

**South Carolina State University  
Faculty Senate Meeting  
Tuesday, September 2, 2008  
Room #121A Turner Hall**

**MINUTES**

**Call to Order:**

President M. Evelyn Fields declared a quorum and called the meeting to order at 3:40PM.

**Adoption of the Agenda:**

Senator Stackhouse moved to approve the agenda and the motion was seconded by Senator Whitaker. The motion carried.

**Approval of Minutes**

Senator Doucette moved to adopt the minutes with the following correction: Under the section *Salary inequity on page 3*, Senator Miah stated the reason for his proposal for the 5% increase was 'because the annual raise that we receive does not build up our salary for a comfortable retirement'. Also add that Senator Miah suggested that the Senate could come up with rules for the redistribution of money based on performance. The motion was seconded by Senator Spann. The motion carried.

**Treasurer's Report**

Senator Spann reported a balance on hand of \$371.91. The report was accepted as information.

Senator Spann moved to increase the faculty senate dues from \$10.00 to \$20.00 per academic year. The motion was seconded by Senator Whitaker. After much discussion the motion carried.

**Report of Committees:**

**Executive Committee:** – Senator Cassidy reported that the executive committee met on August 24, 2008, at 3:00 pm in the Education Department. He stated that he and Senator Varnum were compiling the results of the faculty survey. They also discussed the faculty senate dues. They also discussed producing a faculty development forum. President Fields stated that President Cooper did accept our invitation to address the senate on today but he had an emergency to arise but we will reschedule him for another time.

President Fields distributed the Faculty Senate Committees list for the 2008-2009 academic year. Some of the committees will also fold into the university committees. President Fields has emailed all chairs to ask for an updated list of their senators. Some she has heard from and others she did not hear from so she has assumed that their senators did not change. A working copy of recommendations of persons to university committees was sent to Interim President McIntyre in July. She also stated that she has spoken with Dr. Teal about completing the university committees list. (Some of the senate and university committees are combined.) President Fields asked the senators at the end of last semester to let her know what committees they wanted to serve on and if anyone is still interested in serving on university committees to please let her know. Senator Whitaker asked that a correction be

made to replace Dr. Bonita Manson with Dr. Jo Wood on the Educational Facilities Committee because Dr. Wood has replaced Dr. Manson as the departmental representative.

Election Committee: – No report at this time.

Membership Advisory Committee: No report at this time.

Planning & Projects Committee: No report at this time.

Educational Policies Council: No report at this time.

Educational Facilities Committee: No report at this time.

Graduate Council: Will meet the second (2<sup>nd</sup>) Tuesday in September.

Welfare Committee: Senator Cassidy stated that there had been a 33% return on the online faculty survey which is about the average response for this type of survey.

Research Advisory & Human Council: No report at this time.

#### Ad Hoc Committees

- By-Laws Committee: President Fields stated that the by-laws need to be sent to the entire faculty for their approval. We will try to get that done before our next meeting.

#### President's Report:

- President Fields stated that she had an opportunity to meet with President Cooper and discuss a few things. One of the things discussed was the budget cuts (the 10% cut and the additional 3% cut). She shared her concerns with President Cooper about not wanting to see academic affairs getting the majority of the cuts. He assured her that the cuts would not effect academic programs.
- Senator Rahman asked about what President Cooper talked about at the beginning of the semester with travel budget cuts. President Fields responded that basically anytime a budget is cut the travel budget is one of the first to get cut. Only essential travel will be approved. If you must travel to certain meetings for accreditation of your programs then that travel would not be denied.
- There is a freeze on hiring unless there is serious justification shown.
- Senator Rahman asked for clarification about first spending certain monies in a timely matter and then getting reimbursed through grants. President Fields responded that is a two-fold problem. One is in making sure that PI's are on task in filing bills and the second thing is getting the monies. The president talked about this mainly to keep the cash flow going.

#### Old Business:

Faculty Survey: President Fields stated that Senator Cassidy has already talked about the faculty survey. She stated that she is working on putting the results in report format to be sent to President Cooper. A copy of the results will be sent to senators via email. It will be sent to the president because it will also include recommendations from the faculty.

## **New Business:**

Faculty Senate's Legislative Agenda 08-09: President Fields stated that some of the topics that are on this year's agenda have come as a result of the faculty survey. These topics include:

1. Teaching Loads
2. Tenure and Promotions (mostly junior faculty not understanding or seeing the process clear)
3. Faculty Salaries (will always remain on the agenda)
4. Students Admissions
5. Faculty Development

With respect to salary inequity she feels that we made some progress on last year because the inequity has gotten a little better. The administration was asked to revisit the inequity and make adjustments accordingly and that has happened in a number of cases. We are talking about persons with the same rank, same discipline, and the same responsibilities making substantially more than another; that's a real problem. Senator Whitaker asked if some areas had differences in content. President Fields responded 'yes they do'. Senator Stackhouse followed with a question about that being true about the same positions at other institutions. President Fields responded that the institutions would also have to be comparable.

The senate needs to sponsor along with the VP of Faculty Development need to co-sponsor a tenure and promotion workshop. If we are going to have one this semester it needs to be within the next two weeks because the tenure and promotion portfolios are due the second (2<sup>nd</sup>) Monday in October.

President Fields stated that she felt that some progress has been made with the student admissions standards. A presidential committee was formed last year and this committee is still working. President Fields and Senator Stackhouse are on this committee. Admissions standards should be set by the faculty according to the faculty handbook. She also stated that she is pleased with the work of the committee. She was concerned about the quality of the students being accepted at the university and the effectiveness of enrollment management. Last year our incoming freshmen had an average of 815 on SATs and a 2.7 average GPA. The preliminary results for this year's freshmen class have an average of 845 on SATs and an average 3.2 GPA. The freshman class numbers were capped at 1000. Although we had the largest freshman class last year we retained only 35% of that class. That should not have been a surprise because we accepted those students which were below standards but there were no resources put into the infrastructure such as hiring new faculty to work with these students in order for them to become successful. Senator Rampone stated, so 65% of last year's freshmen class did not return this year. President Fields stated that most of them couldn't return because of low GPAs and not being eligible for financial aid. We did have about 115 students to be readmitted because they attended summer school and pulled up their GPAs. President Fields encouraged senators that serve on the admissions or other academic committees to please attend the meetings because it's important that they provide input.

Those are the topics on our legislative agenda that we will be continuing to work on this academic year. We plan to work with the administration to get some things done.

## **Comments:**

Senator Brantley asked if there were any studies being conducted on the data that has been/being collected. President Fields responded that we can ask for one. They have just hired an academic enhancement person so let's see what kind of data is going to come out of it.

Senator Varnum stated there was one issue that we talked about last year which was shared governance. He has identified a speaker from the American Association of University Professors (AAUP) and talk about possibility of bringing this individual here to speak to the senate. President Fields responded that we had decided that we did want to bring the speaker here. We now need to know how much of a charge is involved. We have to determine if we can afford to bring this person here. Senator Varnum will follow upon that issue.

President Fields also talked about the fact that we had also talked about having a town hall meeting to get faculty actively involved in order to move the agenda. Also items that we want to see on the agenda please email them to President Fields about a week before the senate meeting. Senator Whitaker asked when the town hall meeting will take place, in the evenings. President Fields responded that yes it would typically be in the evenings or during a senate meeting. The faculty should realize that any faculty member can come to any senate meeting but they can't vote.

Senator Cassidy stated that trying put together a tenure and promotion workshop for this semester is probably impossible. President Fields responded that we may not be able to help the ones that are going up in October but we can get started so that we may help the next group.

Senator Rahman asked if there is any type of fundraising that we can do to raise money other than our membership dues. President Fields responded that sure we can but we may not want to. She is open to suggestions. She also stated that the university has about \$2200 of state funds for the senate. Since these are state funds they are restricted on how we spend these funds. We can spend it on supplies and maybe bring in a speaker but no food at all. We did get polo shirts for senators and if new senators want a shirt please stop by President Fields office because she has a few left from last semester.

### **Adjournment**

Senator Cassidy moved to adjourn the meeting and the motion was seconded by Senator Varnum. The meeting was adjourned at 4:44PM.

Respectfully submitted,

*Cynthia T. Davis*

Cynthia T. Davis,  
Recording Secretary