

Winthrop University Faculty Conference

22 August 2014

2:00 pm Plowden Auditorium

Quorum Not Reached

The meeting was commenced by Dr. Bird at 2:00.

I. There was a motion to proceed without a quorum.

II. Approval of minutes for April 25, 2014 Faculty Conference

The minutes were approved.

III. Report from the Chair, John Bird

a. Remarks and Introduction of Secretary and Parliamentarian

Dr. Bird reviewed the events of last year. He began by noting the change in the bylaws that gives faculty the right to appeal to the board. He thanked the board for helping to bring about this change and noted that Board of Trustee members Sue Rex Smith and Kathy Bigham were present. Also, last year faculty conference voted on important curriculum changes. He also noted the events of the summer and the dismissal of President Comstock Williamson. He recognized and welcomed Anna Douglas, a reporter from the *Rock Hill Herald* and alumna, who wrote many articles on the subject and who was present at the meeting. He asked faculty to consider joining the Rules Committee, as a space has suddenly opened up. He introduced the 2014-2015 Faculty Conference secretary and parliamentarian: Casey Cothran and Tara Collins.

b. Recognition of Faculty Members Promoted and/or Tenured

In 2013-14, seven faculty were awarded tenure. Following is a roster of individuals receiving tenure.

Name and College

Discipline

College of Arts and Sciences

Dr. Heather Evans-Anderson

Biology

Dr. Jason Hurlbert

Chemistry

College of Business Administration

Dr. Willis Lewis

Finance

Dr. Brooke Stanley

Finance

Richard W. Riley College of Education

Dr. Lisa Harris

Education

Dr. Diana Murdock

Education

College of Visual and Performing Arts

Dr. Kristin Wonderlich

Music

In 2013-14, twenty-three faculty were awarded promotions to Professor or Associate Professor. Following is a roster of individuals receiving promotion.

<u>Name and College</u>	<u>Discipline</u>
<u>to Rank of Professor</u>	
College of Arts and Sciences	
Dr. Adolphus Belk	Political Science
Dr. Jack DeRochi	English
Dr. Jennifer Disney	Political Science
Dr. Robin Lammi	Chemistry
Dr. Merry Sleigh-Ritzer	Psychology
Dr. Takita Felder Sumter	Chemistry
Dr. Kristi Westover	Biology
College of Business Administration	
Dr. Emma Jane Riddle	Management
Dr. Will Thacker	Computer Science
Richard W. Riley College of Education	
Dr. Lisa Johnson	Education
Dr. Elke Schneider	Education
Dr. Bradley Witzel	Education
College of Visual and Performing Arts	
Mr. Gerry Derksen	Design
Dr. L.H. Dickert	Music
<u>to Rank of Associate Professor</u>	
College of Arts and Sciences	
Dr. Heather Evans-Anderson	Biology
Dr. Jason Hurlbert	Chemistry
Dr. Maria Clara Paulino	Interdisciplinary Studies
College of Business Administration	
Dr. Willis Lewis	Finance
Dr. Brooke Stanley	Finance
Richard W. Riley College of Education	
Dr. Lisa Harris	Education
Dr. Diana Murdock	Education
College of Visual and Performing Arts	
Ms. Jennifer Belk	Interior Design

c. Report from May 9, June 13, and June 26, 2014 Board of Trustees Meetings

Dr. Bird noted that on May 9 the Board accepted and approved to move the minimum of hours for the bachelor's degree from 124 to 120.

On June 13, there was a special meeting of the board to discuss the contract of the president. Due to pending litigation, Dr. Bird cannot share all the details of the discussion. The Board met at noon; at 12:06 they went into executive session. At this point, they could have excluded Dr. Bird, but they allowed him to stay, and he was there for the duration of that meeting. Dr. Bird noted, "I really appreciate the board allowing the faculty representative to be present. It was important that one of us be there." At 4:36 president Williamson was invited back into the room; at 5:56, the board voted to go back into open session. At that point there was a vote to give her termination with cause without discussion and that passed 12-1. Debra Boyd was appointed acting chief executive officer. Afterwards, the Board went into executive session until 7:20, during which time they wrote a statement released by Kathy Bigham.

On June 26, the Board also allowed Dr. Bird to stay during the executive session. On that day there was discussion and testimony for several hours. Afterwards, in open session, the Board voted unanimously to terminate the contract of President Comstock Williamson.

Dr. Bird noted that, at each meeting, he tried to represent faculty perspectives as best as he could and that the board was very open to what he had to say.

Ron Parks: Where do things stand with impending litigation?

John Bird: It's been reported that the next step is mediation, and I don't know anything about that.

Jennifer Sullivan: Is there a point where you would be able to share information?

John Bird: I would think so, but that would be after legal situations resolve.

Kathy Bigham: Let me begin by saying that he has been a tremendous representative for you, and we have valued his representation and guidance. He will be included as we move forward. The legalities require us to show restraint in what we share. We are having mediation because it is mandatory and because it was part of the President's contract when she was hired. It will probably be held in the next month or two. We've been told that if that is not successful, the next step would be to go before a judge, and at that point if either party is still unhappy, it would go to a jury process, which would be very public. Because of freedom of information, which we respect as a board, you were able to read a lot of what we were told. We have responded to as many as 14 Freedom of Information Requests at one time, and we have worked very hard to comply; we have been as open to the media as we could be. We are so grateful to Debra Boyd for showing such leadership and Dr. Bird for representing the faculty.

Ron Parks: Despite mediation, can the search begin?

Kathy Bigham: Yes! Of course, the full board will discuss that on Monday. No decisions have been made but we will begin to consider search firms. Hopefully, by spring, a new president will be selected.

IV. Report from Debra Boyd, Acting President and Provost

(Standing ovation) Debra Boyd responded, “The reason I agreed to take this position is because of you. We will have a great year. It will be a hard year, but we will have a great year. I know you will all be here to work with our students because that’s what we do. We move forward.”

- a. Acting President Boyd invited the Deans to introduce new faculty.

The College of Arts and Sciences:

Dean Karen Kedrowski introduced Kathryn Kohl (Assistant Professor of Biology), Fatima Amir (Assistant Professor of Physics), Dustin Hoffman (Assistant Professor of English), Gregory Bell (Assistant Professor of History), Jessica Hamm (Assistant Professor of Math), Mary Pat Sjostrom (Assistant Professor of Math Ed), Maria Aysa-Lastra (Assistant Professor of Sociology), Allison Gibson (Assistant Professor of Social Work), Sammy Caldwell (Instructor of Social Work), Perry Owen (Assistant Director of Field Instruction and Continuing Education - Social Work). She also noted new positions in the CAS: Jennifer McDaniel, promoted to Instructor and Field Director in Social Work, Marilyn Sarow, appointed Interim Chair of Mass Communication, Takita Sumter, appointed Interim Chair of Human Nutrition, and Greg Oakes, appointed as Coordinator of Special Projects in the College of Arts and Sciences.

The College of Business:

Roger Weikle introduced Steve Martin (Assistant Professor of Finance), Philip Gibson (Assistant Professor of Finance), and Portia Plante (Assistant Professor of Computer Science).

The College of Education

Dean Jennie Rakestraw announced Mark Dewalt’s new role as Chair and Professor of Educational Research; she also announced that Lisa Johnson is taking on a new role as Associate Dean and Rex Institute Director. Marshall Jones has been named Senior Director of Learning Technologies and Graduate Studies.

The College of Visual and Performing Arts:

Dean David Wohl introduced two new Assistant Professors of Dance: Emily Morgan and Kelly Ozust, and a new Associate Professor of Music: Doug Presley. He also announced that Andrew Vorder Brugge is now Acting Assistant Dean of CVPA.

University College:

Dean Gloria Jones noted that Jennifer Everhart had been made an Instructor in University College. Dwight Dimaculangan stepped down as director of undergrad research (the faculty took a moment to thank him); the new director of this program is Robin Lammi. Shawn Blackburn left for the University of Wyoming and will be replaced by Kristi Schoepfer, who will take up the role of Interim Director of Leadership Studies.

The Library:

Dean Mark Herring introduced Michelle Dubert-Bellrichard, a non-tenure track, AV & Reference Librarian, who will work in the Louise Pettus Archives and Special Collections. He also noted that Phillip Hays moved from classified to faculty, non-tenure track, Interlibrary Loan & Reference Librarian and that Michaela Volkmar moved from Interlibrary Loan, non-tenure track, to tenure-track, Outreach Librarian.

Acting President Boyd noted the hard work Winthrop students had engaged in over the summer. Students worked on projects, took classes, and gave presentations, all with proud faculty standing behind them. She thanked faculty for their time and efforts, and noted that 2014-2015 will be a big year. The search for a new president will be an important task. University leadership would like to follow through on a few of the initiatives started last year. For example, a salary equity study will go on this year. The study will be completed relatively quickly so that changes in faculty and staff salaries can go into a budget for next year. Winthrop anticipates flat or slightly up enrollment. Retention is up, and that's great; however, we need to spend time this year working on recruitment and retention. Other goals cannot be accomplished until we have the right size student body for our campus. We are in a period now where we are all recruiters. Even if you help someone on campus who looks like he or she is lost, you are a recruiter, because you are making a good impression of our campus. Acting President Boyd concluded, "My door is always open to you, whether it's the physical one or the electronic one. You'll see me around... I hope I'll see you! I plan to be in the cafeteria a lot to talk to students, and I hope to see you there too. I know many of you already are there; let's remember not only to talk to each other but to talk to our students. Let's get to know them."

V. Janice Chism, Academic Council

Dr. Chism noted important dates for curriculum action, and reminded faculty that deadlines are crucial!

VI. Committee Reports

- a. John Bird: Introduction of Standing Committee Chairs 2014-2015
Academic Council—Janice Chism
Academic Freedom and Tenure—Carol Marchel
Faculty Committee on University Life—Kathy Davis
Faculty Committee on University Priorities—Michael Matthews
Faculty Personnel—Anna Sartin
Library—Laura Gardner
Rules—Sue Spencer
Undergraduate Petitions—Marge Moody
University Curriculum—Will Thacker
- b. Faculty Committee on University Priorities: Michael Matthews noted, "We expect to have a busy year. Please know your representatives. Mike Lipscomb, Jennifer Disney, John Bird, and others." A brief summary of last year's work was given by Mike Lipscomb. He announced that a more detailed document will be made available via a secure website. It will be sent out by the first week of September. He noted, "This report is a wonderful tool to shape meaningful discussion. At the next faculty meeting, the committee will be ready and happy to answer any questions you may have about the

report.” He reminded faculty of the distinction between faculty committees on University Life and University Priorities (Kathy Davis Chair this year), but concluded, “The most important thing is to get your concern to one of us, and we can figure out which committee will deal with the particular problem that you have.”

Debra Boyd: A quick note – some of the questions that came to the committee were easy. We could find the data and move on; others were more complex and will require more time for us to come to a conclusion. This is a new committee that was developed in order to provide faculty with a way to become a part of the planning process for the university. A budget is a plan, but at a certain point we have to put dollars into that plan. Think – as departments and programs – to think about what you are doing, how you are doing it, can you use resources differently – could you do it for less? This year we are looking closely at how money is spent – at every position in the university. Look NOT at the people in those positions, but at our structure. Do we have too few people? Too many? We need to stop and look carefully at what we are doing and how we are doing it. Examination and reflection is going to be absolutely necessary... we want to be sure that when we fill a position, it’s the position we want to fill – at the local level and the global level for the institution. The Personnel Committee is looking at things in a new way this year, and it applies to everyone; we can’t do things the way we always do. It’s not a fun thing ... but it’s an amazing opportunity. I have learned so much about how the university functions. I hope you understand that we have to “right size” ourselves. And this is a real opportunity for all of us to have a voice, to think about how we do that. But to be successful, we have to have an open mind, and we need to see how we all contribute. I hope that this committee will be a critical player in that movement forward. So please talk with them; work with them. Let’s see what we can do.

- c. University Life, Kathy Davis: Dr. Davis introduced Jennifer Disney to give the report for the committee from the last year (2013-2014). This report was posted on April 17, but discussion was put off because of the length of the last meeting. Dr. Disney noted, “The important thing about the report are the embedded links in the report to university policies. If you are someone who is experiencing an issue of question or concern, please follow the links and examine these policies so that you know what to do. We had 10 concerns that we looked at, and they fell into three categories (1. Human Resources ... discussed with Lisa Cowart 2. Facilities management ... discussed with Walter Hardin 3. Eclectic Information Questions)”

- d. Rules Committee, Sue Spencer: Open position on the Rules Committee
Nominations were taken from the floor:
David Vawter (College of Ed)
Nathaniel Fredrick (Mass Com)
The faculty voted by paper ballot.

VII. Unfinished business
There was none.

VIII. New Business
There was none.

IX. Announcements

- a. Jennifer Solomon noted that John Bird had been named the Margaret M. Bryant Professor of English.
- b. Gina Jones, Registrar: There is a new website for faculty with information about grading and grading deadlines. Midterm grades will be due Thursday, October 9. The only classes without interim grades are those that are only run for 1/2 or 1/3 of the semester. There will be more FERPA Training sessions this year; please come. There will be three this fall and three in the spring through the TLC. The registration calendar – all withdrawal deadlines, S/U deadlines – is available online.

Debra Boyd: We have Labor Day off this year – remember! Also, earlier, I talked about the budget analysis but not why it was instituted. This move came from the board, as did the new Compensation Committee. These are here to make sure we are doing things precisely and meaningfully; they provide a level of oversight.

Kathy Bigham: We felt and we heard the concerns that the campus had this past year, so we have created a Compensation Committee on the board that Janet Smalley will be chairing (recently she acted as Chair of the Academic Affairs Committee, so she understands and appreciates that aspect of the committee). John Bird is also on the committee and will have a strong voice for you. We are looking at ways that compensation is dealt with at the university and we hope this will be of benefit to you

- c. Jo Koster (acting for Will Thacker): Remember the changes in Gen Ed program. The layout in the catalog is complex and confusing. For the sake of the Curriculum Committee, Will has designed a new template for you to use as you submit your new programs. If you are submitting your new program to go through the curriculum process, look for an email from Will Thacker. This should make things easier for everyone who uses the manual – for students and for us.
- d. Gloria Jones: Please replace the terms “Touchstone Program” and “Touchstone Core.” Replace these terms with the term “General Education Program.” Remember, we changed the name at the last faculty meeting.
- e. Leslie Bickford, ONCA: Thanks to all of you who promoted and mentored students last year; this year, your administrative assistants will have more of my ONCA cards that you can take to hand out to promising students. Please write their names on these cards; tell them to come see me! A request to those in the College of Ed, VPA, and the College of Business – I’m looking for more awards to put on the website; I’d like to talk with those of you in these fields (awards provided for National Honors Societies, etc.) to discover more awards.
- f. Robin Lammi: As we resume or begin our work with students this semester, we are expanding the traditional “scholars celebration.” There will be an on-campus symposium on SOURCE (output... research and creative endeavor) on Friday April 24. This provides a chance for undergraduates to present their scholarly work. Please think about the ways your students might participate or that you would like to help.

- g. Malayka Klimchak: Graduate Faculty Assembly has moved their meeting times this year. Meetings will no longer follow Faculty Conference. I know there are some challenges with the new times; some of you are teaching, but there are not many options to move away from this time. We still hope the new time (1:00) and reduced number of meetings (4 instead of 6 this year) will be good. We will be discussing online voting at our first meeting, as well as other faculty governance issues (such as the time of the meetings). This meeting will be Friday, September 19 at 1:00 in Kinard Auditorium.
- h. Cheryl Fortner-Wood, McNair Scholars Program: Students did a great job this summer. Applications for new places in the program are now open! Applications are due Oct 24. Send students' names to me, and I will follow up with students. (Reminder: The McNair program promotes graduate school for 1st generation and underrepresented populations.)
- i. Jack DeRochi: On September 29 and 30, there will be financial seminars on budgeting and graduate school. The grant that supports this program is part of the ACAD program, which is running a learning module on financial literacy. The money module on the graduate webpage is now shared with undergrads.
- j. Jennifer Disney: WMST's new name is now the "Woman's and Gender Studies Program." A course on Masculinities will be taught in the spring! If you'd like to teach a course in this program, please contact me.

X. Adjournment

The meeting was adjourned at 4:00.

Respectfully submitted,

Casey A. Cothran