brought up and not
1012 all topics apply to everyone. Instructors go here and tenure track faculty go here, and often
1013 clinical faculty feel like they're kind of in between and they don't really know where they
1014 belong. Thinking forward, making sure the professional track faculty don't feel isolated and that
1015 they know their role and understand the expectations. Psychology is trying to do even better
1016 with faculty understanding where they fit in the department.

1017
1018 SENATOR ABBAS TAVAKOLI (College of Nursing) inquired about the composition for
1019 professional track. Nursing is a heavily professional track, with two-thirds of the faculty on the
1020 professional track. Senator Tavakoli made and withdrew his motion.

1021
1022 TIM BAKER reminded the senate that the unit is responsible for the wording of the criteria.
1023 They may mandate (i.e., should) or recommend (e.g., may) what will take place.

1024
1025 SENATOR MARCIA PURDAY (Journalism and Mass Communications) stated that his school
1026 is heavily professional. She is curious about the professor of practice. Usually, although not
1027 always, a professor of practice has a master's degree in the discipline or master's degree with
1028 the minimum of 18 graduate semester hours. Why must this have the approval of the president?

1029
1030 TIM BAKER stated that the university also has the title of Distinguished Lecturer. It's used
1031 only on very, very rare occasions. The provost's office helped us with something that they dealt
1032 with chairs to put that in place and use it this year for promotions. The goal is that the professor
1033 of practice should be unique and very distinct. For example, have somebody come in that has a
1034 master's degree in another field that's not in the field that they're in. I know journalism might be
1035 but perhaps you bring in an attorney. That's the thought process; it should be unique, rare and

1036 decided at the president level. It is straight out of a ACAF 1.06. We haven't had comment yet as
1037 to it right if there's a reason that it should be different, we probably would need to discuss it
1038 with the provost's office and see what objections we have or what does the President's office
1039 have to say?

1040

1041 BLAIR FLICKER (Management Science) inquired about voting shall be by faculty of rank
1042 higher than the candidate. Is this well-defined with the tenure track and professional track and
1043 lecture positions? Does this need more clarification or is the information well defined?

1044

1045 FACULTY SENATE CHAIR OUTTEN stated that the document has all these different ranks
1046 (tiers); he believes all of the tracks have three tiers.

1047

1048 TIM BAKER stated that the term that the committee uses in tenure track helped in the
1049 evaluation process, but the peer is always a level above you or greater. The committee tried to
1050 clarify that by specifically calling it out, but that is the expectation. Let's say for example we
1051 had professional a teaching professor and a clinical in the same unit. We would look for the
1052 people looking at perhaps the hiring process to be a level above or the promotion process
1053 specifically to be a level above.

1054

1055 BLAIR FLICKER (Management Science) wonders wondering what does the term "rank or
1056 higher" mean?

1057

1058 FACULTY SENATE CHAIR OUTTEN stated there's some degree that would have to be maybe
1059 spelled out by the unit criteria. That may be one that the committee do have to tweak in the
1060 future.

1061

1062 SENATOR MARK MACAUDA (HPEB) stated that the fear is that all tenure track faculty are
1063 considered higher. Maybe it doesn't need to be dealt with now, but I could see that being a
1064 concern.

1065

1066 SENATOR BRETT ALTSCHUL (Physics & Astronomy) stated that this is a very complicated
1067 issue. Is an associate profession higher than a senior instructor? Probably. But it is not at all
1068 obvious. The senator stated that the document should either be made clear to departments that
1069 they need to state in their criteria who is eligible to vote on which things. There should be a
1070 chart somewhere that states the equivalent ranks (e.g., position A is higher than position B).

1071

1072 *The motion passed.*

1073 *The motion for the substitution passed.*

1074

1075 *The motion for the entire document passed.*

1076

1077

1078 CHAIR OUTTEN thanked Faculty Senators for staying a few extra minutes and for the
1079 thoughtful discussion.

1080

1081 **Good of the order: None.**

1082 The meeting adjourned at 5:08pm EST.
1083