

# Winthrop University Faculty Conference

October 10, 2008

2:00 pm

Plowden Auditorium

## Agenda

- |  |                     |
|--|---------------------|
| I. Approval of minutes from August 22, 2008 Faculty Conference | (minutes attached)  |
| II. Report from the Chair                                      | Cheryl Fortner-Wood |
| III. Report from the President                                 | Anthony DiGiorgio   |
| IV. Report from the Vice President for Academic Affairs        | Tom Moore           |
| V. Committee Reports   |                     |
| A. Academic Council  | Beth Costner        |
| B. Standing Committee Reports                                  |                     |
| 1. Budget Priorities   | Antje Mays          |
| 2. Admissions Advisory   | Chlotia Garrison    |
| VI. Unfinished Business  |                     |
| A. Faculty Governance Review Committee                         | Tom Polaski         |
| VII. New Business  |                     |
| VII. Announcements   |                     |
| A. Reminders from our Registrar                                | Tim Drueke          |
| B. Update on TALONS  | Tim Drueke          |
| C. "What Every Faculty Member Needs to Know about Retention"   |                     |
| November 20, 2008 1 – 2:30 pm Plowden                          | Gloria Jones        |
| IX. Adjournment  |                     |

**Graduate Faculty Assembly will immediately follow adjournment.**

35% of Faculty Conference Membership (334) = 117

20% of Faculty Conference Membership (334) = 67

**MINUTES**

Winthrop University Faculty Conference

August 22, 2008

Johnson Auditorium

**I. Call to Order**

Dr. Cheryl Fortner-Wood, Chair of Faculty Conference, called the meeting to order at 2:05 PM.

**II. Rhythm of Welcome**

Dr. B. Michael Williams and the Winthrop Percussion Ensemble played Trio for Ogun by N. Scott Robinson to open our session. They have been practicing the piece for a performance in November at the Percussive Arts Society International Convention in Austin, TX.

**III. Approval of Minutes**

Minutes from the April 25, 2008 meeting of Faculty Conference were approved without modification.

**IV. Report from the Chair of Faculty Conference**

Dr. Fortner-Wood reported on the June meeting of the Board of Trustees, where the Board adopted resolutions: honoring Karl Folkens (outgoing chair) and Dustin Evatt, extending President DiGiorgio's contract until 2014, conferring emeritus status on 10 of our faculty colleagues, approving funding for the Master Lease Program to acquire computer hardware and software, and setting the tuition schedule and operating budget for the coming academic year. Dr. Fortner-Wood said she was particularly pleased with the sensitivity of the Board to the issues parents and students are facing in these challenging economic times. The Board elected new officers: Ms. Kathy Bigham, Chair; Mr. Karl Folkens, Vice Chair; and Ms. Susan Smith-Rex, Secretary. Dr. Fortner-Wood added that in her report from the faculty to the Board, she was asked about the calendar adoption support motion from the April 25<sup>th</sup> meeting of Faculty Conference. She explained that the wording of the motion did not provide any detail about why it was defeated.

Dr. Fortner-Wood encouraged faculty to stay up to date on several of the challenging activities facing Winthrop this year, particularly in association with the Vision of Distinction and the Faculty Governance Review. No questions were raised about the Chair's report.

**V. Report from the President**

Dr. DiGiorgio welcomed us with a humorous quote from Mae West about "too much of a good thing is better" to characterize the degree of faculty interaction he has had through a typically busy week to start the new academic year. He reminded us that his opening address is available online. One budget item that has been expedited is the lighting for the new parking lot areas on Cherry Road. The President noted that Winthrop has already given back \$2.6 million to the state, and that finding an additional \$700 thousand will be challenging. A tuition increase for January might be possible, but everyone understands the price sensitivity of parents and students is very high. In the mean time, faculty should go ahead with business and let the administrative processes work. Winthrop continues to place a high premium on safety and security. Another 50 Alertus beacons will be installed this year, critical incident monitors are receiving additional training, and some redundancy is being built into existing systems (e.g., it takes two card swipes

to get to residence hall rooms). It is still unclear what is the best approach to securing classrooms; debate continues both on campus and nationwide. Dr. DiGiorgio invited questions but none were raised.

#### VI. Report from the Vice President for Academic Affairs

After adding his welcome, Dr. Moore noted that one unusual aspect to this year is the number of accreditation review activities in process. For example, we are doing a readiness audit for SACS in preparation for a visit in spring 2011. He encouraged us to review and provide feedback on the proposed calendar (the latest version is available on the web under Academic Affairs), as well as to get involved in the ongoing discussion of faculty governance. He also noted in regard to where the Vision of Distinction already includes some flattening of the enterprise, we are getting a lot of interest from prospective students in opportunities for multiple majors and for 5-years-to-MS programs. In closing, Dr. Moore commented that after beginning 30 years ago as an assistant professor at Georgia Southern, he can clearly say the Winthrop is the best place he has ever been. In fact, Winthrop is the best it has ever been, with the best people doing the best work. He is glad to be back!

#### VII. Introduction of New Faculty and Administrators

Dr. Moore introduced:

- Dr. Jennie F. Rakestraw, Professor of Education and Dean of the Richard W. Riley College of Education (Ed.D., U Alabama)

#### Richard W. Riley College of Education

Dean Jennie Rakestraw introduced:

- Dr. Judy K. Britt, Assistant Professor of Elementary Education (Ph.D., U Alabama)
- Ms. Diana J. Durban, Instructor in Education, Curriculum & Instruction (M.Ed., U Georgia)
- Dr. Jennifer Lewis Jordan, Associate Professor of Counseling (Ph.D., Mississippi State U)
- Dr. Curt C. Laird, Assistant Professor of Sport Management (Ph.D., Ohio U)
- Dr. Kavin M. Ming, Assistant Professor of Reading (Ed.D., Florida Atlantic U)
- Ms. Melanie B. Powley, Instructor in Family and Consumer Sciences (M.Ed., Winthrop U)

Dr. Moore introduced:

- Dr. Yvonne M. Murnane, Dean of Graduate School and Associate Professor of Education, (Ph.D., Marquette U)

#### Graduate School

Dean Yvonne Murnane introduced the appointment of:

- Ms. Margaret L. Williamson, Assistant Dean

Dr. Moore introduced the appointment of:

- Dr. Gloria G. Jones, Associate Professor English and Dean, University College

University College

Dean Gloria Jones introduced the appointment of:

- Dr. Timothy K. Daugherty, Associate Dean and Director of the Touchstone Core
- Dr. Greg Oakes, Acting Director of ONCA
- Dr. David Rankin, Acting Director of TLC

College of Arts and Sciences

Dean Debra Boyd introduced new faculty:

- Dr. Eurnestine Brown, Assistant Professor of Psychology (Ph.D., U Pittsburgh)
- Dr. Tracy L. Griggs, Assistant Professor of Psychology (Ph.D., U Georgia)
- Ms. Saba Hanbali, Fulbright Exchange Professor, Modern Languages
- Dr. Heather J. Evans-Anderson (started Jan 2008), Assistant Professor of Biology (Ph.D., U South Carolina)
- Ms. Suma Jayanth (started May 2008), Research Staff Scientist/Instructor in Chemistry (INBRE) (M.S., U Mysore, India)
- Dr Justin S. Brown (to start Jan 2009), Assistant Professor of Mass Communication (Ph.D., Pennsylvania State U)

and new appointments:

- Dr. Timothy S. Boylan, Acting Chair, Department of History
- Dr. Beth G. Costner, Chair, Department of Mathematics
- Dr. Jonathan I. Marx, Chair, Department of Sociology and Anthropology
- Dr. William F. Naufftus, Acting Chair, Department of English
- Dr. Sarah F. Stallings, Acting Chair, Department of Speech/Communication Disorders

College of Business Administration

Dean Roger Weikle introduced:

- Dr. Melissa F. Carsten, Assistant Professor of Management (Ph.D., Claremont Graduate U)
- Ms. Sandra J. Cereola, Instructor in Accounting (M.B.A., James Madison U)
- Dr. Willis Lewis, Jr., Assistant Professor of Economics (Ph.D., Clemson U)
- Dr. Brooke W. Stanley, Assistant Professor of Finance (Ph.D., Texas A&M U)
- Ms. Katherine C. Dykhuis, Director of External Relations and Assistant Professor of Business Administration (M.B.A., Winthrop U)

College of Visual and Performing Arts

Dean Elizabeth Patenaude introduced:

- Ms. Sangwon Sohn, Assistant Professor of Design (M.S., Pratt Institute)
- Mr. Jason A. Tselentis, Assistant Professor of Design (M.F.A., U Washington)
- Mr. Thomas L. Garner IV, Instructor in Design (M.F.A., Clemson U)
- Ms. Janice Mueller, Instructor in Fine Arts (M.F.A., Winthrop U)
- Ms. Margaret E. Griffin, Instructor in Dance (M.F.A., Florida State U)
- Mr. Zinorl N. Bronola (started Jan 2008), Instructor in Dance/Accompanist (M.M., Winthrop U)
- Dr. Kristen A. Wonderlich, Assistant Professor of Music (D.M.A., U North Texas)

- Ms. Karen M. Derksen, Assistant Gallery Director of Winthrop University Galleries and Instructor (B.A., U Regina, Canada)

### **VIII. Committee Reports and Introductions**

#### **A. Introduction of Chairs of Standing Committees**

- Academic Freedom & Tenure – Jane Thomas
- Admissions Advisory – Chlotia Garrison
- Budget Priorities – voting in progress (Antje Mays was subsequently elected)
- Faculty Concerns – David Meeler
- Faculty Personnel – Mark Dewalt
- Library – Jennifer McDaniel-Milliken
- Rules – William Kiblinger
- Undergraduate Petitions – Anne Olsen

#### **B. Academic Council**

Dr. Beth Costner reminded us to watch the meeting dates and adhere to deadlines so that curriculum reviews can be done in a timely manner.

#### **C. Faculty Personnel**

Dr. Mark Dewalt presented a slate of candidates to replace Dr. Timothy Daugherty and Dr. Jonathan Marx on the Faculty Personnel Committee:

- Dr. Clifton Calloway, Department of Chemistry, Physics, and Geology
- Dr. Dwight Dimaculangan, Department of Biology
- Ms. Mary Beth Young, Department of Theater and Dance
- Dr. Marshall Jones, Center for Pedagogy

No additional nominations were placed from the floor. Ballots were distributed and voting will continue until noon, Monday, August 25 in Dacus Library for those absent today. The candidate receiving the highest votes will fill the three-year vacancy; the candidate receiving the second highest votes will fill the two-year vacancy.

### **IX. Unfinished Business**

- Governance Review: Dr. Tom Polaski said the committee is in the process of gathering comments on the preliminary report. Representatives will be dispatched to discuss it with academic departments and affected standing committees, preferably at the first meetings of each this fall. The Review committee will then revise the document and present it to Faculty Conference for adoption in either late fall or early spring.

### **X. New Business**

- TALONS: Tim Drueke, Registrar, introduced TALONS as the project to convert from our current administrative software to the BANNER suite of applications. The transition is expected to take several years, with Finance coming up in Jul 2009, Student and Financial Aid for fall 2010, and Human Resources in 2011. Some of the benefits expected include: use of contemporary technology, 24x7 access to information, paper reports replaced by electronic ones, better response times, support for regulatory and functional updates, new features, and better efficiency. Dr. Fortner-Wood pointed out that during the transition there may be both delays in service and some changes in how

we do business. She asked for our patience and our feedback. The steering committee meets 9-12 AM on Thursdays; members include: James Hammond, Tim Drueke, Betty Whalen, Glenn Savage, Cheryl Southworth, Amanda Maghsoud, and Cheryl Fortner-Wood.

#### XI. Announcements

- Registrar: Tim Drueke reminded us that Friday, 29 August is the last day for students to add or drop courses on-line. After that, paper will be required. Tuesday, 9 September will be the last day for undergraduates to select the S/U grade option.
- ONCA: Dr. Greg Oakes distributed a quarter-sheet to promote the opportunities available through the Office of Nationally Competitive Awards. Their office will be open Tuesday, Wednesday, and Thursday afternoons from 3-6 PM in the Bancroft Annex, University College. He asked us to encourage students to investigate the opportunities, which are not all for graduating seniors.
- Summer Session: Dean Yvonne Murnane announced that "summer school" has been re-named to reflect its role and offerings better. She asked that we work with our department chairs to funnel information on summer offerings to her office. The Summer Session website and e-mail address are now live year-round. She noted that Margaret Williamson is also working on putting together a housing package for summer.
- LEAP: Dr. Frank Pullano, co-director of LEAP, told us they welcomed 82 new students into the program this fall, and reminded us they will be collecting fall mid-term grades and attendance data in early October. He urged us to adhere strictly to the due date for responding because they intend to send reports to the students at their permanent home addresses just in time for students to arrive home for the fall break. In reminding us that we as faculty cannot speak to parents about grades and attendance, he noted that the LEAP office has obtained permission from the students to do so. Please give them whatever data you have available by their due date – if you wait over the week-end to grade one more quiz, your data will not get included in the student report.
- Common Book: Dr. Tim Daugherty reminded us that Sarah Erdman, author of this year's common book, will be speaking Monday, August 25 in Plowden Auditorium at 8 PM and on Tuesday, August 26 in Byrnes Auditorium at 8 PM.
- Dacus Library: Dean Mark Herring reminded us that PASCAL, the South Carolina state colleges and universities arrangement to share library materials, is facing a legislative funding cut of 90% this year. He noted that last year we got over \$400,000 in value for only about \$6,000 in costs. Take a look at the library's website for a list of the resources that are in jeopardy. We need to save this resource! Please go to [pascalsc.org](http://pascalsc.org) to see and contribute appropriate comments.
- Graduate Faculty: Dr. Beth Costner reminded graduate faculty to stay for the assembly immediately following so that a new chair can be elected.

#### XII. Adjournment

Dr. Fortner-Wood formally adjourned the meeting at 3:31 PM.

Submitted by Dr. Lynn DeNoia, Secretary for Faculty Conference

**ACADEMIC COUNCIL**  
**Friday, September 26, 2008**

**The following item is recommended and forwarded to Faculty Conference for action:**

**COLLEGE OF ARTS & SCIENCES**

**Department of Political Science**

**Modify** African-American Studies minor:

**Change 1:** AAMS 318/ENGL 312 - There was an error in the previous program which incorrectly listed the ENGL course as ENGL 318. The proposed change would correct the error.

**Change 2:** Addition of AAMS 322/SOCL 320 - The addition of this course to the AAMS minor was approved by the CAS Curriculum Committee on August 17, 2006. The change that we are currently proposing would add this course to the list of offerings that satisfy the "Africa component" of the AAMS minor.

**Change 3:** Addition of AAMS 339/HIST 338 - The addition of this course to the AAMS minor was previously approved by the CAS Curriculum Committee and the Faculty Conference. The change that we are currently proposing would add this class to the list of offerings that satisfy the "Africa component" of the AAMS minor.

**Change 4:** Addition of AAMS 390. The addition of this course to the AAMS minor was approved by the CAS Curriculum Committee on August 17, 2006. (**modify program**)

**Note:** Changes 1 & 4 have already been incorporated into the catalog.

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**The following items are recommended and forwarded to Faculty Conference for notification purposes:**

**Department of Sociology**

Add ANTH 324 (3), Amerindian Warfare and Ritual Violence. (**new course**)

**UNIVERSITY COLLEGE**

Add ACAD 102(1), Relational Critical Thinking and Study Skills. (**new course**)

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**The following item was approved by Academic Council and is forwarded to Faculty Conference for action:**

Add ANTH 203: *Introduction to Language and Culture* to the lists of courses meeting the Global Experience and Social Sciences requirements.

## **Budget Priorities Committee Report to Faculty Conference for October 10, 2008**

This report is current as of October 3, 2008 1:08pm. Given the rapidly evolving economic situation, this report may not contain the latest information when the Faculty Conference meets on October 10, 2008. More developments will be described as the situation warrants.

In light of budget projections for South Carolina, President DiGiorgio invited a group of faculty to a budget-related conversation about implications for Winthrop. The following groups were represented:

- |                                |                                 |
|--------------------------------|---------------------------------|
| 1. Academic Council            | 6. Graduate Council             |
| 2. Budget Priorities Committee | 7. Library Committee            |
| 3. Faculty Concerns            | 8. VPAA                         |
| 4. Faculty Personnel           | 9. VP Finance                   |
| 5. General Education           | 10. Chair of Faculty Conference |

Dr. DiGiorgio convened this group on September 23, 2008 to update us about the mandated \$700,000 giveback as much as he could, in the spirit of informing us ahead of time. The cascading effects of financial market shakeouts on South Carolina's economy have reduced SC revenues, which in turn has reduced state funding for Winthrop. South Carolina tends to be slow to snap back from downturns -- due to presence of fewer major companies and less economic diversification than other states. South Carolina's economy depends heavily on tourism, the reduction of which has lowered the influx of revenues for the state.

At the time of this September 23 meeting, the Board of Economic Advisors (BEA) was not scheduled to meet until October 17. However, they did meet on Friday (September 26) and have again lowered their estimates for SC-wide revenues by an additional 4%.

Tuesday September 30, the Governor and the Budget & Control Board met, taking into account the latest numbers / estimates from the BEA. Implications for Winthrop are in flux and will take more specific shape as time progresses. The President's budget update email from October 1 has shared the preliminary thoughts from that meeting in Columbia. Public statements have been posted on the South Carolina government website and also begun to appear in the news. Links to the statements and additional information sources are provided at the end of this report.

### **Budget Background**

Winthrop's is the highest tuition in the state, and there are concerns about losing our viability in the marketplace among increasingly price-sensitive students and parents. Therefore tuition increase is unlikely, given the current economic and marketplace contexts and need to be sensitive to students and parents who are also feeling the impact of the current economic picture.



After the above-referenced new mandated giveback of \$700,000, state-appropriated recurring funds currently constitute 17% of Winthrop's operating budget. This proportion has steadily declined over the years. For example, 47% of the operating budget in fy1989/1990 came from recurring allocations.

The 17% of the current year's operating budget from the state's recurring allocations is almost completely pre-committed, as follows:

- 82% salaries
- 6% utilities
- 12% technically, not completely pre-committed, but this portion pays for the nuts & bolts of the operational infrastructure that enables Winthrop to conduct the business of the educational mission. This 12% includes the following:
  - supplies
  - telecommunications
  - library materials (database & journal subscriptions [as ongoing expenses, those subscriptions *are* pre-committed], books, videos, other instructional materials)

Giveback can only come from annually allocated (recurring) funds. Decision-making is underway as to where cuts could be taken without hurting the educational mission. Dr. DiGiorgio expressed several times that he is against cuts that would adversely impact the classroom.

Cuts have been mandated cookie-cutter-style across all state agencies in the base, technology/telecom, and travel without consideration of the actual operating context of each agency. This fiscal year was begun with an appropriation reduction by approximately \$735,000, broken down as follows:

- base: \$554,318
- technology/telecom: \$ 1,501
- travel: \$179,755
- total: \$735,574

Now, already into fiscal year 2008-2009, agencies have been directed to give back an additional \$700,000.

Winthrop is already very lean in terms of frugality, leaving no "natural fat" to easily trim. Resourceful efficiencies already in place at Winthrop include:

- energy-saving
  - low-flow water sources
  - new buildings with natural light, positioned to maximize/minimize sunlight for winter/summer
  - various utility-saving devices (Winthrop the most efficient of all SC state agencies)

- multi-year payments for necessary systems
  - example: TALONS project (HR, SIS, etc) to replace the old system which is no longer being maintained. Obtained at large discount and being paid over 7 years to cushion the blow of budget reduction.
  - Science equipment: \$2 million spread out over several years
- Service contract / rotation:
  - opting not to replace 17 service vehicles scheduled for replacement this year; looking at golf carts and electric vehicles (in a strategic spirit of energy conservation / green campus)

As the result, there is not much “around the edges” that could be trimmed. Hard decisions need to be made.

### **Funding Streams**

We are barred by law from using fee income to make up for state allocation shortfalls. Student fee designations are locked-in for specific uses and cannot “jump budget lines” to cushion the blow of budget cuts.

During the September 23 meeting with the President, the question of “how can we help” recurred as a theme. Questions included exploring ways to reduce expenditures in certain areas where obsolescence could be identified. The response was that a big pot of money was needed quickly in order to respond to the giveback “now”, and that any small amounts here & there would not help as immediately as needed.

It was also explained that cutting in areas such as furniture (brought up as an example category) would end up resulting in less money for that line item -- sort of “losing funding level by precedent”

Private donors are generally not inclined to give toward operating expenses.

Several people in the meeting asked about fundraising possibilities to help make up for shortfalls. On-the-fly “grassroots fundraising” initiatives are discouraged, because they could take on a less-than-polished flavor, raise questions about appropriate placement and use of the proceeds, and dilute the work of the Development Office. The other issue against “grassroots fundraising” is that it would not bring in all that is needed “now”.

**Perception of “building boom” in these lean times:** Capital projects have long planning horizons, are planned 7 to 10 years ahead of time, and funded in advance through dedicated fee-based streams. What is seen “now” was set in motion years ago, and those dedicated funds are legally barred from “jumping budget lines”.

### **Implications for Winthrop:**

- Future years: campus processes for future growth must be slowed down because the appropriation-sourced funding cannot support the added activity and raising tuition / fee addition is not a choice that seems viable now.

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- Negative impact on program growth because budget lines are not available for added faculty positions and other supporting infrastructures for new programs.

### Cost annualization

- e.g. Salary: the state funds the salary increases partially and mandates the remainder to the agencies. In subsequent years, agencies must pick up the full cost of the increase.

### Communication

We also discussed ways of communicating questions & answers in a systematic fashion, perhaps harnessing technology to ease the flow of information. More details will follow as communication ideas take on more tangible shape.

### For more information...

Due to the complex nature of this situation, I would like to refer interested readers to the following information sources:

### Campus sources

- Dr. DiGiorgio's continuing stream of budget updates to the campus community
- Report and other materials Dr. Fortner-Wood for Faculty Conference

### SC Government websites:

- SC state's main government web portal: <[www.scgov.com](http://www.scgov.com)>
- Gov. Sanford's webpage: <[www.scgovernor.com](http://www.scgovernor.com)> -- see Gov. Sanford's budget-related statements
- Budget & Control Board's "Information about the South Carolina state budget" page: <<http://www.bcb.sc.gov/BCB/BCB-budget.phtm>>
- Monthly revenue letters from the Board of Economic Advisors (BEA):
  - <<http://www.bcb.sc.gov/BCB/BCB-budget.phtm>> : As of today (October 3) the table is current through August, but the revenue tables (by category) with side-by-side comparisons between the last and current fiscal years are enlightening.
- BEA's fiscal impact statements website:
  - <<http://www.bcb.sc.gov/BCB/bea/BCB-bea-index.phtm>> -- Choose from Senate and House impact statement on the left-side menu bar.

### Newspapers

- *The Herald* – library's copy or current stories at <[www.heraldonline.com](http://www.heraldonline.com)>
  - October 3 *Herald* article:
  - "[Sanford wants agency heads to discuss budget cuts](#)"
- *The State* – library's copy or current stories at <[www.thestate.com](http://www.thestate.com)> : also has articles about SC budget info

**Financial & Economic news**

- *The Economist* – library's copy or current stories at <[www.economist.co.uk](http://www.economist.co.uk)>
- *Wall Street Journal* – library's copy or current stories <[www.wsj.com](http://www.wsj.com)>
- *Financial Times* – library's copy or current stories at <[www.ft.com](http://www.ft.com)>

**Financial websites with calm, measured analysis of financial markets situation**

- Nightly Business Report < [www.pbs.org/nbr](http://www.pbs.org/nbr) >
- News Hour with Jim Lehrer < [www.pbs.org/newshour](http://www.pbs.org/newshour) >
- Wealth Track with Consuelo Mack < [www.wealthtrack.com](http://www.wealthtrack.com) > (she co-hosted the late Louis Rukeyser's weekly financial markets analysis program named *Louis Rukeyser's Wall Street*, and her current program is similar in analysis and style)

Respectfully submitted,

Antje Mays  
Chair  
Budget Priorities Committee  
October 3, 2008