

**Winthrop University – Faculty Conference**  
**Friday, August 18, 2023 2:00pm**  
**Johnson Theatre**

**Agenda**

1. Welcome and Call to Order (Adam Glover)
2. Approval of Minutes from April 21, 2023 Meeting
3. Remarks from the Faculty Conference Chair (Adam Glover)
4. Remarks from the President (Edward Serna)
5. Remarks from the Provost (Peter Judge)
6. Remarks from Finance and Business Affairs (Justin Oates)
7. Remarks from the Registrar’s Office (Gina Jones)
8. Remarks from Student Affairs (Amber Slack)
9. Remarks from Facilities Management (James Grigg)
10. Reports from Faculty Conference Standing Committees
  - a. FCUP (Eric Birgbauer)
11. Old Business
12. New Business
13. Announcements
14. Adjournment

## Appendix A: Minutes

### Winthrop University – Faculty Conference Friday, August 18, 2023 2:00pm Johnson Theatre

#### Faculty Conference Minutes

Prepared by Kelly Ozust, Associate Professor of Dance

The meeting met quorum.

- I. Welcome and Call to Order from Adam Glover at 2:03pm
  - a. Motion to approve Minutes from April 21, 2023 Meeting
  - b. Minutes approved as distributed.
  
- II. Remarks from the Faculty Conference Chair, Dr. Adam Glover
  - a. Introductions: Kelly Ozust serving as secretary, Kent Miller serving as Parliamentarian.
  - b. Board of Trustees Meeting Highlights
    - i. In-state undergrad tuition remains unchanged.
    - ii. Non-online graduate tuition remains unchanged.
    - iii. Continuing CBE planning
    - iv. Adopted Campus Master Plan
    - v. Approved moving forward with campus renovations
    - vi. Reelected Mr. Glenn McCall (Chair) and Ms. Kathy Bigham (Vice-chair)
  - c. Tenure and Promotion announcements
  - d. Emeritus Announcements
  
- III. Remarks from the President, Dr. Edward Serna – Justin Oates reported in his stead
  - a. Regards to Dr. Serna who is under the weather
  - b. Yesterday the Board of Trustees
    - i. Approved the budget for Fiscal Year 2024
    - ii. Small increase in undergraduate enrollment
    - iii. Decrease in graduate enrollment, but up 6% from 5 years ago
      1. Numbers likely due to the pandemic
      2. Back to “normal” graduate level enrollment
    - iv. 1.5 million dollars invested for President Serna’s strategic planning
      1. Have money up front and don’t have to go to the board for approve for every step along the way
      2. Future investments will have to go back to the Board of Trustees
      3. State built into the budget the raises for employees
      4. President talked a lot about professional development on campus, so some of the funds from the 1.5 million will be invested in PD
  - c. Working hard on a new acceptable use policy that will be distributed via email to get feedback. The policy has been vetted by senior leadership, just need final steps for approval.
  - d. Finished work on about half of new technology rooms. Faculty do have to have a laptop to be able to use the new rooms.
  - e. Implementing multi-factor authentication for students after midterms.
  - f. Cyber-security training: based on faculty feedback, the training opened 30 days earlier because many said October was a difficulty month to complete it. Faculty and Staff are able to do it now, but once you do it, your calendar will reset, and you’ll need to do it around the same time each year.
  - g. During this fiscal year we will move to VOIP (Voice-over IP) instead of current phone system. Will get to all buildings hopefully over the next year or so.
  - h. Question and Answers:
    - Q: Is the budget up from last year?

A: The budget revenue is up mainly because of tuition mitigation. It's very positive that the state mandates that we give raises, but we have to fund 75% of that, so some of that will come out of the budget.

- i. Mr. Oates is excited about new opportunities and revenue generating opportunities under President Serna.
- j. He will send Dr. Glover informational slides to send to faculty about budget report.

IV. Remarks from the Provost, Dr. Peter Judge

- a. First a piece of good news: The Provost search is underway
  - i. Updated ad went out last month. There are already applications in.
  - ii. Joseph Miller and Shelia Burkhalter will be chairing the committee. Still in the process of identifying committee members.
  - iii. Start reviewing applications around Sep 15 with the idea that someone could start as early as January.
- b. Introduces Deans to share information on new faculty
  - i. Jackie McFadden, interim dean of Dacus Library and Pettus Archives
  - ii. Dr. Takita Sumter introduces new faculty in CAS
    - 1. New faculty in Biology, Internship Director, English, Mass Communications, Political Science, Social Work (2), Sociology/Criminology/Anthropology, World Languages and Cultures
    - 2. People in new roles: Margaret Gillikin, Will Kiblinger, Kristie Westover, Nathaniel Fredericks, Greg Oakes, Adolphus Belk
  - iii. Dr. P.N. Saksena introduces new faculty in College of Business Administration
    - 1. New positions in Finance, Accounting (2)
    - 2. Department name change: now Department of Computing and Information Sciences
  - iv. Dr. Beth Costner introduces new faculty and new roles in College of Education, Health, and Human Sciences
    - 1. New faculty or faculty in new roles in Special education, Counseling Center Director, program director in Educational Leadership program at the master's level, Human Development and Family Studies, Call Me Mister Program, Athletic Training, and Physical Education Teacher Preparation
    - 2. Alice McLain will serve as interim Chair in the Department of Physical Education, Sport, and Human Performance
    - 3. Transitioning Department of Human Development and Family Studies, into Department of Curriculum and Pedagogy.
  - v. Karen Oremus introduces new faculty in CVPA
    - 1. Theatre and Dance, Interior Design, Illustration and Multimedia, Director of Galleries.
    - 2. Want galleries to support more interdisciplinary work between faculty and student groups across campus.
  - vi. Leigh Poole introduces new faculty from University College
    - 1. New Director of Student Services
- c. After several years of hiring freezes, it's important to recognize that our investment in program analytics with Grey and Associates helped us see that we could make these hires this year. Thanks to Dr. Serna for his vision on this.
- d. Tenure and Promotion cycle will begin again with portfolios coming in on September 1<sup>st</sup>. There will be a meeting on Aug 29<sup>th</sup> at 11 for those involved in the tenure process.
- e. Flight Ready QEP – have fuller report in next faculty conference, but we have a 5 year goal is to have 200 faculty complete the ACUE courses.
  - i. We are 40% toward the goal. 80 faculty have completed the ACUE Career Concentration. The next class begins on Sep 11 and ends by Thanksgiving Break.
  - ii. We pay for the enrollment so please complete the course if you register. Also open to part-time faculty. [www.winthrop.edu/theqep](http://www.winthrop.edu/theqep)
- f. Competency-Based Education: A model for higher education, ideal for adult and professional students returning to college.

- i. Focus on learner mastery of job-relevant knowledge and skills
  - ii. Competencies stack in micro-credentials, certificates, degrees
  - iii. Self-paced
  - iv. 9/12: One-day “Introduction to CBE” and curriculum development workshops
- g. Network for Alternative Preparations and Teaching (Net APT)
  - i. Beginning October 2023
  - ii. Getting people to certification
  - iii. The State is excited about it
- h. Introduces Zach Abernathy to speak about a study done on use of S/U option with the Department of Institutional Effectiveness.
  - i. Are Freshmen effectively using the S/U option to maintain their LIFE scholarship or avoid academic probation? Which courses provide the largest gain to GPS when used?
  - ii. Sample: from fall 2021-Fall 2022 575 freshmen with a first term GPA between 2.0 and 2.999
    - 1. 44% of those students could have achieved a semester GPS of 3.0 or higher by using 1 or 2 additional S/Us
    - 2. Could significantly impact retention
    - 3. 30% of students with a GPA of lower than 2.0 could have achieved a GPA higher than 2.0 if they had used S/U option.
  - iii. Which course provides the largest gain to GPA when take an S/U?
    - 1. Provided data on a list of courses that provided the largest gains.
    - 2. Looked at all students that still had an S?U to use
    - 3. 16 freshman that took VCOM 151 and still had an S/U to use. 13 would have maximized their GPA if they used an S/U.
  - iv. Full report available on Institutional Effectiveness website. Take a look and have some follow up conversations as needed.
  - v. Differential between average interim grade and average final grade. What is the typical difference between interim letter grade and final letter grade? Could help during advising when deciding which course to S/U.
    - 1. Math grades really do tend to go down between interim and final grades. But MATH 151, actually saw some improvement and WRIT 101 had a significant drop. It has one of the steepest declines of the courses on this list.
    - 2. Meet with students when interim grades come out and look through this data and see if this helps make decisions.
  - vi. Identify large discrepancies between interim and final grades and possibly consider ways to restructure assignments or course content, etc.
  - vii. Question and Answer:

Q: Jason Tselentis: VCOM 151 has to be taken by majors for a letter grade. Are you suggesting that we switch modes of offerings?

A: No. If there are courses that are ineligible for S/Us, just move on to the next course.

Q: Takita Sumter: Can you talk about what percentage of people are actually dropping the course?

A: We’re only looking at people who got an actual interim and final grade.

Q: Paul Wiegand: When we go through Interim grades, we can indicate if less than 25% of the total work for the class is represented in the grade. Did you look at that.

A: No

Q: Jeff Sinn: From a faculty usability standpoint, there are multiple steps for freshman grades. If we could get a report on freshmen with low GPAs that would help.

A: Yes, fantastic idea. We're rolling this out in ACAD. We're working on a report that we can give to freshman advisors.

Q: Charles Randle: Indicated some courses where there seem to be higher grades in earlier half of course and know there is a deadline for the S/U option. What's the current thinking in terms of, if a student has a B at interim, and then they're poised to fail by the end, a B doesn't suggest that. How could we as advisors use the information?

A: Maybe creating some sort of a summary, right now the onus is on advisors. You can give this information to your students. On average this course gets more difficult, etc. whatever the case may be. But, for right now, we just want to make this data available. If there are other ways to streamline, we want to do that.

Q: Did you this for every freshman course or all?

A: All

Q: Kristen Kiblinger: How do we interpret this if the reason most students fail this class is because students don't turn in their final paper. It's not that my class gets harder, it's that students stop turning in work.

A: That's information we don't have, that's context you have. If you want to add that context if you're having these conversations in your departments, you can. If there are easy to identify reasons like that, then please use this as you see fit. It's just to give you supplemental data points to help make decisions about S/U. This isn't meant to replace anything, just another tool.

Q: Scott Amundsen: For courses that have lots of sections vs one section classes, was there large variants between the instructors?

A: We didn't get into that. If departments want to tease out any of those details, we have that data we can provide it for them.

Q: Bryan Ghent: Many students who S/U in HMXP end up making an A in the course and I was wondering if that was reflected in this data?

A: This was focused on the body of students that still had S/Us, not the students that have already used them. There are always students that decide to S/U unnecessarily so, but that's a different population of students.

Q: Jennifer Disney: Should we consider S/U/A or S/U/B as an option? If our goal is retention, then a student with an S/U would just coast, but if they knew that if they kept working hard about could earn the A, that would help their GPA in the best possible way. Students would be able to put in the effort and earn the grade.

A: That's a great question. This is what we hoped, that we want to start these conversations about how we use S/Us.

Q: Did you take modality into consideration?

A: We did not make that distinction

Q: Paul Wiegand: Did you consider looking at it from a binary perspective? Do Fs often convert to non-Fs? A student who doesn't turn in work the first couple of week isn't going to start doing so.

A: There's some work we can do on the C- to B- range, that's a separate case and work we can do in the future. We want this to have a positive impact on retention.

- i. Dr. Peter Judge back to the podium: Strategic Planning is going forward. There will be a series of town halls the week of September 18<sup>th</sup>. If you want to complain later on, then you better show up at those meetings. Notices will be coming out soon.

- j. I would like us to promote together a culture of presence and accountability. It's important that we be present to one another. That's the Winthrop identity: that people are seen, and people are known.
    - i. Our QEP, Flight Ready, is dedicated to career readiness and an effort on teaching excellence. Part of our focus is teaching our students how to be students. We used to take this for granted, but I don't think we can take those things for granted anymore. We need to be upbeat about that.
  - k. Academic Portfolio Revitalization is already underway – We've been developing new programs, rebranding, etc. This is ongoing work.
  - l. Wants to think about and have candid conversations about restructuring and reorganization the Academic Affairs division
    - i. Restructuring, reorganizing. We have some opportunities to think about how we brand ourselves.
    - ii. Thinking about University College. You may have heard rumors that it's going away; please don't pay attention to those. But I do think we need to have open, honest, and full conversations about what that college is doing and how we can best make use of the resources that are there.
  - m. Better communication: wants to be held accountable. Wants to be able to facilitate coordination. We need to look at how we communicate across our various divisions.
    - i. Focus on support, health, and happiness of our faculty. We need to promote our own wellbeing. That's the way I see the world from where I sit.
- V. Remarks from Finance and Business Affairs (Justin Oates)
- a. Already covered in earlier remarks when Mr. Oates spoke on President Serna's behalf.
- VI. Remarks from the Registrar's Office by Gina Jones.
- a. Status of course dog catalogue management system: We're live! We went live Wednesday with both graduate and undergraduate catalogues. Please tell us if you have any corrections.
  - b. Interim grading due Oct. 5 at 5pm. Please don't assign Incompletes as an interim grade. That is designed as a final grade.
  - c. Look at the grading website. How many of you know that you have your own set of resources on our web page? On the R&R home page there is a tile that says Faculty/Staff. There is a lot of information there.
  - d. Training sessions on FERPA, please consider attending. 3 fall sessions via zoom.
- VII. Remarks from Student Affairs by Amber Slack
- a. Office of online learning will be offering some sessions about AI this semester.
  - b. Addressed changes made to the Student Code of Conduct and the Academic Misconduct Policy. First, wants to mention some of the key resources Student Affairs provides for students.
    - i. Support for Students in Distress – CARE Referral. Sharepoint site for faculty through Dean of Students homepage.
  - c. Academic Misconduct Process from a faculty perspective. Simplify the process and work on consistency.
    - i. Notify student of your concern, Provide a report. Are you considering the appropriate consequence for the violation? Avoid a heavy-handed approach for first-time violations.
    - ii. Student will meet with Amber Slack.
    - iii. Administrative hearing or conduct board review.
    - iv. Tips for faculty
      - 1. Use Turnitin and ChatGPTZero, but those systems are not foolproof.
      - 2. Evaluate other writing and work submitted
      - 3. Look for differences in tone/quality

4. Have students complete at least one in class writing assignment for a sample.
5. Make expectations very clear in your syllabus and communication.
6. Office of Online Learning and Center for Professional Excellence's Virtual Academy will have workshops this semester.

VIII. Remarks from Facilities Management by James Grigg

- a. AV refresh in 33 classrooms, didn't get as far as we wanted to go.
- b. Many classrooms got new furniture.
- c. Working on Larger projects: Hoping Convocation 2024 will be in Byrnes
- d. Lists of ongoing work: boxing repairs, fountain, roof replacement, fence removal, etc.
- e. Board approved \$1.35 million for interior renovations. Facilities is willing to be adventurous, so get it through your leadership so we can move forward.
- f. Master Plan roll out in Sep 5<sup>th</sup> and 14<sup>th</sup> sessions.

IX. Reports from Faculty Conference Standing Committees

- a. FCUP by Dr. Eric Birgbauer
  - i. FCUP's charge is to faithfully and consistently communicate faculty concerns, issues, and perspectives to the president and campus leaders.
  - ii. Receive comments anonymously and work with administrative collaboratively to hopefully get answers.
  - iii. Work with FCUL to address concerns and make sure they're going to the correct place.
  - iv. Part of our job is to report back to you and we'll do that at faculty conference. FCUP reports and issue log on FC website.

X. Old Business

XI. New Business

XII. Announcements

- a. Food box in Dalton Hall will be opening up next week t/w/t 10-3
- b. Fires in Maui are very serious and they are experiencing food insecurity issue. Anyone that can contribute to Red Cross, please do. A lot of homelessness and hunger.
- c. Dr. Cheryl Fortner: Please read summer letter that celebrates excellence. Took 13 students to the national conference. New program assistant. The advisory board voted to extend the priority deadline so that it follows advising. If you think your students qualify, please encourage them to look at McNair.
- d. Dr. Nick Grossoehme: Oct. 6<sup>th</sup> will be summer showcase. April 12<sup>th</sup> will be SOURCE.
- e. Dr. Nick Grossoehme: Office of Online Learning were able to get the lightboard studio. Make videos to teach students. Plug and play, it's easy, and you get a lot of pedagogical benefits.
- f. Tim Druke: Monday, Sep 21 is Convocation at the West Center. Faculty will not process.
- g. Dr. Margaret Gillikin: AAUP: American Association of University Professors. The Key features, academic freedom and faculty governance. We want to grow our membership. We will be hosting the state AAUP meeting on our campus. If you're interested in joining, see one of the officers.
- h. Next Faculty Conference is Friday, Sept. 29 at 2pm, location TBA

XIII. Adjournment at 3:56pm