

September 9, 2002
THE FACULTY MINUTES

The Fall meeting of the Faculty of the College of Charleston convened at 5:00 p.m. on Monday, September 9 in Physicians' Memorial Auditorium.

Speaker of the Faculty Hugh Wilder called the meeting to order and welcomed faculty back to a new academic year. The minutes of the last Faculty meeting, from April 2002, were approved. The Speaker thanked Bishop Hunt, the former Faculty Secretary, for these minutes and for his many years of service as Secretary. Mr. Wilder also announced two new Senate appointments: Bev Diamond as the Faculty Speaker *pro tem*, and Trisha Folds-Bennett as the Parliamentarian.

Reports: The Provost

The Speaker recognized Provost Andy Abrams for the announcement of new faculty and academic appointments. Mr. Abrams called on academic deans, who in turn called on department chairs to introduce new faculty.

School of the Arts

Valerie Morris, Dean

Art History Dr. Mary Beth Heston

Music Mr. Steve Rosenberg

Studio Art Mr. Michael Tyzack

Theatre Mr. Mark Landis

School of Business and Economics

Clarence Condon, Dean

Rene Mueller, Associate Dean

Accounting and Legal Studies Dr. Linda Bradley

Economics and Finance Dr. Michael Morgan

Management and Marketing Dr. Kent Gourdin

School of Education

Frances C. Welch, Dean

Andrew Lewis, Interim Associate Dean

Foundations, Secondary and Special Education Dr. Robert Perkins

Elementary and Early Childhood Education Dr. Linda Fitzharris

Physical Education/Health Dr. Tom Langley

School of Humanities and Social Sciences

Samuel Hines, Jr., Dean

Idee Winfield, Associate Dean

English Dr. Larry A. Carlson

Communication Dr. Doug Ferguson

History Dr. Marvin Dulaney

Division of Languages Dr. Earl Rickerson, Head

Department of Classics and German, Including Italian, Japanese and Russian (Fall 2002)

Dr. Frank Morris
(Dept of Classics - Spring 2003) Dr. Darryl Phillips
French Dr. Jeffrey Foster
Hispanic Studies Dr. Andrew Sobiesuo
Philosophy/Religious Studies Dr. Richard Nunan
Political Science Dr. Lynne Ford
Psychology Dr. Charles Kaiser
Sociology/Anthropology Dr. Christine Hope

School of Science and Mathematics

Norine Noonan, Dean
Robert J. Dukes, Jr., Associate Dean
Biology Dr. Paul Marino
Chemistry and Biochemistry Dr. James Deavor
Computer Science Dr. Christopher Starr
Geology Dr. Mitchell Colgan
Mathematics Dr. Deanna Caveny
Physics and Astronomy Dr. Jon Hakkila

Graduate Studies

Hugh Haynesworth, Dean
Robert Scott Small Library
David Cohen, Dean

New Faculty Appointments, Fall 2002

Biology: Gorka Sancho, Assistant Professor
Elizabeth Meyer-Bernstein, Visiting Assistant Professor
Chemistry and Biochemistry:
Sarah Faye McDuffy, Visiting Assistant Professor
May L. Rogers, Assistant Professor
Dawne M. Taylor, Visiting Assistant Professor
Computer Science:
Wayne Staats, Assistant Professor
Geology: Lauren Kolowith, Assistant Professor
Physics and Astronomy
Timothy Giblin, Assistant Professor
James Frysinger, Lab Manager/Lecturer,
Christopher True, Lab Manager/Lecturer
Music: Robert Lewis, Visiting Assistant Professor
Accounting & Legal Studies:
Alan K. Styles, Assistant Professor
Nikki Hinske, Visiting Instructor
Elementary and Early Childhood Education:
Amanda Branscombe, Associate Professor
Margaret Hagood, Assistant Professor
Ann Wallace, Assistant Professor

Physical Education and Health:

Edith B. Ellis, Assistant Professor

Student Teaching and Certification: Thomas Halberg, Director

Math & Science Hub: Robert B. Pittavino, Director

Italian: Barbara Amali, Visiting Instructor

Nunzio Rizzi, Visiting Instructor

Communication:

Robert Westerfelhaus, Assistant Professor

Michael Reardon, Visiting Assistant Professor

English:

Doryjane Birrer, Assistant Professor

Consuela Francis, Assistant Professor

Valerie Frazier, Assistant Professor

Elizabeth Bramlett Baker, Visiting Instructor

Justin R. Wert, Visiting Instructor

Hispanic Studies:

Monica Melendez, Visiting Assistant Professor

Jennifer Colon, Visiting Assistant Professor

Araceli Alvarez, Visiting Instructor

History:

Katherine Anne Lebow, Assistant Professor

David T. Gleeson, Assistant Professor

W. Scott Poole, Assistant Professor

Patrick Speelman, Visiting Assistant Professor

Philosophy and Religious Studies:

Kyle Swan, Visiting Instructor

Political Science

John Bretting, Associate Professor

Hollis France, Assistant Professor

Mark Long, Assistant Professor

Psychology

Donald Miles, Visiting Assistant Professor

Michael Todd Allen, Visiting Assistant Professor

Reports: The President

The Speaker then recognized President Lee Higdon. Standing on the apron of the stage, Mr. Higdon addressed the faculty in an informal and energetic manner, welcoming them back after what he hoped was a productive summer. He had spent some of his summer writing and speaking on behalf of the College, as well as visiting the Annot campus. Mr. Higdon thanked faculty who attended the first-ever Fall Convocation. "It was a marvelous start to our school year," he noted, a symbol that emphasized "the importance of our student-centered institution." He noted that faculty presence will also be very important to students in this year's December and May commencement ceremonies. Mr. Higdon told faculty that he had visited each department in the School of Humanities and Social Sciences, often spending 2-3 hours, to learn more about faculty research and about the academic program that each department offers. "It was extremely impressive to

me to hear the breadth of research” that faculty are doing, he said, and added that he looks forward to visiting all the other departments at the College this year.

The President noted that the College has received a nice bit of publicity in the Princeton Review, which this year features Randolph Hall on the cover of one of their two annual publications. In their discussion of “300 Best Colleges,” we are reviewed, and the student comments they include are very positive about the College’s faculty, our student-centered focus, and our accessibility. Among these rankings, our students were ranked fifth in overall student satisfaction (first and second were Vassar and Pomona). The President noted that this information provides external verification that the College is “on the right path.”

Mr. Higdon reported that he has now allocated about half of the Fourth-Century Initiative lines to schools, who have allotted them to departments. Regarding these new lines, the President exhorted faculty to be sure they do everything they could to create a diverse pool of candidates. “Great institutions reflect the diversity in their communities,” he said, and the College must not miss this opportunity. He also told faculty he wished to hear how these searches go, so that he will be sure the College does all it can do to attract the best candidates. He requested faculty to report on these searches to their deans or to the Provost. Regarding the research component of the Fourth-Century Initiative, Mr. Higdon said that two goals were curriculum renewal and student-faculty research. He plans to increase allocations for student-faculty research funding over the next three years, and will be increasing summer stipends to support curriculum renewal. Additional money for research will be allocated to schools, and the deans will let faculty know how that money will be distributed.

Mr. Higdon also noted that he had completed his first year of the tenure and promotion process at the College. He stressed the importance of annual evaluations and the chair’s role in carefully scrutinizing faculty through this mechanism; such evaluations are critical to the T & P process.

Moving to a discussion of enrollment and revenue, Mr. Higdon remarked, “Life has changed.” From 1992-93 to 2000-2001, the College was the fastest-growing institution of higher education in South Carolina. From 5500-6000 undergraduates in the early 90’s, we grew to 9000-9500 at the end of the decade. “That growth money is no longer available,” Mr. Higdon reported. This stretched our facilities and infrastructure, and we can no longer use growth as a source of capital. The Fourth-Century Initiative has a goal of reducing the number of students here, which will enable us to be more selective. But the capital that came with increased enrollment will not be available in the future. State appropriations were reduced four times last year, by over 5 million dollars. “We were hoping the worst was over,” Mr. Higdon said, but apparently this is not the case. Receipts at the state level are lower and there is now talk of another cut in appropriations—not if, but when, is the subject of speculation. Future cuts could be as much as five to ten percent. The President did have some good news to report: a benefactor to the School of Business has just donated two million dollars this summer, and the College will soon be naming a new dorm in recognition of another donation of about that size. The President also noted that new hires in Development and College Relations will help the College

develop “ a prospect base” for private support, something we will need more of. We will also need to build our unrestricted endowment.

Turning to the issue of faculty salaries, the president noted that he has been researching the College’s level of compensation. Depending on which group of institutions we measure ourselves against, we are behind by about three million dollars in compensation. Within “our” sector of non-PhD-granting institutions, we are average. But the other schools in that sector “quite candidly, don’t measure up” to the College of Charleston, the President said. He plans to look at a group of peer or “aspiring-peer” institutions to make a more accurate assessment. Finding the funds to improve compensation is another problem, he said. The state of South Carolina ranks behind Virginia, North Carolina, Georgia, and Florida in its rates of compensation, and if the state does not improve we cannot do very much. A committee will be appointed, including members from the Faculty Welfare and Budget committees, to study this problem and the President is committed to working on it even though it will be several years before we can expect to see the impact of this work. The President said he was pleased to note that the budget for sabbaticals had doubled from last year, No meritorious proposal was turned down, he reported. He noted as well that he wanted to insure that there was a process in place to make certain that every sabbatical had some outcome that could be verified; he does not consider a sabbatical an entitlement. Although the President is prepared to “move heaven and earth” to be sure that all meritorious sabbatical requests are granted, he also said faculty should expect that a sabbatical will require accountability from faculty.

Announcements

With no new business, the Speaker invited announcements, which included a request from Skip Godow that we give generously to the United Way campaign, and a reminder from the Speaker that a September 11th memorial observance would be held on campus two days hence.

The meeting adjourned at 6:05 p.m.

Respectfully submitted,

Julia Eichelberger
Faculty Secretary