

**Winthrop University Faculty Conference**

October 7, 2011

2:00 pm Whitton Auditorium, Carroll Hall

**Agenda**

- I. Approval of minutes for August 19, 2011 Faculty Conference *(minutes attached)*
- II. Report from the Chair Cliff Calloway
- III. Report from the President Anthony DiGiorgio
- IV. Report from the Vice President for Academic Affairs Debra Boyd
- V. Committee Reports
  - a. Academic Council Will Kiblinger
  - b. Library Melissa Carsten
  - c. Roles and Rewards Beth Costner
  - d. Faculty Personnel Committee Carol Shields
- VI. Unfinished Business
  - Academic Freedom and Tenure Dave Pretty
- VII. New Business
- VIII. Announcements
  - a. From the Registrar Gina Jones
  - b. Other Announcements
- IX. Adjournment

Faculty Conference Membership (326) 35% = 114 20% = 65

**Winthrop University Faculty Conference**  
19 August, 2011  
2:00 pm Plowden Auditorium, Withers Building

**Minutes**

Quorum reached and meeting began at 2:04pm

I. Approval of minutes for April 22, 2011 Faculty Conference

Minutes approved.

II. Report from the Faculty Conference Chair, Cliff Calloway

- a. Dr. Calloway introduced Faculty Conference Secretary (Dr. Laura Dougherty) and Parliamentarian (Dr. Jason Hurlbert)
- b. Dr. Calloway offered a reminder about the Faculty Conference Website, and noted the reports from the 10 June, 2011 Board of Trustees meeting.
- c. Dr. Calloway asked for questions regarding the Leadership Committee report? None were asked.
- d. Dr. Calloway introduced faculty who received tenure and promotion.

III. Report from the President, Anthony DiGiorgio

President DiGiorgio opened his comments with a discussion of current financial situations: national, state-wide, and regional. He then referenced last year's committee report from Roles and Rewards, where slight changes were made in the definitions of Teaching, Research/Scholarly Activity, and Service. Notably, Teaching was defined as "student intellectual development." The definition of Scholarly Activity was slightly broadened, and Professional Stewardship replaced Service. There were also changes in recommendations with regard to rewards. There will be a meeting next week to discuss these recommendations.

Among the rewards noted to be discussed:

- Reward structure with post tenure review.
- Tuition reduction for dependents.
- Additional time for faculty to devote to new and changing faculty roles.
- Additional child care on campus.
- Provision of campus services.

President DiGiorgio spoke of recent media attention to faculty salaries state-wide, and offered his contextualization of increases and holds to faculty and staff salaries. He ended his comments by asking for questions or comments from the faculty. None were raised.

## V. Introduction of New Administrators and Faculty, VPAA and Deans

### **College of Arts & Sciences**

Dr. Kristen K. Abernathy, Assistant Professor of Mathematics  
Dr. Leslie W. Bickford, Assistant Professor of English  
Dr. Casey A. Cothran, Assistant Professor of English  
Dr. Nathaniel Frederick, II, Assistant Professor of Mass Communication  
Mr. Bryan R. Ghent, Instructor in English  
Dr. Clifton T. Harris, Visiting Assistant Professor of Chemistry  
Dr. Amanda L. Hiner, Assistant Professor of English  
Dr. Jason C. Hurlbert, Assistant Professor of Chemistry  
Mr. Bryan McFadden, Instructor in Geography  
Dr. Rallming Yang, Instructor in Chemistry and Chemistry Instrumentation Manager

### **College of Business Administration**

Ms. Page C. Bowden, Director of External Relations and Assistant Professor of Business Administration  
Mr. Harold (Hal) J. Manasa, Associate Professor of Accounting

### **Richard W. Riley College of Education**

Dr. Kathryn L. Davis, Associate Professor of Physical Education Teacher Education  
Ms. Carolyn G. Grant, Director of Field and Clinical Experiences  
Dr. Erin C. Hamel, Assistant Professor of Early Childhood Education  
Dr. Cheryl L. Mader, Assistant Professor of Literacy  
Dr. Shirley P. Martin, Director, Corps of Mentors  
Dr. Tannas Dale Ritchie, Assistant Professor of Educational Leadership  
Dr. Gayle B. Sawyer, Assistant Professor of Educational Leadership

### **College of Visual and Performing Arts**

Ms. Catherine S. Bushman, Assistant Professor of Music, Assistant Director of Bands  
Ms. Stacey R. Davidson, Assistant Professor of Fine Arts (Painting)  
Mr. William McGinnis, Instructor in Fine Arts

### **Administration**

Dr. Debra Boyd, Acting Vice President for Academic Affairs  
Dr. Mary (Meg) Webber, Special Projects Assistant, VPAA

### **College of Arts and Sciences**

Dr. Peter Judge, Interim Dean of Arts and Sciences  
Dr. Marsha Bollinger, Chair, Department of Interdisciplinary Studies  
Dr. Beth Costner, Associate Dean for Teacher Education Programs and Chair, Department of Mathematics  
Dr. Jack DeRochi, Associate Dean  
Dr. Dwight Dimaculangan, Acting Chair, Department of Biology  
Dr. Deanna Morrow, Chair, Department of Social Work

### **University College**

Dr. Karen Kedrowski, Director, Global Learning Initiative  
Dr. Nakia S. Pope, Assistant Dean and Director of Touchstone Core  
Ms. Michele Wolf, Director, Academic Success Center

#### IV. Report from the Vice President for Academic Affairs Debra Boyd

Dr. Boyd discussed her transition to this new position, and reiterated her faith in the faculty.

#### VI. Reports

- a. Introduction of Standing Committee Chairs (2011-2012) Cliff Calloway
- b. Faculty Committee on University Life (*attached*) Matt Manwarren  
No questions or concerns.

#### VII. Unfinished Business

None.

#### VIII. New Business

None.

#### IX. Announcements

- a. University Development and Alumni Relations, Brien Lewis

Mr. Lewis introduced Winthrop's capitol campaign, noting that October will mark the public phase of the campaign, which is currently in the silent phase. Mr. Lewis described the goals of his office and asked the faculty to become partners in philanthropy, requesting specifically, for faculty to help identify philanthropic possibilities.

- b. From the Registrar, Gina Jones

Ms. Jones reminded faculty of important registration dates. She also noted that regarding online course withdrawal for students, email will be sent to the instructor when a student withdraws. She clarified the manner in which students who have applied to graduate are identified on rosters, and in the grading forms (symbol will be a mortar board). Ms. Jones cordially requested that faculty read emails from the registrar's office in their entirety.

- c. TALONS/Banner Lisa Cowart/Amanda Maghsoud

Ms. Cowart noted the significant changes with Banner which will affect faculty. She noted that annual letters from the President were not circulated this summer, and that the information formerly included in those letters is now available online in Wingspan (under the "employee" tab).

Ms. Maghsoud reiterated information sent to faculty via email, noting that payroll stubs will be emailed, and that faculty CWIDs are required to access the encrypted payroll information.

Ms. Cowart also reiterated that hours reported for work, and approval of leave time are handled online in Banner. TLC offers instructional classes in Banner.

No questions asked from faculty.

d. Other Announcements

- i. Dr. Karen Kedrowski reminded faculty that there is a process for approved Cultural Events designated as Global events, and there is a logo available on the GLI website. Dr. Kedrowski encouraged faculty to include GLI statements on syllabi for courses beyond the touchstone program. She discussed the GLI evaluations which will be administered to ACAD students as well as capstone Evaluations will be administered through Blackboard. Dr. Kedrowski encouraged faculty to attend the GLI Professional Development Workshop on Sept 17<sup>th</sup>. (60 faculty have submitted presentations)
- ii. Dr. Gloria Jones announced that there will be mid-semester reporting via Wingspan to identify freshman in academic difficulty.
- iii. Antje Mays announced that there is a fundraising program for the Dacus Library, for shoppers at Bi-Lo grocery store. Faculty interested in participating can see Ms. Mays to acquire the additional key chain cards to use with a Bi-Lo savings card.
- iv. Dr. Mark Herring noted three initiatives at the library: Ebrary (70,000 academic titles); Just in Time/Just in Case, electronically delivered texts; a text book initiative—for courses with 65+ students, the library will make available on reserve copies of the required texts for these courses.
- v. Dr. Dwight Dimaculagan announced that funds from SPAR for student travel will now be distributed through the Office of Undergraduate Research. Dr. Dimaculagan also announced that Winthrop will be hosting the BigSURS Undergraduate Research Conference this year. Should any faculty be Interested in assisting with the conference, she or he should contact Dr. Dimaculagan.
- vi. Dr. Jennifer Disney distributed flyers from the Office of Nationally Competitive Awards, and asked for assistance in identifying students who can benefit from this office.
- vii. Dr. Cheryl Fortner-Wood McNair Scholars---reported on the successes of McNair Scholars at a summer conference, and encouraged faculty to get students in touch with the McNair Scholars program.

X. Adjournment

It was announced that a meeting of the Graduate Faculty conference would immediately follow.

Meeting adjourned at 3:50.

Respectfully submitted,

Laura R. Dougherty, Ph.D.  
Department of Theatre & Dance  
College of Visual and Performing Arts

## **Faculty Committee on University Life**

### **Report to the Faculty Conference, August 19, 2011**

On behalf of the Faculty Committee on University Life, I wish to welcome each of you to the new academic year. Our committee is eager to resume with its charge, which is stated below as found in the Faculty Manual.

*This committee shall be responsible for examining issues submitted by faculty members that affect the conduct of university life, and shall address these issues by communicating directly with appropriate administrators and members of the University faculty and staff to understand the issue more fully and to facilitate a resolution to the concern as needed. The committee shall report its findings and the status of the issues to Faculty Conference, to the Committee on University Priorities, and to the President, at least once each semester.*

*The committee shall consist of nine members: two members elected from each of the degree-granting colleges and one member elected from the Library faculty. At least one member elected from each of the degree-granting colleges and the member elected from the Library faculty shall be tenured. The Chair of the committee shall attend open meetings of the appropriate committee of the Board of Trustees.*

The members of the committee include the following.

Matthew Manwarren (t), chair, CVPA representative, 2012

Bob Gorman (t), Library representative, 2013

Christian Grattan ((t), Arts and Sciences representative, 2013

Tracy Griggs, College of Arts and Sciences representative, 2014

Carol Marchel (t), College of Education representative, 2012

Lou Pantuosco (t), College of Business Administration representative, 2012

Elke Schneider (t), College of Education representative, 2014

Courtney Starrett, CVPA representative, 2013

Laura Ullrich, College of Business Administration representative, 2014

The following is a list of issues our committee discussed during the 2011-12 academic year.

- 1) Duties of the newly formed committee.
- 2) Clarification of new library plans by President DiGiorgio; concerns about the current library facility.
- 3) Concerns over the new drop policy for students.
- 4) Safety concerns during inclement weather.
- 5) Parking concerns in the Johnson lot.
- 6) Compensation for faculty who teach summer field experiences.
- 7) Compensation for faculty who teach independent study courses.
- 8) Concerns over the need for more assistance in the Office of Environmental Health and Safety.

Our committee is interested in hearing about issues that we face each day in the work place. Sometime in late September or early October, we plan to have a brown bag lunch forum to allow faculty to speak to the concerns that are on their minds. Please be on the lookout for upcoming messages from me about the time, date, and place of this forum. I hope you will attend and plan to be a part of a lively discussion.

In the meantime, if you have concerns that you would like to express to our committee, we want to hear from you. Please email me at [manwarrenm@winthrop.edu](mailto:manwarrenm@winthrop.edu).

Respectfully yours,

Matthew Manwarren, Chair

## October 7, 2011 Faculty Conference Supporting Materials

Report from Academic Council  
Faculty Conference, October 7, 2011

### Items Forwarded to Faculty Conference for action:

Degree	Major	Conc.	College	Department	Action
BA	THTR	MTR	VPA	Theatre and Dance	<b>NEW PROGRAM.</b>
BS	NUTR	FSMG	ASC	Human Nutrition	<b>DROP PROGRAM.</b>

### Program Change Items Approved at Academic Council and requiring no further action:

Degree	Major	Conc.	College	Department	Action
BS	ATRN		EDUC	PESH	<b>MODIFY PROGRAM:</b> Add ATRN 381 and remove NUTR 221, NUTR 520, ATRN 101, ATRN 481 from Athletic Training Core; require one course from NUTR 520, EXSC 485, EXSC 511, PHED 510, PHED 525
BS	FMCS		EDUC	Curriculum and Instruction	<b>MODIFY PROGRAM:</b> Increase the credit hours for FACS 495 from 3 credits to 6 credits has been submitted; reduce number of required electives by 3 credits
BS	IMCO		ASC	Mass Communication	<b>MODIFY PROGRAM:</b> Change requirement in major to include one course from MGMT 341, MKTG 483, 581 or BADM 561
Minor	BIOL		ASC	Biology	<b>MODIFY PROGRAM:</b> BIOL 150/151 or BIOL 203/204 may be used to complete requirements but not both

A number of course changes were approved at the CUC level and required no action of Academic Council. These will be posted on the Academic Affairs website for faculty review per the new Curriculum Policy.

<b>Course</b>	<b>Number</b>	<b>Title</b>	<b>Department</b>	<b>Action</b>
EDUC	312	History of American Education	Curriculum & Pedagogy	<b>NEW COURSE</b>
EDUC	315	Comparative Education	Curriculum & Pedagogy	<b>NEW COURSE</b>
HIST	312	History of American Education	History	<b>NEW COURSE</b>
<i>HONR</i>	<i>231H</i>	<i>Special Topics in Historical Issues</i>	<i>Honors</i>	<b><i>NEW COURSE</i></b>
<i>HONR</i>	<i>232H</i>	<i>Special Topics in Humanities &amp; Arts</i>	<i>Honors</i>	<b><i>NEW COURSE</i></b>
<i>HONR</i>	<i>233H</i>	<i>Special Topics in Global Issues</i>	<i>Honors</i>	<b><i>NEW COURSE</i></b>
<i>HONR</i>	<i>234H</i>	<i>Special Topics in Social Sciences</i>	<i>Honors</i>	<b><i>NEW COURSE</i></b>
<i>HONR</i>	<i>235H</i>	<i>Special Topics in Natural Sciences</i>	<i>Honors</i>	<b><i>NEW COURSE</i></b>
MCOM	241	Media Writing	Mass Communication	<b>MODIFY COURSE:</b> Change Prerequisite to include a minimum grade of "B-" in WRIT 101, HMXP 102, MATH 105 or 150 or 151 or 201 and exclude Keyboard proficiency and permission of the department chair; changed goals for the course and catalog description.
MCOM	325	Broadcast Journalism	Mass Communication	<b>MODIFY COURSE:</b> Change Prerequisite from Grade of C or better in MCOM 241 and 2.00 GPA and MCOM or IMCO major status or written permission of department chair to Grade of "C-" in MCOM 226 and 241 and 2.00 GPA; Change Course Title and catalog description
MCOM	342	News Reporting	Mass Communication	<b>MODIFY COURSE:</b> Change Prerequisite from Grade of C or better in MCOM 241 and 2.00 GPA and MCOM or IMCO major status or written permission of department chair to Grade of "C-" in MCOM 226 and 241 and 2.00 GPA; Change Course Title and catalog description



MCOM	441	Reporting Public Affairs	Mass Communication	<b>MODIFY COURSE:</b> Change Prerequisite from PLSC 202, C or better in MCOM 241, 2.0 GPA and MCOM or IMCO major status or written permission of department chair to PLSC 202, C- or better in MCOM 241 and 342, 2.0 GPA and MCOM or IMCO major status; Change course title and catalog description.
MDST	203	Studies in Middle Ages	English	<b>MODIFY COURSE:</b> Change Prerequisite to Contract Course. By Permission of instructor.
NUTR	518	Medical Nutrition Therapy Laboratory	Human Nutrition	<b>NEW COURSE</b>
RELG	316	Christian Thought from Origins to the Reformation	Philosophy & Religion	<b>MODIFY COURSE:</b> Change Prerequisite from RELG 101 or RELG 220 or RELG 314 or PHIL 301 to HMXP 102 with a C- or better
RELG	317	Modern Christian Thought	Philosophy & Religion	<b>MODIFY COURSE:</b> Change Prerequisite from RELG 101 or RELG 220 or RELG 316 or PHIL 302 to HMXP 102 with a C- or better
THRA	371	Practicum in Musical Theatre	Theatre & Dance	<b>NEW COURSE</b>
THRA	413	Auditioning for Musical Theatre	Theatre & Dance	<b>NEW COURSE</b>
THRA	414	Musical Theatre Workshop	Theatre & Dance	<b>NEW COURSE</b>
THRT	388	Musical Theatre History	Theatre & Dance	<b>NEW COURSE</b>

*The following items were approved at the College Assembly Level and require no further action:*

Course	Number	Title	Department	Action
MUST	103	Basic Aural Skills	Music	<b>MODIFY COURSE:</b> Change Grade Basis from Regular to S/U
PHED	244	Fitness through Core Stability	PESH	<b>MODIFY COURSE:</b> Modify Catalog Description

Update from the University Library Committee  
Faculty Conference Meeting, October 7, 2011

There are many changes that are happening at the Library that Faculty and Staff should be aware of. Listed below are just a few of the major things that are happening. There will be a more thorough update at the Faculty Conference meeting in December.

1. Pettus archives move to the old Bookworm building--six million items in transit even as we speak! As a result, 10-20K square feet will be freed up in the library.
2. Plans for Dacus up-fit underway and it will be as Hamlet: with neither the interior nor the exterior resembling that which it was-- well, okay, sort of. Stay tuned for more information about the structural changes that are happening at the library.
3. Naming opportunities for both projects will find their way to your mailboxes soon! Keep an eye out for these special opportunities.
4. Ebrary, now has over 70,000 books. To access the Ebrary system go to <http://0-site.ebrary.com.library.winthrop.edu/lib/winthrop/home.action> and you can search by subject area, publisher, or book title.
5. Demand-driven acquisitions underway. This is a new innovation that allows individuals to access Ebooks on a number of different kinds of devices. This system allows access to many more titles, however the library only gets charged for the book after it is "accessed" a certain number of times.
6. Both Ebrary and Demand-driven Acquisitions system are accessible on a number of web-accessible devices.

If you have any questions or would like any more information about any of the items listed above, please feel free to contact the chair or any other member of the university library committee.

Melissa Carsten – Chair  
David Brown – Member  
Kelly Costner – Member  
Ronnie Faulkner – Member  
Kareema Gray – Member  
Robert Prickett – Member  
Mark Herring – Library Dean

## Roles and Rewards Committee Report

Submitted to Faculty Conference as part of the materials for the October 7, 2011 Meeting

The President met with all available committee members on Thursday, August 25, 2011 to discuss both the [Roles document](#) and the [Recommendations document](#). At this meeting the President accepted as written the Roles document endorsed by Faculty Conference on April 22, 2011. This document includes a timeline for implementation.

Highlights of the Timeline (please refer to the full timeline for details):

- December 15, 2011 (note extension requested by ALC): Academic Units submit revised Tenure and Promotion Guidelines to the Rules Committee
- 2012-2013 academic year: All Academic Units have Faculty Annual Report Forms updated for use (faculty can begin to use these as soon as they are available)
- The new guidelines and review procedures for Post-Tenure Review will be fully implemented during the 2013-2014 academic year.
- Full implementation of the new tenure and promotion guidelines will be in place by the 2014-2015 academic year.
- Faculty who began employment in the 2009-2010 or 2010-2011 or subsequent academic years will be reviewed according to the new guidelines at all stages of review (pre-tenure, tenure, promotion, and post-tenure).
- All faculty members regardless of hire date can elect to be reviewed under the new guidelines beginning in the 2012-2013 academic year.

In addition to acceptance of the Roles document as written, the President discussed each recommendation made and allowed the committee an opportunity to clarify items and ask questions. Research and exploration of many of the recommendations continues. A more complete update on these will be provided as information is gathered and shared with the committee. In general, none of the recommendations were rejected except in cases where state regulations limit the University's ability to implement the request. For example, state regulations limit the university's ability to provide tuition reductions for dependents of faculty and staff. However, the President expressed a willingness to work as he is able to request that these regulations be reconsidered. Finally, the committee will remain intact to allow for further discussion with the President or his designee as needed in relationship to the remaining recommendations for which research and exploration is ongoing.

Respectfully Submitted by the Committee of September 27, 2011

**FACULTY PERSONNEL COMMITTEE**

October 7<sup>th</sup> Faculty Conference Special Election

(Ballots to be distributed at Faculty Conference meeting)

**Faculty Personnel Committee. Eligibility is limited to faculty members with tenure.**

Serving until 2013 to complete the term of A.J. Angulo (Education) the nominees of the Faculty Personnel Committee are: (elect 1)

\_\_\_\_\_ Tim Boylan, Arts and Sciences (Political Science)

\_\_\_\_\_ Gwen Daley, Arts and Sciences (Chemistry, Physics and Geology)

\_\_\_\_\_ Ron Parks, Visual and Performing Arts (Music)

\_\_\_\_\_ Lou Pantuosco, Business Administration (Accounting, Finance and Economics)

\_\_\_\_\_ Darren Ritzer, Arts and Sciences (Psychology)

\_\_\_\_\_ Julian Smith, Arts and Sciences (Biology)

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## **Academic Freedom and Tenure Committee**

As formulated by the Academic Freedom and Tenure Committee in Spring 2011:

Statement of Academic Freedom:

Institutions of higher education exist for the common good. In the quest for this common good the right of faculty members to academic freedom is of fundamental importance. Academic Freedom empowers faculty to discuss responsibly all relevant matters in the classroom; to explore all avenues of scholarship, research, and creative expression; and to speak or write as private citizens\* without institutional discipline or restraint.

\*When speaking or writing as private citizens: Members of the academy faculty will adhere to all applicable laws and University policy that mandate any actions taken by employees as private citizens be done on the employees' personal time and without the use of state or University equipment, supplies, or facilities. Furthermore employees, when acting as private citizens, should clearly state that they are not speaking for the University.

After significant discussion and several amendments, the following statement of academic freedom was endorsed by Faculty Conference on March 11, 2011, but eventually was returned for reformulation by the university administration:

Institutions of higher education exist for the common good. In the quest for this common good, the right of faculty members to academic freedom is of fundamental importance. Academic Freedom empowers faculty to discuss responsibly all relevant matters in the classroom; to explore all avenues of scholarship, research, and creative expression; and to exercise civil liberties or civil rights as private citizens\* without institutional discipline or restraint.

\*When exercising civil liberties or civil rights as private citizens, members of the academy faculty will adhere to all applicable laws and University policy that mandate any actions taken by employees as private citizens be done on the employees' personal time and without the use of state or University equipment, supplies, or facilities. Furthermore, employees, when acting as private citizens, should clearly state that they are not speaking for the University.

On August 26, 2011, the Academic Freedom and Tenure Committee, at the request of the April 22, 2011, Faculty Conference, approved a reformulation:

Institutions of higher education exist for the common good. In the quest for this common good, the right of faculty members to academic freedom is of fundamental importance. Academic Freedom empowers faculty to discuss responsibly all relevant matters in the classroom; to explore all avenues of scholarship, research, and creative expression; and to speak, write, or otherwise legally express themselves as private citizens\* without institutional discipline or restraint.

\* When speaking, writing, or otherwise legally expressing themselves as private citizens: Members of the faculty will adhere to all applicable laws and University policy that mandate any actions taken by employees as private citizens be done on the employees' personal time and without the use of state or University equipment, supplies, or facilities. Furthermore employees, when acting as private citizens, should clearly state that they are not speaking for the University.