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2 https://teams.microsoft.com/l/meetup-join/19%3ameeting_NGNkNTA5OWItMzU4ZC00MmMyLWJiNTUtOThhOGI3NzhhNigw%40thread.v2/0?context=%7B%22Tid%22%3A%224b2a4b19-d135-420e-8bb2-b1cd238998cc%22%2C%22Oid%22%3A%220bb698ef-7d87-46c5-9dd6-1e40607d2783%22%2C%22IsBroadcastMeeting%22%3Atrue%2C%22role%22%3A%22a%22%7D&btype=a&role=a
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10 **THE UNIVERSITY OF SOUTH CAROLINA FACULTY SENATE**

11
12 Wednesday, February 1, 2023

13 This session was held at the Booker T. Washington Auditorium

14 PRESIDING Chair Audrey Korsgaard

15 CHAIR AUDREY KORSGAARD called the meeting to order at 3:00pm EST.

16 **Called Meeting of the Faculty Senate**

17
18 CHAIR KORSGAARD welcomed the members to the Faculty Senate.

19 **Corrections to the minutes:** A motion was made; the minutes were approved.

20 **REPORT OF THE OFFICERS**

21
22 PRESIDENT AMIRIDIS provided an update of activities since the last Faculty Senate meeting.
23 The university is in an active part of the legislative season. There was a very successful USC day
24 at the capital. Many students participated. This makes a difference especially when legislators
25 see participants from his/her own district participate. This has more impact than when President
26 Amiridis shows up. Students have more impact than President Amiridis.

27 The entire system participated in USC Day. All seven campuses participated. The Upstate group
28 was the largest presence. Their presence and advocacy on behalf of the university helps the
29 institution when we ask for budgetary issues.

30 The university is almost halfway through the appropriations process. The House has a proposed
31 budget. The part of the process is where the Senate is now proposing a budget. In areas of
32 disagreement, they go into conference. Once the bill has gone through both the House and
33 Senate, the Governor has the final authority to sign the bill.

34 It is a good first step that the university has seen.

- 35 - There have been recurring funds for tuition mitigation. It is important that tuition
36 mitigation is a priority. It is a higher number than what we saw last year.
- 37 - In the budget is \$3.5 million to support internships. This will incentivize our students to
38 take an internship in South Carolina and to provide money as a salary. There will also be

39 a reference to the employers giving the student interns a reference for employment
40 decisions upon graduation.

41 - There is an appropriation for a state-wide brain health system. The university requested
42 this budget item, and it is encouraging to see this in the House budget.

43 - There is support for nursing education, and as requested, extended the amount that was
44 requested last year.

45 - An ongoing recurring appropriation will allow the university to complete the renovation
46 of classrooms and/or labs in the Science and Technology building (i.e., the old Law
47 School building). One-half of the building is completed. This appropriation will allow the
48 university to complete the renovations in the Science and Technology building. The
49 question that needs to be answered by the Provost is “what type of rooms are needed
50 most...classrooms or labs?”

51 A wonderful event occurred in the last few weeks was the groundbreaking of the Lexington
52 Medical Center (50,000 square feet center). This center will be for the exclusive use of the USC
53 College of Nursing. USC does not have to provide anything. The only thing USC does in this
54 partnership is to educate nurses. This is important. Even more important, this center will provide
55 the clinical experience for USC nursing students. This is a wonderful partnership. PRESIDENT
56 AMIRIDIS stated that he does not know of any other partnership in the US where an institution
57 supports a university to the extent that Lexington Medical Center is supporting the College of
58 Nursing.

59 A groundbreaking event took place on South Main Street. This on the south side of the capital. In
60 some ways it looks like a desert, especially if you are on campus on a Sunday morning or in the
61 summer. The city, state, federal government, and the University have pooled resources. The five
62 lanes will be cut down to two lanes. Large pavements and bike pavements will be created. Trees
63 will be planted. The area will be made more friendly for pedestrians and bikers. The intent is to
64 attract the business sector to take advantage of the available land. Food, entertainment, and
65 perhaps retail businesses are encouraged to enter the area.

66 North Main Street has had a wonderful transformation. The idea is to transform the south
67 corridor as well. South Carolina Department of Transportation informed President Amiridis that
68 the intersection of South Main and Greene Street probably one of the top two or three
69 interceptions of pedestrians as students move between classes. This transformation will make it
70 safer for pedestrians.

71 President Amiridis reminded the faculty senators that this is recruiting time for the next freshman
72 class. The university has almost 47,000 applications up from 42,000 applications one year ago.
73 Last year was a record high by 11%. Of the 47,000 applications, 32,000 applications are out-of-
74 state students. The 15,000 in-state student applications is a very large number compared to the
75 number of high school students graduating in the state of South Carolina. A rough estimate is
76 that USC obtains 70% of the high school graduates who have prepared for college and have
77 taken the SAT apply to USC.

78 The final admission letters will be sent out this week and next week. The next phase is to gather
79 the appropriate yield of students. There will be a lot of visitors on campus. Faculty play a very
80 important role. Visitors come here to learn about the courses and the faculty. Families and
81 prospective students want to know about the amenities. The university is targeting the 2023 class
82 to be slightly bigger than the 2022 class. In fall 2022 the class was 6600 students; the target for
83 fall 2023 is 6700 or 6750 students.

84 PRESIDENT AMIRIDIS asked faculty for help during this important time. If faculty see visitors
85 on campus, welcome them to your college and department. Encourage them to attend USC.

86 SENATOR CAROL HARRISON (History) inquired about the Commission of Higher
87 Education's request for inventory on spending on DEI. The Senator asked if the report could be
88 shared. PRESIDENT AMIRIDIS agreed and stated that the report is a public document. Senator
89 Harrison stated that this request was step 1 in the Manhattan Institute's attempt to eliminate DEI
90 programs. She asked President Amiridis to discuss how USC will respond to this action.
91 President Amiridis stated that in the Commission of Higher Education, USC received a request
92 to answer five questions that were directly related to DEI activities. These questions included the
93 number of people the university employed to focus on DEI, and the other four parts were
94 financially related; how much money the university spent, how much money the university spent
95 for programming, how much money the university spent for training, what are the five highest
96 salaries. The university asked for clarification. The request came from the research division of
97 the House. This usually is related to a new bill.

98 The university reported the answers based on full-time equivalent (FTE). The FTE is usually in
99 the low teens. There is also some confusion when they focus on minorities. What does "usually
100 DEI" mean? For example, the TRIO program. TRIO is a federally funded program. The
101 university did not include this program because it has existed for a long period of time, relates to
102 scholarships, and is funded by the federal government.

103 Regarding SENATOR HARRISON'S second question "what the university expects", the states
104 of Florida, Oklahoma, Texas, requested similar information. PRESIDENT AMIRIDIS believes
105 that the request (for South Carolina) is only coming from a small number of legislators. President
106 Amiridis is, at this time, not worried about the issue.

107 **GUEST SPEAKERS**

108 CHAIR KORSGAARD introduced DR. EC PORTER (Director of Counseling and Psychiatry)
109 and LISA JERALD (Director of Undergraduate Ombuds Services) as the two guest speakers.
110 Mental health among students is a national crisis and an important issue for faculty.

111 DR. PORTER (Counseling and Psychiatry) presented the various mental health options available
112 to students. Many people think of mental health treatment strictly as one-on-one counseling. The
113 university has many other varieties of treatment available.

114 - Wellness visits: a lot of students don't meet the threshold for counseling visits, but they
115 can benefit from stress management or healthy eating habits. The Center has

116 appointments available through the Healthy Campus Initiatives. This can be booked
117 through MyHealthSpace.

118 • Therapy Assisted Online: These are a group of modules that can be self-guided or used
119 with coaching with a therapist. This is particularly helpful for a professional student who
120 is unable to make it into a therapy appointment between regular office hours. Students
121 can access these modules during the evening or weekends. The modules are self-paced.

122 • Weekly Groups: These group sessions are free and unlimited to students. These groups
123 are excellent for students who require coping skills instead of intensive psychodynamic
124 therapy. There are several different groups to target different coping skills. Students can
125 sign up online. The groups run weekly. Students can sign up for multiple groups. The
126 groups run at different times. Some groups are offered during the summer.

127 • Thrive at Carolina: This can be accessed through the website thriveatcarolina.com This
128 expands the university's counseling reach through a company called Christie Health
129 Campus. Additional campus counseling resources are provided either virtually or in
130 person. Students can call the USC crisis line or via the website thriveatcarolina. The
131 university is working on a method of streamlining a way to enrolling for a session by
132 accessing the website. If a student wants a counseling session, the student should make an
133 individual counseling appointment. The student will sit down with a triage counselor. The
134 triage counselor will work with the student for approximately 45 minutes to assess the
135 situation. A customized treatment plan will be developed. If students require medication,
136 they are referred to a psychiatrist.

137 LISA JERALDS (Ombuds Office), undergraduate ombuds, explained that students miss class for
138 a variety of reasons. Reason includes physical health, mental health, or a family member pass
139 away. There is a process for students to request an excuse for being absent from class. The
140 faculty member will receive a communication from Lisa's office. There is an online form that
141 students complete when they are required to be absent from class due to a valid reason. The
142 student provides some form of documentation for the absence (e.g., doctor's note). The staff in
143 the Ombuds' Office verifies the documentation. The letter of validation for being absent is then
144 sent to the students' teachers. During spring 2023, the Ombuds Office has received almost 1300
145 requests from students regarding being absent.

146 When students have ongoing health issues and it impacts attendance, faculty members will
147 receive correspondence from the Student Disability Resource Center. Recommended
148 accommodations will be provided.

149 The Ombuds Office may send correspondence to a faculty member regarding a student who is
150 receiving out-patient treatment for mental health issues. Out-patient care typically is between
151 9am-2pm. This often hinders the student from attending class. The student may be out of the
152 classroom for a few weeks. Faculty may be asked to work with the student during the weeks the
153 student is absent from the classroom.

154 SENATOR HEIM (Nursing) inquired about the Student Care and Outreach Team. Senator Heim
155 stated that in some cases, it has taken weeks for students to get a response from the team. What is
156 the typical turnaround time? DR. PORTER stated that the Student Care and Outreach Team is a
157 multidisciplinary team that can take any type of concern from faculty, staff, and students. When
158 reports are obtained, the team prioritizes the reports in order of risk involved. This may
159 determine the length of time a student is contacted. Dr. Porter could not address the internal
160 method of the Student Care and Outreach Team; she is not a member of this team. Dr. Porter did
161 say her does know the team gets many reports and they need to prioritize based on risk.

162 SENATOR HEIM (Nursing) asked if the Student Care and Outreach Team can be compared to
163 the previous outreach team that existed. For example, if there was a crisis in the classroom or if a
164 faculty member had a concern, faculty members calls were answered and a team would respond
165 immediately. How does this differ? DR. PORTER asked if there was a team that responded
166 immediately to the crisis at hand. Senator Heim stated that he believed this was the case. The
167 office was centralized. The police department was part of the unit. Many different areas were
168 involved and could respond immediately. Dr. Porter stated that if faculty need someone to
169 respond to a situation in the classroom or at a home immediately (during business hours), please
170 call the counseling center. This will help the staff to identify the various options. Another option
171 is to call campus PD. If campus PD believe someone is at imminent risk to themselves, they will
172 send someone to conduct a welfare check.

173 SENATOR TAVAKOLI (Nursing) stated that many students complain that when students drop-
174 in to the counseling center they are not able to see a counselor. The first question is the prior
175 system better than the existing system? The second question is there any way faculty and staff
176 needs can be satisfied through the counseling center for mental help? DR. PORTER stated that
177 faculty and staff are not treated primarily to protect the privacy of the students. If students are in
178 the waiting area and are worried about meeting a professor, the student may not come for mental
179 health services. Another reason faculty and staff are not serviced is because the facility is funded
180 through student health fees.

181 Regarding walk-in or call-in, there is walk-in everyday from 12:00 noon – 4:00pm. There is a
182 counselor on duty. This is a “first-come, first-serve” basis. There are some days when no
183 students comes into the building; there are other days when many students come in for
184 assistance. There are also a certain amount of appointments set aside each day for
185 MyHealthSpace. Unused clinical time is also placed on MyHealthSpace; students can sign up for
186 an appointment.

187 The university has an EOP program for faculty and staff. If faculty and staff need mental health
188 treatment, the university provides treatment through the EOP program.

189 DR. JASON STACY (Associate Vice President) stated that regarding the virtual appointments
190 and the walk-in appointments, the university has made a switch to the system two semesters ago
191 because the walk-in availability throughout the day was not being utilized. Counselors were
192 available but the university realized that students don’t like to walk in and say, “I am in crisis,
193 and I need help right now”. The university switched to web “bookable” appointments. The

194 appointments roll open 18 hours before the appointment. The night before, students can make an
195 appointment. Walk-in appointments are still available. The university is working hard to meet
196 everyone's needs.

197 At Christie Health Campus, 24/7, 365 days a year assistance is provided; Students can talk with a
198 counselor. There is an app students can download onto their phone. The app is called Campus
199 Well. The average call is answered in 15 seconds by licensed clinicians. A risk assessment is
200 made during the call. Christie Health Campus has information about our campus so they can
201 make decision about resources on campus.

202 SENATOR JOHN LAVIGNE (Chemistry and Biochemistry) commented that suicide and
203 attempted suicide on this campus, it is a surprise regarding the number. There also has been an
204 attempt during the day a couple of weeks ago. There was no information from the university. It is
205 understood that the student's family asked that no information be released. Senator Lavigne's
206 concern is that in the absence of information, the vacuum is filled with speculation. There have
207 been reports of drug related issues that nearby businesses cast doubt of having those businesses
208 in the area. Is there any way this issue can be addressed to provide some kind of information so
209 made up stories do not go around campus.

210 DR. PORTER (Counseling and Psychiatry) acknowledged the concerns. The university wants to
211 recognize and honor the family's wishes. Many times, families do not want information
212 disseminated. There are also standards about talking about suicide that prevent university
213 officials from sharing a lot of details.

214 SENATOR LAVIGNE (Chemistry and Biochemistry) asked if there are any guidelines or rules
215 whereby the university is allowed to even state that a suicide took place.

216 DR. PORTER (Counseling and Psychiatry) stated that there are not guidelines about talking
217 about suicide in general. There are guidelines in the number of details that may be provided.
218 Vigils are not recommended. If the family states that they do not want information shared, the
219 university needs to honor this request.

220 SENATOR LAVIGNE (Chemistry and Biochemistry) asked if the family requests the university
221 not share information, does this mean the university cannot say "an event occurred on campus,
222 on this day, in this general location. If you need assistance, call...". DR. PORTER stated that
223 the university has issued statements similar to this line of thought. When a family requests
224 information not be released, the university cannot release the student's name. Senator Lavigne
225 stated that he has colleagues experience multiple student suicides in the past with no guidance or
226 information from the university. This is bothersome. Dr. Porter stated that typically a message is
227 sent out with resources. Senator Lavigne will follow up.

228 DR. JASON STACY (Associate Vice President) stated that there are classes. Prevention from
229 suicide was brought up in Healthy Carolina Initiatives. Reach out to Dr. Stacy's office. These
230 classes are offered for students, faculty, and staff. Some classes are related to personal wellness,
231 others relate to how to deal with issues in the moment.

232 CHAIR KORSGAARD (Management) encouraged faculty to investigate the available training
233 via Health Services and the Center for Teaching Excellence (CTE). This is a new skill set that
234 sadly we all need to acquire.

235 **REPORTS FROM FACULTY COMMITTEES**

236 **Curricula & Courses Committee Report**

237 CHAIR OF C&C WILLIAM HAUK (Economics; Darla Moore School of Business) presented 9
238 proposals:

- 239 • College of Information Science (n=7)
- 240 • Darla Moore School of Business (n=2)

241
242 A vote was held for the proposals. The proposals passed.
243

244 **Committee on Professional-Track Faculty**

245 CHAIR BRIE DUNN (Pharmacy) thanked the committee members and their hard work. Six
246 unique academic units are represented on the committee. There is a relative even split between
247 professional-track faculty and tenured/tenure-track faculty members participating on the
248 committee.

249
250 There are three charges to this committee.

251 Charge #1: Reviewing and approving college, school, and academic policies regarding
252 professional-track faculty. Under this charge, the committee completed four activities.

- 253 • Establish a process and procedure for objectives and consistent criteria review by
254 committee members;
- 255 • Develop a template for unit feedback that includes comments and recommendations in 12
256 key areas;
- 257 • Submit four out of approximately 25 academic units for review. Two are provisional
258 approval, one is returned for revision, one is in progress; and
- 259 • Continue ongoing communication and guidance to units as they incorporate
260 recommendations and modify criteria.

261
262 Twelve criteria review feedback form categories are as follows:

- 263 1) Clearly defines areas of concentration needed to promote research, teaching and/or
264 service.
- 265 2) Distribution of effort/performance assessment across the areas of concentration
266 clearly defined.
- 267 3) Job titles clearly stated with the time in rank before promotion clearly defined.
- 268 4) Definitions of all PTF job titles used in unit.
- 269 5) Expectations that need to be met in each rank in order to promote (how PTF should
270 distribute effort among the areas of concentration).
- 271 6) Detailed listings of examples of “types of evidence” that meets the promotion
272 standards instead of general terminology.
- 273 7) Consistency with USC terminology, policies, and Faculty Manual.
- 274 8) Utilization of external reviewers.

- 275 9) Explanation of process for review of candidates and time involved.
276 10) Address both process and criteria.
277 11) Additional recommendations.
278 12) Overall, clear explanations and excellent organization.

279 *Charge #2:* Proposing and reviewing university wide policies regarding professional-track
280 faculty. Under this charge, the committee completed three activities.

- 281 • UCPTF Guidelines for Units are in the final stages of development.
- 282 • Proposed faculty manual revisions provided to Faculty Advisory Committee for review
283 and discussion. The Committee supports proposals including 1) voting rights, 2) a
284 UCPTF committee, and 3) section 2C on Professional-track faculty and related policies.
- 285 • Begun development on PTF candidate forms or possible collaboration with UCTP on
286 candidate forms for both TTF and PTF. Feedback is being solicited for suggested
287 revisions to inform future changes.

288 *Charge #3:* Advising the Faculty Senate and the administration regarding issues related to
289 professional-track faculty. Under this charge, the committee completed two activities.

- 290 • Communicate with the Chair of the University Committee on Tenure and Promotion.
291 This communication includes 1) identification of future collaborations, 2) connect the
292 needs of both groups of faculty, and 3) continue to advance ongoing work related to
293 professional-track faculty.
- 294 • Meet with the Faculty Advisory Committee and committee member participation in the
295 Faculty Manual Revisions during the Town Hall meetings.

296

297 **Faculty Advisory Committee**

298 SENATOR BOB BROOKSHIRE (Integrated Information Technology), Chair of the Faculty
299 Advisory Committee (FAC)

300 FAC brought multiple items for Faculty Senators to consider.

301 *Item #1:* Section A included a portion of information to define the meaning of faculty members.
302 This section was voted and approved.

303 *Item #2:* SENATOR BROOKSHIRE (Integrated Information Technology) stated that the
304 Carolina Creed is part of the Faculty Manual. Faculty are referred to use the Carolina Creed as
305 part of the professional standards of conduct. There is also a standard of employee standard of
306 ethical conduct document that faculty can refer to see what other standards might apply to in a
307 situation. SENATOR ERIK DOXTADER (English) inquired what the word “excellence” means.
308 Senator Doxtader is not aware of a definition of the word excellence. The senator also asked
309 where did the stand of employee ethical conduct document originate? Has this document ever
310 been presented to the Faculty Senate? Why are we using a document in this particular case that
311 refers to notions of civility and bullying that are believed to be out of date given policies that
312 have been passed in the last year. Senator Brookshire (Integrated Information Technology)
313 responded that it is his understanding that standards for ethical conduct was compiled from
314 various existing university sources of policies to bring it into one document. Senator Doxtader
315 asked if this document has been evaluated by anyone in the Senate. Is the current discussion of

316 civility consistent with the current Faculty Manual and policies on civility? Senator Doxtader did
317 not believe it is current. Senator Brookshire stated that the Faculty Manual the governing
318 document for faculty. CHAIR KORSGAARD stated that the employees' the Faculty Standards
319 of Ethical Conduct is a compilation of all the policies and procedures that pertain to ethics that
320 are in UNIV and ACAF. It is a reference where you can the university expects to ethical conduct;
321 it is up to date. Senator Doxtader asked when the document was written. VICE PROVOST
322 ADDY responded to the question. The document does not establish a policy. It was written
323 approximately three years ago. The document establishes a narrative around existing policies.
324 There is some narrative regarding bullying in the narrower sense regarding the old ACAF 1.80.
325 The policy reference is to the official current policy; so in that sense it is up to date. Senator
326 Doxtader followed up with the question "what does articulate expectations mean?" Senator
327 Brookshire stated that the phrase means "it makes a statement about something". Chair
328 Korsgaard stated that the phrase means "it expresses the university's expectations regarding
329 policies". Senator Doxtader asked for clarification regarding "does the Senate vote on policies
330 and procedures". Senate does not vote on policies and procedures.

331 SENATOR VALTORTA (Computer Science and Engineering) stated that the Standards of
332 Ethical Conduct was presented to the Senate at the at the October 21, 2020 meeting.

333 A vote was held regarding Item #2 and the vote was approved.

334 *Item #3:* SENATOR BROOKSHIRE (Integrated Information Technology) stated that the
335 intention is to have a performance review regardless of rank (tenure track or professional track).
336 The existing document entangles annual performance review, third-year review, and post-tenure
337 review in one section of the document. This makes it difficult to understand the wording. The
338 three processes were separated for clarification purposes. Annual performance review applies to
339 all faculty. Information for tenure track faculty is separated into a different section.

340 SENATOR MINETTE (English) provided three friendly amendments.

- 341
- 342 • *Amendment #1:* Add the word "when available" after the word "track or rank". The new
343 wording will read "Peer evaluations will be included for teaching faculty, regardless of
track or rank, when available". The vote for this amendment was approved.
 - 344 • *Amendment #2:* Strike everything from "affirming its commitment through the start of the
345 next paragraph stating satisfactory of performance". The proposed replacement
346 information is "Affirming the university's commitment to tenure and academic freedom,
347 annual performance review of all faculty are to be aimed at all faculty development in
348 each unit's review process and standards must be developed and approved by faculty of
349 the unit. Annual performance reviews must be conducted according to standards that
350 protect tenure and academic freedom and the quality of education". The vote for this
351 amendment was approved.
 - 352 • *Amendment #3:* Strike the paragraph that begins with "each academic unit must define".
353 Replace the phrase with "each academic unit must define its annual performance review
354 procedures including the unit's schedule. Each procedure must define the rules of the

355 administration and faculty peers and the annual performance review. Each academic unit
356 should state in its annual performance review its procedures whether and how progress
357 toward unit criteria promotion and/or tenure will be addressed in the unit’s annual
358 reviews”. The vote for this amendment was approved.

359 A vote for item #3 was held and approved.

360 Item #4: SENATOR BROOKSHIRE presented FAC’s attempt to address freedom of expression.
361 This was presented to the Faculty Senate June 2022. FAC worked with this committee to follow
362 the spirit of the committee’s recommendation.

363 SENATOR MINETTE (English) provided a friendly amendment.

364 • Amendment #1: SENATOR MINETTE (English) requested that the phrase “shall not
365 introduce controversial matters that have no relation to the subjects” be stricken. Replace
366 the statement with “shall avoid persistently intrudingly material which has no relation to
367 their subjects”. SENATOR VALTORTA (Computing and Engineering) requested the
368 addition of the word “controversial”. The phrasing would then read “shall avoid
369 persistently intrudingly controversial material which has no relation to their subjects”.
370 Senator Valtorta withdrew his suggestion. A vote for the amended language was held.
371 The vote was approved.

372 • Amendment #2: SENATOR MINETTE (English) requested a new paragraph be added
373 before “when faculty members speak or write...” The paragraph would read “Academic
374 freedom and faculty governance are inextricably linked. In order to participate effectively
375 in governance, faculty must feel free to speak truthfully and factually. In order to protect
376 academic freedom and academic quality at the institution, faculty must participate in
377 governance. The protection of the academic freedom of faculty members in addressing
378 issues of institutional governance is a prerequisite for the practice of governance from the
379 fear of retribution”.

380 • SENATOR MACAUDA (Health Promotion, Education, and Behavior) inquired about
381 the applicability of the statement. Faculty under contract can be fired without cause. This
382 is the way the position is laid out. Can this amendment provide any protection when
383 certain faculty have no recourse if they are fired? CHAIR KORSGAARD (Management)
384 stated that contracts cannot be disrupted (i.e., terminated) prematurely without cause.
385 VICE PROVOST ADDY stated that the inquiry is “what you mean by contract faculty”.
386 Vice Provost Addy stated that professional-track faculty in FTE positions have contracts
387 and cannot be terminated without going through the process of termination for cause. The
388 one loophole here would be persons who are hired as temporary faculty (i.e., adjunct
389 faculty). Adjunct faculty can be terminated without notice. It is important to have a trust
390 in the process that the administrators making the decisions are also faculty and have
391 respect for academic freedom.

392 • SENATOR MACAUDA (Health Promotion, Education, and Behavior) asked for
393 clarification that full-time professional track faculty and TGE faculty. VICE PROVOST

394 ADDY stated that research grant faculty are not temporary faculty. SENATOR
395 BROOKSHIRE (Integrated Information Technology) stated that later in the process FAC
396 is planning to place standards and procedures in place in the Faculty Manual to protect
397 the rights of professional tract faculty. SENATOR MINETTE (English) stated that this
398 information will pertain to the entire section on Academic Freedom.

- 399 • A vote was taken on this amendment; the vote passed.
- 400 • SENATOR DOXTADER (English) stated that he appreciated the committee’s work on
401 this item. He stated that he believed Faculty Senate should not vote on Item #3 today. It is
402 Senator Doxtader’s opinion that the form of the document is not current. This proposal
403 may limit Faculty Senate and have unexpected consequences. There are a number of
404 questions that need to be addressed as a body. In Senator Doxtader’s opinion, there has
405 not been a debate about this topic. This is a document about having a debate. In the June
406 minutes, there is no reference that there was a significant debate on the topic. Senator
407 Doxtader’s understanding of the town halls were not attended in a significant way. Basic
408 questions need to be addressed. The first question is “what is the difference in this
409 document between freedom of speech and freedom of expression?” These are not the
410 same concept. This document conflates the concepts to the detriment of the document. In
411 Senator Doxtader’s opinion, the difference between freedom of speech and freedom of
412 expression is substantial. For instance, this document could be read through the notion of
413 freedom of expression that a professor in a classroom would not have to recognize the
414 pronouns of a trans student because that professor objects to that expression on his/her
415 part or their part. This document potentially allows people in the student health services
416 to deny services. Senator Doxtader believes that this document confuses academic
417 freedom and the first amendment, freedom of speech, and freedom of expression.
418 Senator Doxtader appreciates the concern for this document for academic freedom.
419 Senator Doxtader does not believe the Faculty Senate understands as a body what this
420 document’s relationship is between freedom of speech and freedom of expression.

421 SENATOR DOXTADER (English) believes this document is naïve for a steady decision and its
422 prodigy which have a fundamental application. This body can look to Florida this week and last
423 week in terms of whether the state government has the capacity to define us as faculty members
424 state as actors that the state controls. This document is a reflection of the work that was done in
425 the initial proposal that was modeled with the Chicago principles. That debate is over. If anyone
426 is worried about that debated, you are three years behind the times. This Senate is in a
427 fundamentally different position relative to academic freedom and expression. This document is
428 silent on the question of whether hate speech exists. This document is silent on its owner
429 standing in the house; each constituting action; the difference between persuasion and violence;
430 meeting for assembly and requirements for debate. This document is flawed on the liberalist
431 notion that debate and free expression coming out of Mills, which is Mills understanding of we
432 should civilize the barbarians.

433 According to Senator Doxtader (English), this document relies on a balancing test of Chicago
434 Principles explicitly saying that civility is trumped by free expression. This document doesn’t

435 say that. Senator Doxtader doesn't necessarily think it should. He is opposed to the initial
436 proposal from 2020-2021. However, it does raise the question "does civility trump free
437 expression?" The Chicago Principles say, "it does not". That part of the document is still relevant
438 to the Chicago Principles. Senator Doxtader doesn't think the Faculty Senate is ready to vote on
439 this document and makes a motion to postpone the vote.

440 SENATOR MICHAEL WEISENBURG (University Libraries) asked for clarification. Is the vote
441 to postpone the passing of the entire revision to section 2 or just this particular section?
442 SENATOR DOXTADER stated that the motion was to the entire section.

443 SENATOR MARK MACAUDA (Health Promotion, Education, and Behavior) ask for an
444 understanding of what the information means regarding policy. The conversation is related to
445 statement values. It seems that there is concern that this document could be used against faculty
446 in relation to policy. Senator Mark Macauda stated that he doesn't understand how this document
447 can be used for policy. He requested clarification regarding how this document translates into
448 some of the concerns stated. What are some of the meaning of the words in relation to how they
449 can be used.

450 PARLIAMENTARIAN BILL SUDDUTH (University Libraries) provided clarification that the
451 motion is "being laid on the table". The motion is not being postponed.

452 SENATOR DOXTADER (English) clarified his motion. His motion was to lay the motion on the
453 table until the next Faculty Senate meeting or until the next town hall meeting on this particular
454 statement.

455 SENATOR DOXTADER stated that there is language that suggest items are matter of policy.
456 For instance, the statement regarding leadership of diversity speaking for the community as a
457 whole may also express its disapproval of speech that violates the value of diversity and
458 inclusion and mutual respect in line with the Carolinian Creed. That may come at the expense of
459 the status or general happiness of a tenure faculty member who says something that the
460 university leadership (the thought is not completed). Academic freedom is also something that is
461 actionable. We have to understand the relationship between academic freedom and expression of
462 freedom. There is a policy and an aspirational element. Part of Senator Doxtader's objection is
463 what is happening in Florida where state government is trying to define faculty as a state actor.
464 There is a certain kind of state actor who may or may not be able to say what they want to say
465 relative to the provision of academic freedom. Senator Doxtader doesn't want to create a
466 document that is aspirational or symbolic for policy; one that doesn't understand that it is making
467 faculty vulnerable as a function of the way we are making ourselves relative to freedom of
468 speech, first amendment or freedom of expression.

469 The motion to postpone Item #4 was approved (carried).

470 *Item #5: Paid parental leave* SENATOR BROOKSHIRE (Integrated Information Technology)
471 stated that information on paid parental leave was added the section on leave. There was also an
472 introductory section added regarding how the university offers different types of leave.

473 Amendment #1: During the town hall, the audience brought up some confusion about the
474 wording. SENATOR BROOKSHIRE (Integrated Information Technology) developed an
475 amendment to the wording based on suggestions from faculty. The question was related to the
476 amount of leave faculty may take. The new wording added is: “paid parental leave (PPL)
477 provides six weeks or two weeks of paid parental leave upon the occurrence of a qualifying event
478 to the eligible state employee. The amount of PPL available depends on the qualifying event
479 (adoption, birth, or foster care placement) and the relationship of the state employee to the child.

480 Details are in the HR policy.

481 SENATOR ANDREW GROSS (Mechanical Engineering) asked if HR 1.08 is out of sync with
482 this amendment, will this be a possible issue? SENATOR BROOKSHIRE confirmed that this
483 would be an issue. This issue has been brought to FAC’s attention. FAC is working to place
484 statements into the Faculty Manual how policies are to be interpreted. CHAIR KORSGAARD
485 stated that, the Faculty Manual trumps policy.

486 SENATOR DOXTADER (English) asked “what does the word “healthy” mean and who decides
487 what healthy is”? SENATOR BROOKSHIRE stated that the statement regarding healthy was an
488 aspiration statement. Senator Doxtader perceived the paragraph to be condescending. He
489 proposed the wording “...to maintain preferred work balance toward health”.

490 A vote for Senator Doxtader’s wording was held and carried.

491 A vote for Senator Brookshire’s wording was held and carried.

492 A vote for Item #5 was held and carried.

493 Item #6: SENATOR BROOKSHIRE (Integrated Information Technology) stated that
494 clarification on the grievance procedures was undertaken. There are three different specific
495 grievance procedures: 1) non-reappointment, 2) denial of tenure, and 3) termination for cause.
496 The language of the existing document does not separate the termination for cause. FAC is also
497 trying to identify grievance included in the three points. The process goes through the
498 department chair, dean, and provost. After that, the process goes through the amended process
499 Faculty Senate passed during the 2021-2022 academic year. The process goes to the Faculty
500 Appellate Panel. A vote for this item was held and carried.

501 SENATOR BROOKSHIRE (Integrated Information Technology) reminded Faculty Senate that
502 the Faculty Manual will be divided into three parts. Part A applies to all faculty. Part B applies to
503 tenured and tenure-track faculty. Part C applies to professional track faculty. Proposals for
504 Section 2: B are posted on the Faculty Senate website. The intent is to keep substantive changes
505 to a minimum. There are only a few places where substantive changes have been made.

506 Examples include:

- 507 • Under Professor, Associate Professor, and Assistant Professor the phrase “doctoral or
508 other appropriate terminal degree” has been added.
- 509 • Instructor paragraph has been moved to Section 2: C.

- 510 • Paragraph on jointly appointed faculty has been moved to Section 2: A.
- 511 • Paragraph on professional track faculty has been move to Section 2: C.
- 512 • Paragraph on probationary period for tenure is moved to Section B: 4

513 SENATOR BROOKSHIRE (Integrated Information Technology) stated that the document is
514 trying to follow faculty member’s lifecycle (third year review, tenure, post-tenure promotion).
515 Tenure track information is changed to pre-tenure for clarity purposes.

516 Other changes in the document include:

- 517 • Clarification on external reviewers’ qualifications is provided.
- 518 • Freeing the Office of the Provost from hard copies and electronic copies of tenure
519 documents.
- 520 • Removing the maximum probationary period.
- 521 • Changing the wording of the Provost’s Office to the Office of the Provost.
- 522 • New language regarding Professional-track faculty

523 Two additional proposals will be discussed at upcoming Town Halls:

- 524 • Professional-track Faculty and Related

525 This proposal was originally developed by the Committee on Professional-Track Faculty. It has
526 full approval of the Faculty Advisory Committee. ACAF 1.16 will give Professional track
527 faculty the same voting rights as tenure track faculty.

528 The final proposed change is the addition of members to the Committee on Professional-Track
529 Faculty.

530 Senate members are encouraged to review the proposed changes. These changes will be voted on
531 at the next Faculty Senate meeting.

532 SENATOR MARK MINETTE (English) asked if another Faculty Town Hall will be held?
533 SENATOR BROOKSHIRE stated that there may be two additional Faculty Town Halls held.
534 Senator Brookshire will entertain modification to the wording of the proposals at the Faculty
535 Town Halls.

536 SENATOR MARCO VALTORTA (Computer Science and Engineering) thanked the committee
537 for the summary of the proposals. Senator Valtorta encouraged FAC to be extremely cautious
538 about changing the wording of “earned doctoral degree”. It turns out there are different opinions
539 regarding what a terminal degree constitutes. The university experienced this situation in the not-
540 too-distant past during the presidential search. One may be surprised how the law is not clear
541 what a terminal degree constitutes. Senator Marco Valtorta appreciates that the language states
542 “appropriate terminal degree”. The question was raised “is there a way to tighten the language”?

543
544 **Report of the Secretary**

545 SECRETARY MARIANNE BICKLE (BAIS-Services Management) thanked everyone who
546 volunteered to be on a university-wide committee. There were more names on the ballot than in
547 the last 3 years. More than 100 faculty members volunteered. This shows interest and excitement
548 about where our university is going. There are 36 names on the ballot; the ballot is listed on the
549 Faculty Senate website. Voting will take place in one week. Additions to the ballot are possible.

550

551 **Chair's Report**

552 CHAIR KORSGAARD (Management) stated that senators may remember that last year, a
553 Faculty Senate meeting was scheduled on a high holy day of the Jewish faith. Since then, the
554 Steering Committee and Chair Korsgaard is working on a way to avoid this in the future. April 1,
555 2023 is a high holy day for the Jewish faith; it is the first day of Passover. Faculty Senate is
556 scheduled to meeting on this day. The meeting is not during Passover but it is very close to it;
557 Passover begins at dusk. In respect for our colleagues who are observant and want to get home to
558 prepare for the holiday, the meeting will be available online. Participation and voting will also be
559 available online. Sunset isn't until 7:00pm. The Steering Committee discussed a deadline (ending
560 time) for the April 1st meeting. The meeting will end at 5:30pm. If additional topics need to be
561 discussed, a Special Meeting will be called within a week or two. A revision will also be made to
562 the Standing Rules that "Faculty Senate meets on the first Wednesday of the month". Language
563 will be added to the effect that "if the Wednesday falls on a holiday of restricted work, the
564 Faculty Senate meeting will be rescheduled within one week's time.

565

566 Standing Committee members will be elected. There was a good turnout. Just a point of
567 reference: There are 1,600 faculty members and 105 members volunteered. There will be another
568 call for volunteers for UCTP. This call will be in the next few weeks. Senators are encouraged to
569 reach out to full tenured faculty members and encourage them/nominate them for UCTP.

570

571 CHAIR KORSGAARD (Management) encouraged senators to distribute the proposed changes
572 to the faculty. Caucus among the faculty. Talk to the other senators in the unit/college. Go to
573 FAC before the Faculty Senate meeting. There will be two Faculty Town Hall meetings prior to
574 the Faculty Senate meeting. The dates for the meeting are March 16th and March 30th. Faculty
575 may attend virtually or in person. The meeting will be held in person at the Close-Hipp building.

576

577 SENATOR AARON DICKER (English) stated that he believes he is probably the only
578 professional-track faculty member in the room that will be voting on the language in the
579 professional-track document as well as a member of the Jewish Faculty and Staff Council that is
580 utterly concerned about a meeting that is held on the first night of Passover, the holiest day of the
581 year, that was attended by the president and the provost and no comment was made at that
582 meeting. Senator Dicker stated that from his personal experience, planning a meal for 8-25
583 people takes more than 30 minutes. Senator Dicker's suggestion and the suggestion from the
584 Jewish Faculty and Staff Council is to bump the meeting ending cap to 4:30pm or 5:00pm.

585

586 CHAIR KORSGAARD (Management) stated that she has been in close communication with
587 Meir Muller, who is representing the Jewish Faculty and Staff Council. The last communication
588 with Dr. Muller was 5:30pm. SENATOR DICKER (English) stated that at the last meeting, the
589 consensus was the ending time should be 4:30pm or 5:00pm. Chair Korsgaard agreed that the
590 meeting "stop time" for the April 1st Faculty Senate meeting would be 5:00pm.

591

592 **Old business:** none

593 **Good of the order:** none

594

595 The meeting adjourned at 5:03pm EST

596