

**MINUTES  
COLLEGE OF ARTS AND SCIENCES  
FACULTY ASSEMBLY**

**9:00 a.m.**

**Kinard Auditorium**

**I. Approval of Minutes:**

The meeting was called to order at 9:03 a.m. by Dr. Kelly Richardson, Associate Professor of English and Chair of Faculty Assembly. The minutes of the April 4<sup>th</sup>, 2014 Faculty Assembly were approved with a few minor corrections.

**II. Introduction of Faculty Assembly Secretary and Parliamentarian:**

After introducing herself, Dr. Kelly Richardson introduced the 2014-15 Faculty Assembly officers, Dr. Amanda Hiner, Secretary, and Dr. Duane Neff, Parliamentarian.

**III. Introduction of New Faculty and Roles:**

Dr. Karen Kedrowski, Dean of the College of Arts and Sciences, extended a welcome to all faculty members and introduced the following faculty members who have assumed new roles in the College of Arts and Sciences:

- a. Dr. Gregory Oakes, Associate Professor of Philosophy, has joined the Dean's Office as Coordinator of Special Projects. In this role, he will serve as the Graduate Director and Assessment Director for the College, as well as assuming many other roles and responsibilities.
- b. Dr. Takita Sumter, Professor of Chemistry, will serve as Acting Chair of the Department of Human Nutrition, replacing Dr. Sarah Stallings, who has retired.
- c. Dr. Marilyn Sarow, Professor of Mass Communications, will serve as Interim Chair of the Mass Communications Department, replacing Dr. William Click, Professor Emeritus of Mass Communications, who has retired.
- d. Dr. Jennifer Disney, Professor of Political Science, has been promoted to Full Professor and will be returning as Chair of the Department of Political Science and Director of the Women's Studies Program.

After Dr. Richardson invited Dean Kedrowski to take the floor, the Dean asked the Chairs of academic departments within the College of Arts and Sciences to introduce new faculty members and faculty members who have assumed new roles within their departments:

- a. Dr. Dwight Dimaculangan, Chair of the Biology Department, introduced new faculty member Dr. Kathryn Kohl, Assistant Professor of Biology. He also announced that Dr. Heather Evans-Anderson had been awarded tenure and promoted to the position of Associate Professor. In addition, Dr. Kristi Westover was promoted to Full Professor, and Dr. Eric Birgbauer, Assistant Professor of Biology, was awarded a prestigious NIH Grant.
- b. Dr. Pat Owens, Chair of the Department of Chemistry, Physics, and Geology, introduced new faculty member Dr. Fatima Amir, Assistant Professor of Chemistry, and Dr. Julia Cheryl Dammann, a new adjunct faculty member in the Department of Chemistry. In addition, he announced that Dr. Jason Hurlbert had been awarded tenure and promoted to Associate Professor, Dr. Takita Sumter had been promoted to Full Professor, and that Dr. Robin Lammi,

Professor of Chemistry, had been promoted to Full Professor and named Winthrop University's Director of Undergraduate Research. Dr. Owens also noted that Winthrop had been selected to be on a team for a new materials science proposal seeking 20 million in research funds. Dr. Maria Gelabert, Associate Professor of Chemistry, is one of seven faculty members working on that prestigious 2015 – 2020 project.

- c. On behalf of Dr. Robert Prickett, Acting Chair of the Department of English, Dr. Siobhan Brownson, Associate Professor of English, announced the new faculty members and new roles within the Department of English. Dr. Brownson introduced Dr. Dustin Hoffman, who has both a Ph.D. and an M.F.A. degree, as the new Assistant Professor of Creative Writing and Fiction. She also introduced Dr. Amanda Hiner, Assistant Professor of English, who was recently awarded a tenure-track position in the Department. Dr. Brownson also announced the hiring of many new and returning adjunct faculty members, including Tiffany Adams, Clint Alexander, Dianna Bailey, Colena Corbett, Teresa Crew, Emily Garnett, Christina Stiles, John Walter, and Robert Poliquin. In addition, Dr. Brownson noted that Dr. Jack DeRochi, Dean of the Graduate School, was promoted to Full Professor; Dr. John Bird, Professor of English, was awarded the prestigious Margaret M. Bryant Professor of English Award; and Dr. Amy Gerald, Associate Professor of English, was awarded a sabbatical for the spring 2014 semester. She also noted that a former Chair of the Department of English, Dr. Debra Boyd, is now serving as Acting President of Winthrop University.
- d. Dr. Gregory Crider, Chair of the Department of History, introduced new faculty member Dr. Gregory Bell, Assistant Professor of History, a historian of the Mediterranean with research expertise in Medieval Studies and teaching experience in world history, ancient civilizations, and Islam & Africa. He also announced that Dr. Eddie Lee, Associate Professor of History, will assume the role of Director of Graduate Studies in History.
- e. Dr. Takita Sumter, Acting Chair of the Department of Human Nutrition, announced that Dr. Simone Camel recently finished her Ph.D. and will serve as the Director of Graduate Studies for the Department. Dr. Christine Goodner will assume the role of Undergraduate Coordinator. Ms. Judy Thomas has been chosen to serve on the selective South Carolina Panel of Dietetics.
- f. Dr. Bryan McFadden, Instructor of Geography, spoke on behalf of Professor Marsha Bollinger, Chair of Interdisciplinary Studies and announced that Dr. Clara Paulino has been promoted to Associate Professor of Interdisciplinary Studies, and that Robyn Stuber will be returning as an adjunct faculty member of the Departments of Geography and Interdisciplinary Studies.
- g. Dr. Padmini Patwardhan, Professor of Mass Communication, announced that Mark Nortz has been promoted to the role of Senior Instructor, and Aimee Meader, Assistant Professor, was just awarded her Ph.D. from UT Austin.
- h. Dr. Tom Polaski, Chair of the Department of Mathematics, introduced three new faculty members: Dr. Mary Pat Sjostrom, Assistant Professor of Mathematics Education; Dr. Jessica Hamm, Assistant Professor of Mathematics, and Aaran Hamm, a newly-hired adjunct faculty member who has almost completed his Ph.D. in mathematics. Dr. Polaski also announced that Dr. Joe Rusinko, Associate Professor of Mathematics, will assume the role of Director of Undergraduate Research for the College and that the Department of Mathematics hosted an NSF-sponsored research program for undergraduates over the summer, as well as the Conference Board for the Mathematical Sciences Conference on Mathematical Phylogeny.
- i. Dr. Peter Judge, Chair of the Department of Philosophy and Religious Studies, introduced two new Adjunct faculty members: Dale Hathaway, who will be teaching courses in the Old Testament and Hebrew Bible; and Wayne Mayhall, an experienced instructor with multiple MA degrees.

- j. Dr. Jennifer Disney, Chair of the Department of Political Science, announced that Dr. John Holder earned his Ph.D. last December. She also announced that Dr. Adolphus Belk was promoted to Full Professor. She announced the return of Dr. Tim Boylan, Director of the Master of Liberal Arts Program, from his sabbatical leave and announced that Dr. Scott Huffmon, Professor of Political Science, was chosen to be part of a prestigious panel on political topics at USC. She noted that Dr. Huffmon's Winthrop Poll has brought Winthrop some much-needed positive media attention.
- k. Dr. Joe Prus, Chair of the Department of Psychology, announced that Dr. Merry Sleight was promoted to Full Professor.
- l. Dr. Jonathan Marx, Chair of the Department of Sociology and Anthropology, introduced new faculty member Maria Aysa-Lastra, Assistant Professor of Sociology, and noted her extensive scholarly work on Latino health, gerontology, social work, and women's studies. Dean Kedrowski also noted that Dr. Jeannie Haubert, Associate Professor of Sociology, is on sabbatical.
- m. Dr. Deana Morrow, Chair of the Department of Social Work, introduced three new faculty members: Sam Caldwell, an instructor and retired clinical social worker; Perry Owen, an instructor and Associate Field Director; and Dr. Allison Gibson, Assistant Professor, who just received her Ph.D. from Ohio State University last Friday. Dr. Morrow announced that Dr. Wendy Campbell, Associate Professor, will serve as the new Undergraduate Program Director; Dr. Kareema Gray, Assistant Professor, will serve as the new Graduate Program Director; Jennifer McDaniel will serve as the new Field Director; and Dr. Duane Neff, Assistant Professor, will serve as the new Assessment Coordinator.
- n. Dr. Scott Shinabargar, Chair of the Department of World Languages and Cultures, noted that renovations in the department will be completed soon and the department may soon offer courses in Latin. Dr. Shinabargar announced that Dr. Pedro Muñoz, Professor of World Languages and Cultures, and Dr. Donald Friedman, Professor of World Languages and Cultures, are on sabbatical and that Laure Mauffray, Adjunct, will be teaching courses in French this semester. Instructor Vicky Uricoechea was recently certified with a prestigious foreign language accreditation (ACTFL). Dr. Shinabargar also announced that the 2014 Summer AP Institute was successful, thanks to the leadership of Liz Evans and other faculty members, and that there is now a French floors in Phelps Hall (a residence hall on campus).

#### **IV. Curriculum Committee Report:**

Dr. Jeff Sinn, Chair of the Curriculum Committee, presented four course actions requiring a faculty vote for adoption, one program change requiring a faculty vote for adoption, and two blanket petitions not requiring a faculty vote. In addition, Dr. Sinn reported that fifteen student petitions had been approved. These actions, program changes, and blanket petitions were originally approved at the April 29, 2014 CAS Curriculum Committee meeting.

##### **a. The following course change proposals were reviewed and approved:**

- i. Add course: SCIE 594, Special Topics in Content and Pedagogy for Science Teachers. Course creation will provide opportunities to offer courses through grants and other means for teachers in the surrounding districts who are seeking additional exploration in science.
- ii. Add course: SCIE 594L, Special Topics Lab for Science Teachers. To accompany the above course.
- iii. Modify course: PHIL 370, Philosophy of Law. Retitle to "Concepts and Problems in Law" and more clearly define content.

- iv. Modify course: PSYC 409, Principles of Learning. Drop PSYC 301 as a prerequisite for this course to be consistent with other upper-level courses and to make the course more accessible to students earlier in their degree program.
- b. The following program change was reviewed and approved:**
  - i. Modify program: Minor in Social Welfare. Adding language to minor description to ensure that the grade requirements for the SWEL minor are congruent with those for the BSW degree.
- c. The following two blanket petitions were presented:**
  - i. For the BS in Human Nutrition, Dietetics option, in all previous catalogs, students may substitute SCWK 300 for GRNT 300 because they are cross-listed.
  - ii. For the Medieval Studies Minor, in all catalogs, allow HIST 350, when titled “Africa and Islam to 1600,” to count towards the minor requirements.

## V. Nominating Committee Report:

Dr. Leslie Bickford, Chair of the Nominating Committee, provided the following list of nominees for five standing committees:

- a. CAS Curriculum:** Kareema Gray (SCWK), Wendy Campbell (SCWK), Richard Chacon (SOCL & ANTH).
- b. CAS Personnel:** Joe Rusinko (MATH), Cynthia Forrest (SCWK).
- c. U GENED:** Duane Neff (SCWK), Andy Doyle (HIST), Pum Grubbs (BIOL)
- d. U Curriculum:** Maria Gelabert (CHEM), Tom Polaski (MATH), Trent Kull (MATH), Julian Smith (BIOL), Clifton Harris (CHEM).
- e. U Teacher Ed:** Eddie Lee (HIST), Nick Grossoehme (CHEM)

Dr. Bickford solicited additional nominations from the floor for each of the standing committees. No additional nominations were offered from the floor. Dean Kedrowski moved to close nominations, and Dr. Koster seconded the motion. The motion to close nominations from the floor passed unanimously. Dr. Bickford noted that electronic voting through a Qualtrics online survey platform would be open until 5:00 p.m. Friday, August 22, 2014.

## VI. Old Business:

- a. Tie-Breaking Method for CAS Faculty Assembly:**
  - i. Dr. Richardson announced that the Faculty Assembly had adopted the “D 20 of Fate” method of tie-breaking last spring, and invited Dr. Scott Huffmon to present Dean Kedrowski with the special “D 20 of Fate” twenty-sided die. The die, encased in a velvet bag and placed in a special wooden box with a dragon on the top, was ceremoniously presented to the Dean of the College of Arts and Sciences.
- b. Overview and Discussion of Activity Insight/Digital Measures:**
  - i. Mr. Brian Hipp and Dr. Beth Costner provided faculty members with an overview of the features on Digital Measures (Activity Insight). Dr. Costner reminded faculty members to check their personal and contact information and upload their current office hours and any reassigned time they may have on their Digital Measures page. Digital Measures can be accessed through Wingspan and is designed to assist in generating annual reports and tracking faculty tasks, roles, and achievements. Dr. Costner provided a detailed demonstration of how to access Digital Measures to enter or change data.

- ii. Dr. Costner fielded questions from the floor regarding the application, implications, and possible consequences of using Digital Measures to track faculty data, achievements, and roles. Dr. Costner noted that only committee meetings which meet on a regularly-scheduled time each week or month should be listed in the schedule, and that release time should only be recorded during the semester when it is awarded even if the work for which one receives release time is year-round or ongoing. Dr. Padmini Patwardhan asked if faculty members can change or populate other fields, and Dr. Costner stated that they can, but they should be careful to note that co-authored works will populate both the primary author's page and the co-authors' pages. The primary author should always enter documents or presentations. Dr. Costner also clarified that faculty members will not have to edit reflections on teaching from the previous three years and that the "Reflections on Teaching" section uses prompts from current Annual Reports. In response to a question from Dr. Dwight Dimaculangan, Dr. Costner clarified that the Dean of CAS, the Associate Dean of CAS, and the Technology and Data Management Coordinator will have access to faculty data in Digital Measures. Both faculty members and these three administrators will be able to see what changes have been made to faculty members' own pages.
- iii. Dr. Costner then presided over an extensive conversation concerning how language and fields in Digital Measures are defined related to Faculty Roles and Rewards. Dr. Jeff Sinn, for instance, noted that the term "reflect on course design" is not emphasized in current Roles and Rewards prompts, and that specific language can make a huge difference in what is reported and in how that information is interpreted. Dr. Costner assured faculty members that multiple pilots had been run to determine the language used in the prompts, and that the system must work for the entire university, not just the College of Arts and Sciences. Dr. Jennifer Disney reiterated that we may be changing the content of faculty self-reports by changing the language in the prompts, and asked if there could be a university-wide committee of faculty members to examine and review the language included in the prompts. Dr. Costner replied that they had already received a lot of faculty feedback through smaller demos. Dr. Sinn expressed a concern that the claim that a small group had already provided feedback could be used as a way to dismiss the concerns of faculty members who were not included in the demos or pilot groups. Dr. Jo Koster stated that the report generated by Digital Measures still goes to faculty members' own colleagues in their own departments for review and assessment, and that they can control what is entered. Various faculty members, including Dr. Lipscomb, Dr. Sinn, and Dr. Huffmon, continued to express concerns about the long-term impact of switching to this new form of data recording and assessment. They noted that the language in prompts tends to frame how data is evaluated and reiterated that the "rank and file" faculty were not consulted to determine how these changes might affect faculty promotions or assessments moving forward. Dean Kedrowski clarified that faculty members can state "See attached file" and include longer documents to frame their own narratives. Dr. Costner acknowledged faculty concerns over the language included in the Digital Measures prompts, and the discussion concluded.

## **VII. New Business:**

- a. Dr. Ginger Williams, Associate Professor of History, read an email she had recently sent to Dr. John Bird regarding inequity in pay raises between faculty members and administrators at the university. She announced that Dr. Gary Stone, Professor of Economics, would speak on behalf of faculty members concerning salary compression and salary inequity at the Board of Trustees meeting on August 25<sup>th</sup> at 1:00 p.m. Dr. Williams encouraged faculty members to attend this meeting to show support for Dr. Stone and for the concerns he will raise on behalf of faculty members.
- b. Dr. Jo Koster, Professor of English, speaking on behalf of the Graduate Faculty Committee, noted that many faculty members are not members of the Graduate Faculty despite being qualified for membership. She extended an invitation to all faculty members who are not members of the Graduate Faculty to apply for membership. She stated that the qualifications for membership include having taught at Winthrop for a year, holding the terminal degree in one's field, and being involved in graduate teaching, research, or publication. Dr. Koster encouraged faculty members to access the application form online and submit an application for membership.
- c. Dr. Richardson announced that the next meeting of the College of Arts and Sciences Faculty Council will be held on September 5<sup>th</sup>, 2014, at 2:00 p.m. All agenda items must be submitted by August 28<sup>th</sup>, 2014.

#### **VIII. Announcements:**

- a. Dean Kedrowski offered the following announcements related to the fall semester:
  - i. A "C-" is now an "S"; faculty members should adjust for this change on their syllabi.
  - ii. Classes start at 5:00 p.m. on Monday, August 25<sup>th</sup>, 2014.
  - iii. We will not be working on Labor Day – no classes will be held on the holiday.
  - iv. September 2<sup>nd</sup>, 2014, is the first deadline for travel authorizations. Few reminders will be forthcoming about travel authorization deadlines.
- b. Dr. Leslie Bickford, ONCA Director, thanked faculty members for a successful year last year and asked faculty members to continue to help her recruit students for scholarships and awards. She asked that faculty members associated with national honor societies go to relevant websites to see if they offer scholarships and awards for students. Dr. Bickford would like to add more of these scholarships to the ONCA website and would like to visit chapter meetings of national honor societies to talk to students about scholarships.

#### **IX. Dean's Remarks:**

Dean Karen Kedrowski publicly acknowledged and thanked Dr. John Bird for his exemplary service as Faculty Representative to the Board of Trustees. She noted that it had been a difficult summer and that he had represented the faculty members admirably and with great integrity.

Dean Kedrowski announced that, over the summer, more than 60 CAS students were involved in undergraduate research, many student interns served in STEM programs, faculty engaged in professional development with local schools, and over 1000 new freshmen were admitted to the university. Dean Kedrowski noted that online course evaluations were implemented in the summer courses and would be fully implemented in all courses this fall. She stated that Dr. Tom Polaski was leading a working group to field faculty concerns regarding this new form of course evaluation.

Dean Kedrowski acknowledged that this had been a difficult year, but expressed optimism about the year going forward. Retention and recruitment remain top priorities, and talks will continue on ways to raise enrollment. In addition, she noted that about twenty faculty members will participate in post-tenure reviews this year, and she encouraged faculty members to participate in the upcoming presidential search process, as this is a very important decision for the university.

**X. Adjournment:**

Dr. Kelly Richardson adjourned the meeting at 10:40 a.m.

Respectfully submitted,

Amanda L. Hiner, Ph.D.