

College of Arts and Sciences Faculty Assembly

August 17, 2021

Minutes

99 individuals in attendance

- I. Welcome and Introduction of Officers—Dr. Adam Glover
 - a. Hope Lima – Secretary
 - b. Josh Kirven – Parliamentarian
 - c. Thank you to Jill Lauber, Kat Wilson, and Takita Sumter for answering questions going into our first meeting
 - d. Slides will be available after the meeting

- II. Approval of Minutes from March 5, 2021
 - a. No corrections
 - b. Jo Koster – motion to approve
 - c. Siobhan Brownson – second
 - d. Minutes approved

- III. Presentation of Diversity, Equity, and Inclusion Certificates—Dr. Jeannie Haubert
 - a. CAS had the most people who completed the certificates – congratulations
 - b. Base certificate (15 hours/5 workshops)
 - i. LaShardai Brown, Casey Bothran, Gwen Daley, Jennifer Disney, Sara English, Jeannie Haubert, Kristin Kiblinger, Katie Knop, Greg Oakes, Brandon Ranallo-Benavidez, Darren Ritzer, Mike Sickels, Cynthia Tant
 - c. Full Certificate (30 hour/10 workshops)
 - i. Susie Adams, Courtney Guenther, Jo Koster, Jenny Schafer
 - d. Workshop schedule is live already based on feedback in order to allow individuals to attend
 - i. 2nd and 3rd Thursday every month beginning in September

- IV. Celebration of College Awards ([Appendix 2](#))—Dr. Takita Sumter
 - a. Excited to have everyone back to school. Appreciate the decision to go virtual due to current COVID status
 - b. See appendix 2 for all college awards that were announced
 - c. Nominations are encouraged, the competition was very close

- V. Introduction of New Faculty and Faculty Serving in New Roles ([Appendix 3](#)) —Department Chairs
 - a. See appendix 3 for introduction of new faculty and faculty serving in new roles

- VI. Remarks by Dr. Hynd, Dr. McCormick, and Justin Oates
 - a. Dr. McCormick
 - i. Enrollment and budget background for work happening in the next few years
 1. Multi-year enrollment declines, were present prior to COVID
 - a. Last year ~5% drop
 - b. Expecting ~8.8% decline this year
 2. Overall undergrad year-to-date decline of 12.5%
 3. Overall grad year-to-date increase of ~6% and expect it to go up
 4. Other factors
 - a. 1-time federal/state assistance
 - b. Changing state budget
 - ii. Strategies for approaching above issues
 1. 3-year budget reduction plan

- a. This has amped up in the past year due to COVID volatility
 - b. Goal of aligning expenses to expected revenue
 - c. Priorities: retention, new programs, adjunct community development
 - d. Cannot rely on one-time assistance to close these gaps
 - 2. Looking at decreasing academic budget by ~14% in the next 3 years
 - a. Careful planning and evidence-based changes
 - b. As vacancies open, strong consideration for maintaining/removing those positions
 - c. Streamlining curriculum – courses students need, when they need them, considerations about course caps
 - 3. Do want to hear from faculty about opportunities to be more efficient
 - 4. Increasing equity is crucial to both student and institutional success
 - 5. Wanting to work within the college to identify efficiencies and will be initiatives/incentives for reinvestment of the money that is saved
- b. Dr. Hynd
- i. Welcome to this exciting year
 - ii. Echos Dr. McCormick's statement about 2 freshman classes
 - iii. Strongly encouraging masks to support the safe launch of the 21-22 year
 - iv. Lots of students are providing evidence of vaccination – this is positive news!
 - v. 2-year strategic plan
 - 1. Will look at all 6 items this year
 - a. 3 year budget model
 - b. Realistic understanding of enrollment trends
 - c. Will continue budget cuts
 - d. Review of Winthrop plan
 - vi. Last 5 years has been ~100-person turnover
 - 1. Hopefully this can provide some salary savings
 - vii. Presidential search is underway
 - 1. Encourage faculty to get involved
 - 2. Will be hearing from the search committee soon
 - viii. Encouraging acceleration of academic master plan data
 - ix. Justin has done a great job of developing a budget and they hope to start making headway on classification and compensation study for faculty/staff salary based on reports
- c. Justin Oates
- i. Comments on budget/budget process
 - ii. 12 million dollars of 1-time funds in the past year
 - iii. Budget model – 3 year model
 - 1. Important to plan at 3 year intervals rather than just year to year
 - 2. Looking at incentive based model/activity based model
 - a. Looking at budget when compared to revenue
 - b. As programs grow, they will see more resources
 - c. As programs decline, they will see less resources
 - 3. Need to have resources for investment/seed money
- d. Questions
- i. Takita Sumter: rollover funds (answered by Justin Oates)
 - 1. Will be allowing rollover fees for '21
 - 2. Working with different areas to make sure that they go to the appropriate spaces
 - ii. Dr. BRB: What are the benchmark enrollments/course sizes for a course to be "efficient," given the shrinking undergrad overall size? (Answered by Dr. McCormick)
 - 1. Working with deans on this – it is not one-size-fits-all
 - 2. Working on setting a minimum and will begin to be monitored at the provost level
 - a. Exceptions will be made in order to allow students to complete their programs in a timely manner
 - b. Will be articulated as a policy
 - iii. Dr. Koszewski: What do we do with a course that is needed by graduating seniors (answered by Dr. McCormick and Dr. Sumter)

1. Graduating seniors are taken care of. But we need better advising and planning to avoid too many of those low-enrolled courses.
2. For CAS – we will make sure students graduate, chairs have been doing this for years and there is just a push right now because of ¾ of cohorts being small compared to the past
3. Work as a department to sequence the course
 - a. Goal: moderate-size upper-level courses

VII. Celebration of Newly Tenured and Promoted Faculty ([Appendix 3](#))—Dr. Adam Glover

- a. See appendix 3 for introduction of tenure & promoted faculty

VIII. CAS Committees

a. Graduate Faculty Committee – Dr. Greg Oakes

i. Introduction of officers

- Chair: Greg Bell (history)
- Secretary: Joshua Kirvin (social work)
- Parliamentarian: Dave Pretty (history)

ii. Applying for graduate faculty status (application form is available [here](#)*)

- If you are not yet graduate faculty, please take a look at the application
- Requires 1 year experience of delivering graduate level education (here or another institution)
- There is a motion to make changes to these criteria
 - o Thought that the existing process is more elaborate than it needs to be
 - o May move to more of an administrative in nature as an individual is appointed to teach in a graduate program

iii. Note: Minutes from the March 5, 2021 GFC meeting will be on the agenda for approval at the full GFC meeting on September 3.

IX. Old Business

- a. No old business

X. New Business

- a. No new business

XI. Remarks from the Dean— Dr. Takita Sumter

- a. At the faculty development meeting yesterday, we discussed the current emotional/mental/etc. status of our students and what the impact is on the higher ed landscape

b. For us

- i. 17% decline in undergraduate enrollment (anticipated for fall 2021)
- ii. 6% increase in graduate enrollment (anticipated for fall 2021)

c. New/incoming student profiles:

i. Some new to us, even though they are “sophomores” due to COVID restrictions last year

1. Some enrolled in a tech school with the plan to move to Winthrop during second year
2. Transfer enrollment seems to reflect that students are following through with this, we have a slightly higher transfer number than last year
3. May be likely to behave more like freshman in some ways – they have not been onboarded in the unique way we usually do – be mindful of this
4. “Re-recruitment” efforts – really trying to hard to reach these students & get them acclimated so they feel at home here

ii. Some new as freshman

1. Thought they would not be facing some of the phases of the health crisis, but they are now due to the delta-COVID variant

iii. Remember: 2 sets of freshman! Both sets will be invited to convocation so that those that had virtual convocation last year can experience the in-person convocation this year

1. Many safety standards will be taken

2. 1 elementary school already had a COVID outbreak and so there will be an emergency hearing in order to change the guidelines to give safety measures
 3. Hopeful that the control of our safety decisions will be back in our hands
 4. Has confidence in our faculty, staff, and students in their decisions to take appropriate precautions
- d. We should not be offering a-la-carte teaching options for our students
 - i. We are concerned about burnout, furlough, overteaching, etc.
 - ii. In every possible scenario we will work with the students to build a schedule that works for them so teachers do not have to run two courses in parallel (in-person and online)
 - e. If student has to quarantine/isolate you will get a note from the dean of students
 - i. We will work with students to recover time/instruction, but this does not mean that you have to run a side-by-side course offering for them if the course they are missing is in person.
 - ii. Working with the dean of students to ensure that messaging is all the same across campus with regards to this
 - f. Question about if your child goes virtual
 - i. Work with HR and Department Chair to figure the pieces out
 - ii. This will look different for different scenarios
 - g. Self-care
 - i. Goal is for the University to get out of the way to make it easy for the professors to do their job
 - h. Can send questions to chairs and deans office about COVID if you have any
 - i. Goal: offering faculty something new/different with regards to the Movement conference
 - i. Opportunity for faculty pairs to develop interdisciplinary work with students
 - ii. Opportunity for funding in order to promote activity on campus that is taking good advantage of the COVID-era.
 1. Can be social/scientific/etc.
 2. More details to come
 - iii. Hopefully this will help prepare for the movement conference on Feb 23-25, 2023
 - j. There will NOT be a furlough
 - k. Faculty travel
 - i. Working on a policy for faculty travel from HR and Provost's office
 - ii. Still not clear on the budget for faculty travel
 - l. On campus vaccination drive
 - i. Friday Aug 27 - Moderna
 - ii. Thursday Sept 16 – Pfizer
 - iii. Rock Hill City clinic is running on-campus vaccination clinic
 - iv. Walgreens/CVS still offering vaccinations in the community
 - m. Updates
 - i. Mass comm – update the TV studio, conference spaces & has an accreditation site visit this fall 2021
 - ii. Padmini came on to ask for funding
 1. 75th year of existence at Winthrop University
 2. Aiming to look at safety collaborations/activities for COVID setting
 - iii. Want to promote employability for CAS majors
 1. Would like to promote mentorship through alumni
 - n. Budget priorities
 - i. Minimizing low-enrollment courses
 1. Increasing course caps
 2. Eliminating courses with low-enrollment
 - ii. Eliminating vacancies
 1. Trying to ask if there is an option to not fill the position short term/long term/permanently
 - iii. Temp positions

1. A few in CAS – part time/temp on staff side to evaluate
- iv. Eliminating individuals with permanent positions
 1. Do not want to get to his level
 2. Trying to leverage the first 3 options so we do not have to use the 4th option
 3. This may also include tenured faculty
- o. Questions
 - i. Thomas Polaski: If resources are allocated by programs, how will we account for service to the general education program?
 1. Algorithm for giving a % of revenue dollars based on program enrollment (~60%), the other 40% will go based on student hours in general education
 2. We do not want to end up with a model that does not account for this
 - ii. Jo Koster: Is there any conversation about eliminating low-enrollment programs as a means of creating savings? Adrienne's "health metrics" have made me wonder
 1. No metrics have been set so far
 - iii. Ginger Williams: If we do in fact get to #4 (program elimination and the elimination of faculty in those programs) would we try to put tenured faculty in other roles?
 1. If we looked at permanent positions, eliminating positions with tenured faculty is one of the most complicated
 2. Eliminating the program would be required to justify eliminating a tenured faculty
 3. Would look at staff and non-tenured faculty first
 - a. We do not want to get here
- p. Announcements
 - i. CAS did a great job making it through last year (!!!)
 - ii. Last year we had \$884,000 in foundation money under CAS, this year \$1.76 million in foundation money across CAS
 1. This is worth celebrating!

XII. Announcements

- a. Diversity, Equity, and Inclusion Certificate Programs—Dr. Jeannie Haubert
- b. Movement conference: Feb 23-25, 2023
- c. MLA program: this fall there is another lecture series
 - i. Speaker: Heather Lanier (Raising a Rare Girl) – virtual presentation & reception
- d. McNair call for applications opens Labor Day and closes Monday of Fall Break
- e. Announcements for next CAS Faculty Assembly by Thursday, August 26

XIII. Adjournment

- a. Motion & second
- b. Meeting adjourned 10:34 AM

Note: Quorum (35% of full-time faculty) is 49 faculty members for Faculty Assembly.

The minimum attendance to do business (20% of full-time faculty) is 28 faculty members.

The meeting will be streamed via Zoom and will be recorded for those faculty members who are unable to attend.

Appendix 2: College-level faculty award winners ([return to top](#))

2021 CAS Outstanding Adjunct Award

MacKenzie Vattimo, *English*

2021 CAS Scholarship Excellence Award:

Brent Woodfill, *Sociology, Criminology, & Anthropology*

2021 CAS Outstanding Undergraduate Research Mentor Award:

Jennifer Schafer, *Biology*

2021 Lynn Harand Outstanding Advisor Award:

Evelyne Weeks, *English*

Appendix 3: New Full-time Faculty and New Roles, August 2021 ([return to top](#))

Biology:

N/A

Chemistry, Physics, & Geology:

Kimberly Painter: new Laboratory Chemist

Scott Werts: promoted to Professor

English:

Amanda Hiner: promoted to Professor

Allan Nail: tenured

Devon Ralston: tenured; promoted to Associate Professor

History:

N/A

Interdisciplinary Studies:

Margaret Gillikin: tenured; promoted to Associate Professor

Robert Prickett: appointed Interim Department Chair

Human Nutrition:

Alexa Allen: new Instructor

Wanda Koszewski: promoted to Professor

Mass Communication:

N/A

Mathematics:

Duha Hamed: promoted to Associate Professor

Arran Hamm: tenured; promoted to Associate Professor

Philosophy & Religious Studies:

Greg Oakes: appointed Interim Department Chair

Political Science:

Hye-Sung Kim: promoted to Associate Professor

Psychology:

N/A

Social Work:

Ja'Shaun Blanding: appointed Director of Field Supervision

Kori Bloomquist: tenured; promoted to Associate Professor

Wendy Sellers: promoted to Professor

Social Work continued:

Chris Ward: appointed Graduate Director

Sociology, Criminology, & Anthropology:

Rick Chacon: promoted to Professor

Brent Woodfill: promoted to Associate Professor

World Languages & Cultures:

N/A

Dean's Office:

Erica Panton: appointed Director of Early Access/Pre-College Program

