

MINUTES OF FACULTY SENATE

The College of Charleston Faculty Senate met Tuesday, February 10, 2004, in ECTR 116. Forty-six senators attended.

Speaker Hugh Wilder called the meeting to order and invited any corrections to the minutes of the January meeting. Hearing none, the Senate approved these minutes.

Reports

SC Legislature and Higher Education

Mr. Wilder informed the Senate that Vice President Daniel Dukes sent his regrets that he had been unable to attend today's meeting as scheduled. Mr. Dukes was in Columbia meeting with the Ways and Means committee on the College's behalf. Mr. Wilder asked Bob Mignone to update the Senate on changes in state higher education, since Mr. Mignone had been elected by the Senate in January to represent us on the SC Council of Chairs. Mr. Mignone told the Senate that the Council was discussing current challenges to higher education in South Carolina. The Council met with Conrad Festa, our former Provost who now serves as the executive director of CHE (The Commission on Higher Education). They learned that there is a possibility that Trident Technical College could become a four-year institution. Higher education in the state could be restructured through the formation of a Board of Regents, and the elimination of CHE. Conrad Festa told the Council that they would have input on this decision, Mr. Mignone said. Another bill under consideration could change the way SC institutions teach the life sciences. Associate Provost Susan Morrison asked for the numbers of these bills. Mr. Mignone said the Life Sciences Act was Bill # 560. He added that on the SC legislative website, we could use the search function to enter relevant keywords and locate the numbers of pending bills. Mr. Mignone also reported that the TERI retirement plan and its possible demise was under considerable discussion in Columbia, but that, in his view, no one in the legislature seems willing to go on record as attacking this program.

Committee on Nominations and Elections: Replacement of At-Large Senator

Before the Speaker began his report, he requested a suspension of rules to allow this committee to conduct its election early in the meeting. David Gentry, the Committee chair, presented Karen Berg (Hispanic Studies) and Betsy Martin (Chemistry) as candidates for a replacement Senator for a vacated At-large seat. Committee members then distributed paper ballots, collected them, and went off to count. Later in the meeting, they returned to report that Betsy Martin had been elected.

The Speaker

Mr. Wilder began by reminding the Senate that the election for Speaker, Secretary, and At-large Senators would end this Friday. "I'm fast becoming a lame duck," the Speaker

noted, and asked that Senators remind all their colleagues to vote. Next, he told the Senate that a report by the Ad Hoc Committee on Communication Across the Curriculum was now posted on the college website. Senators had received a portion of this report at the January meeting, when the committee's chair, Sylvia Gamboa, reported on its work; now the entire report is available for our scrutiny at www.cofc.edu/CAC.

Mr. Wilder noted that at the end of the January meeting, Alex Kasman (Mathematics) had asked if the College could discontinue giving Saturday exams, since this schedule can pose a hardship for some students. The Speaker reported that he has investigated the matter and has confirmed that there would simply not be enough days to give exams if we did not use the Saturday slot. To make up those lost exam slots, the College would have to do away with Reading Day, give more exams in each day (perhaps by restricting the exam periods to two hours), or allow faculty less time to complete their grading. The Office of Undergraduate Studies also told the Speaker that since the exam schedule is published at the beginning of the semester, students do have ample time to make arrangements to be available on a Saturday.

This semester, faculty experienced significant problems with the College Bookstore, "more than the usual glitches," the Speaker said. The bookstore apparently never placed some faculty members' orders, and ordered an inadequate supply for many other classes. This constitutes an academic problem, so the Speaker met with the Provost as well as with Kristen Wing and the new textbook manager who arrived in December. "They were very apologetic about the problem," the Speaker noted, saying that the bookstore officials have submitted an "action plan" to the Provost, detailing their efforts to improve. Last year, Kristen Wing initiated a Bookstore Advisory Committee, Mr. Wilder noted, but he has learned that this committee has thus far never met. Calling a meeting is now part of the bookstore's action plan; our representatives, elected last year, are David Mann and Abdul Aziz, and Mr. Wilder said he plans to be in touch with them.

Forums on the campus Master Plan were conducted last month, the Speaker reported. One item that caught lots of attention was the area between the library and Maybank, called "Cougar Mall," which was to be renovated significantly. This was meant to be a project that could be done quickly and relatively cheaply, to make a big impact and give a foretaste of what the whole Master Plan would accomplish. In the illustration of this plan, existing trees were absent, and other current vegetation was illustrated as being pruned back. This change was brought up at a forum, the Speaker said, and the planning firm (Ayers St Gross) and Monica Scott explained that there is no new design, actually. The slide that was shown is not the plan, just an illustration of what there might be; the master planners will take into consideration our response to the loss of trees and other vegetation. Mr. Wilder reminded the Senate that last year it had formed a committee to protect trees on campus. Monica Scott has assured Mr. Wilder that the Tree Committee will be involved in the design of Cougar Mall. The Speaker added that he had received a petition just this afternoon, protesting any removal of trees, which he will also deliver to Ms. Scott. Reid Wiseman (At-large) asked to sign the petition, as did several other Senators. Michael Leitman, attending the Senate meeting on behalf of Student Government, said that the Alliance for Planet Earth was presenting a resolution to the

SGA about the protection of campus trees. “We will work in concert,” Mr. Wilder replied.

New Business

Committee on Graduate Education

Proposals for graduate courses in Latin had been placed on the agenda. Unfortunately, because of a problem with posting supporting materials on the website a full week in advance of the Senate meeting, action on these items was deferred until the March meeting, with the agreement of the Classics faculty and the Graduate Committee chair.

Motion for New Standing Committee

Bev Diamond (At-large) moved that the Senate form a new committee. The text of her proposal follows:

Motion to Revise the Faculty Organization and By-Laws to Create a New Standing College Committee on Faculty Compensation

Proposed by the *ad hoc* Committee on Faculty Compensation

Motion made by Senator Bev Diamond

I. REVISE the Faculty-Administration Manual, Section III, V, 3, B, 3 (Faculty Welfare Committee):

1. Strike section 3.b.5 (“compensation [both direct and indirect]”) and renumber accordingly;
2. Revise section 3.b concluding paragraph to read:

The Committee shall also report to the Senate annually regarding current and pending legislation, regulations and programs concerning fringe benefits. The committee shall gather statistics and report benefits for other state and peer institutions.

II. ADD to the Faculty-Administration Manual, Section III, V, 17:

17. Faculty Compensation Committee
 - a. Composition
Seven faculty members.
 - b. Duties

- (1) To review and recommend changes as needed to College Policies concerning faculty compensation (both direct and indirect);
- (2) To review and recommend changes as needed to College policies concerning adjunct faculty compensation (both direct and indirect);
- (3) To conduct or recommend faculty salary and/or compensation studies and report the results to the faculty; these studies may be internal and/or external; they may address such issues as internal equity, appropriate entry-level salaries, salary compression, and comparisons with peer institutions;
- (4) To recommend measures taken in response to findings of any faculty salary and/or compensation studies;
- (5) To advise the administration concerning the development and implementation of any special compensation enhancement program (programs which go beyond any regular annual salary increases);
- (6) To monitor the effects of any special compensation enhancement programs, recommend modifications as necessary in the implementation of long-term programs, and report to the faculty the results of such programs;
- (7) To review and recommend adjustments as needed to College policies concerning salary bonuses for the awarding of tenure, promotion, and post-tenure review ratings of “superior.”

Rationale

The two-part motion creates a new standing college committee on Faculty Compensation, shifting responsibilities concerning compensation from the Faculty Welfare Committee. This recommendation is made in the report of the *ad hoc* Committee on Faculty Compensation. The change is warranted by the importance and complexity of faculty compensation issues, as well as by the heavy current workload of the Welfare Committee. It makes sense to create a new standing faculty committee dedicated to faculty compensation matters.

Ms. Diamond reminded the Senate that the President had formed an ad hoc committee on compensation, charged to investigate College of Charleston salaries and to recommend ways to correct inequities. This committee, on which Ms. Diamond served, “has high hopes that some monies are going to be distributed this year,” Ms. Diamond said. It also believes that someone needs to be monitoring what happens to this money and to conduct a new assessment next year, in hopes of equitably distributing future increases. This

should be done by a faculty Committee, Ms. Diamond said, but Faculty Welfare is already too burdened to take this on. Welfare will still have input in addressing faculty compensation; fringe benefits, for example, would remain in its purview.

Ms. Diamond's motion received a second, and the Speaker invited discussion. He reminded the Senate that any motion to revise our own by-laws is automatically referred to the By-Laws Committee, and that committee will report back to the Senate at our next meeting. By-Laws is empowered to change the language and even the sense of the motion. Further discussion will be in order at that time, after which the Senate will vote on the proposal. For today's discussion, points that would help the By-Laws Committee are especially useful, Mr. Wilder said. Sheila Seaman (Library) said that the Compensation committee noted in its report that it had difficulty comparing librarians' compensation levels here with those of other schools. She said there should be a librarian on this new committee, "since we got lost last time." Ms. Diamond replied that the librarians actually occupied a considerable amount of the committee's time, and that the problems comparing our librarians with those of other institutions would still exist, but that the Senate was free to ask for a librarian to be on the committee. Susan Kattwinkel (At-large) asked whether Welfare was displeased to have this responsibility removed. Mr. Wilder replied that the current chair was satisfied with this proposed change. Faculty salaries have always been in Welfare's purview, but they have never been able to address this in any detail along with all their other duties. Glen Lesses (Philosophy) said he welcomed this proposal, and he urged the By-Laws Committee to make the language describing the committee's duties as precise as possible; the proposal's term "compensation both direct and indirect" could be taken to mean benefits as well as salaries. Ms. Diamond agreed, noting that the ad hoc committee did not have access to other institutions' benefits for comparison. She also noted that retirement benefits were not studied, yet this component was so closely tied to salary that there was "a correlation of one" between these two forms of compensation.

Constituents' Concerns

David Mann (Political Science) announced that he was planning "to coordinate complaints" about the bookstore. He asked that departments give him some idea of how many courses and which courses had book orders that were not filled. Then, if the committee ever meets, he would have more precise information. "As a member of this committee that hasn't met, I will be glad to serve as a voluntary liaison," he said, to gather up information on all the different problems that have been reported.

Frank Kinard (At-large) reported problems getting his College ID replaced after his wallet was stolen. The process of proving that he really was an employee of the College was very troublesome, he said, and it seemed to him that the process could be streamlined, particularly if so much information was digitized somewhere. The Speaker agreed that simplification would be desirable.

Sheila Seaman reminded faculty that the library will close for its move to the new Addlestone library over the summer, to reopen in August. The librarians hope that faculty

who are doing research over the summer will scour the stacks and get what they need before the move. “We don’t want you to bring books back” right now, she said, because they are out of shelf space in the old building. The librarians hope to have reference services open and access to electronic materials all through the summer, but there will not be uninterrupted access to books. “It’s not too early” to start gathering the books that you will need over the summer, if you anticipate doing a research project then, she said.

With no further business, the Senate moved to adjourn at 5:45.

Spring Semester Faculty Senate Schedule:

First Tuesdays • 5:00pm • 116 Education Center

March 16 (agenda deadline March 4)

April 13 (continued April 20 if necessary; agenda deadline April 1)

Spring Faculty Meeting (5:00 PM, Physicians Auditorium)

April 19 (agenda deadline April 7)