

I. Call the meeting to order Approval of the Minutes for the October 1, 2021 Faculty Conference Meeting	
II. Report from the FC Chair	Jennifer Jordan
V. Report from the President	George Hynd
VI. Report from the Provost/Vice President for Academic Affairs and Division of Finance and Business Affairs	Adrienne McCormick
VII. Report from Academic Council	Alice McLaine
VIII. Report From Enrollment Management and Marketing	Joe Miller
IX. Report from Counsel for Student Leaders	Erin Emiroglu
XI. Unfinished Business	Jo Koster
XII. New Business	Janet Wojcik
XIII. Announcements	Kimarie Whetstone, Gina Jones
XIV. Adjournment	

Faculty Conference Minutes: 11/19/2021

(Minutes prepared by Dr. Ephraim Scott Sommers, Asst. Prof. of English)

--Meeting called to order at 2:02PM

--We have a quorum at 134 faculty conference attendees.

I. Approval of the Minutes for the October 1, 2021, Faculty Conference Meeting

-Motion made to approve minutes by Alice seconded by Jo Koster

-Motion Passed

II. Report from the FC Chair (Jennifer Jordan)

-We have declining enrollment over the last five years.

-We need to understand what that means for us financially.

-We need to understand what's happening.

-We do want to focus on the positive things.

-We're excited to share with you what we've been doing.

-Three resolutions made, please refer to meeting powerpoint

-There were also some bylaw changes to board of trustees procedures.

-The FC chair wasn't allowed to sit at the table for the board of trustees meeting.

-Please send questions or comments to the chair.

-The FC chair was changed from being representatives to liaisons (there was some discussion here about bylaws for board of trustees and this change)

-Provost: "With the committee restructuring, the three liaisons now attend all meetings as well, but are not appointed to any one committee."

-The Trustees did a high-level bylaws revision. They are posted on the website here: winthrop.edu/trustees/winthrop-university-board-of-trustees-bylaws.aspx

-The board of trustees has communicated that they do want to hear FC Chair's voice, but in a different way.

III. Report from the President (George Hynd)

-An assault was reported on campus and the suspect is still at large, but some positive suggestions have been made moving forward for how to deal with such situations.

-The investigation is ongoing.

-Tik Tok videos have come out about Winthrop facilities showing them in a negative light.

-The university will be putting out some information about the concerns that were raised.

-Parents are calling up wondering about the conditions in our residence halls, and we are formulating a response strategy.

-We are concerned about the budget. Budget challenges are continuing.

-We're hoping to have a balanced budget in two years.

-We're not considering further furloughs or layoffs in staff.

- Layoffs do not apply to faculty.*
- Good news: Byrnes auditorium insurance issue has been resolved, a 3.9 million dollar settlement has been reached. We are going to be able to start moving forward on renovating Byrnes auditorium.*
- We have almost hired a new interim athletic director*
- 54% of college presidents are worried about the sustainability of their institutions, but we are not worried.*
- July 1st: we will have a new president on board. They will inherit a pretty lean budget, but we have completed a number of capital projects, some 20 million dollars is being invested.*
- We will have a balanced fiscal 2022 budget.*
- We will have completed the campus master plan.*
- The president discussed some positive accomplishments we've made toward beautifying our campus.*
- question (Jennifer Disney):** We appreciate hearing that RIFs are not being considered for faculty. However, we as faculty do care about staff. Can you talk to us about the "Internal Reduction in Force (RIF) process" mentioned in the Interim President's "Reduction in Force Impact" email dated October 18, 2021?*
- Answer:** it's a governmental oriented process. The process starts locally with staff positions that are either outdated or deemed to be not necessary. Those recommendations come locally. Once that's identified, there is a scoring system. The scoring system is available online on the website. Once that process is completed, it's passed to a state agency. Agency asks questions of the University. The process took quite a bit of time because the state held our feet to the fire about "how did we determine this." It is not a faculty oriented process, it is an administrative process.*
- Compensation study:** \$400,000 dollars going forward and a commitment of \$500,000 for each year going forward, we've received info from the study, and a formal announcement will be coming out Monday or Tuesday of next week. \$200,000 for faculty and \$200,000 for staff to load up the adjustments to salaries. This is just the first iteration of five years. Faculty will see the adjustment in their December 6th paycheck. We used the faculty that were as far away from the mark of where they should be. We go from 1k-20k is the general range of salary that we're trying to address.*
- Question (Dr. BRB):** Is there any consideration from the president's office for a public forum or public townhall type event open to students and employees to discuss sexual violence at WU?*
- Answer:** from the presidents office, not at this time, but I'm confident that the office of student affairs is having this conversation.*

IV. Budget Update (Justin Oakes and Jeremy)

Justin:

- please refer to powerpoint for hard numbers in enrollment and retention rate, in addition to a prediction of future enrollment. A general decrease over the next two years, followed by an increase in the third year (this is an estimate).*
- please refer to powerpoint for housing model hard numbers as well.*

*-they have tried to come up with better predictive modeling
-There was some discussion here about trying to make the most of trends and “strategic dollars,” how to meet certain goals, meeting numbers, and re-investing.*

Jeremy:

-please refer to powerpoint for operating revenue, housing, fees, operating expenses, and planning for the future.

-there was some discussion here about endowments, which are not under the purview of the University Budget and is instead under the educational foundation.

-the outlook does seem pretty devastating, but Winthrop is in a good situation going forward to prepare proactively for our new enrollment numbers.

Question (martha smith): *How and when will these numbers trickle down to departments, so we can start planning on what and how we need to make decisions on spending in the future?*

Answer: *Sometime in December, there will be some preliminary numbers to provide for the deans and dept. chairs.*

V. Report from the Provost/Vice President for Academic Affairs (Adrienne McCormick)

-We have eliminated 25 positions.

-We have been building a schedule that is informed by the degree works analytics.

-Course level dynamics really drive instructional expense.

-We have a gap to cover.

-Please refer to your email for provost’s powerpoint which lists recent funding accomplishments and kudos, program reviews and pathways, new program outlooks, student success initiatives, quality enhancement plan, ACUE Faculty Training, career readiness, effective and inclusive teaching competencies, the center for professional excellence registration for new training classes.

Question: *You have mentioned efficiency gains with regard to faculty and staff positions. To what extent are administrative positions being considered?*

Answer: *all positions are being considered. As positions becomes vacant, we look at eliminating or repurposing, there is definitely discussion happening.*

Question: *As Justin's data slides demonstrate, we have three historically low enrollment classes at WU this year (2018, 2020, 2021) that are impacting course enrollments right now. Is this the best time to raise the minimum number of students required for classes in the Spring Schedule to make from 10 to 12? Would Academic Affairs reconsider this?*

Answer: *That is not driven by enrollment numbers, it’s driven by instructional cost. Any course under 12 will need to have a discussion with provost’s office.*

VI. Ad Hoc Committee Report (Jo Koster)

-Promotion and tenure task force: please refer to powerpoint for taskforce recommendations and results of faculty survey (over 40% said they received comments that indicated implicit bias and over bias of some kind).

-Please refer to powerpoint presentation for ad-hoc committee's recommendations regarding student evaluations going forward, in addition to training for evaluators of tenure and promotion. Dr. Koster also mentioned the necessity for clearer guidelines for tenure/promotion both for evaluators and those being evaluated.

-They also want to change questions so that students focus more on themselves and what they learned, how they learned, rather than the teacher themselves.

-The evaluations should only be a part, not the primary part, of a certain faculty member's portfolio on teaching.

-Dr. Koster emphasized more consistent guidance both in promotion and tenure applications and our end of semester reports.

-Question (Seth): Are we going to be given a few months to get the annual report in rather than immediately as the year ends?

-Answer: *there are other institutional considerations to account for but we will discuss this.*

Question (Jason Tselentis): Other institutions have promotion tracks/opportunities based on research OR teaching OR service. Given Winthrop's emphasis on teaching and teaching quality, why does Winthrop *not* have a promotion track based on teaching? For that matter, and given some full-timers' heavy committee/service load, why does Winthrop *not* have a promotion track based on service?

-Answer: *For promotion, in some cases, faculty members can put emphasis in teaching or in service. We do have those in there. We are not called a teaching track faculty.*

Question (Kimarie Whetstone): Would there be an opportunity to capture student feedback on course evaluations relative to course design and navigation from a technical standpoint (LMS) as it pertains to student success? I have recently learned that there is interest from some Winthrop students in sharing this type of feedback. This type of feedback would also assist the Office of Online Learning with providing support and for continuous improvement efforts.

Answer: *Modality is one of the questions we're recommending. We want to make sure we're getting information that's useful to you.*

Question (seth): What is the university doing to ensure a high sample of students giving feedback on the courses?

Answer: *this is the question that a lot of people are asking. When they're online, they go down. The most effective is that we deliver them all at the same time and in the same manner. Students also want to know that what they say has the possibility to change the course. They want to see how the information is used. So we will have to be sure that we are communicating to students what has been changed because of student input.*

MOTION TO BE VOTED ON:

Motion made to support ad hoc changes and begin the process of implementing them. So moved by Ginger Williams, seconded by Dr. BRB.

Motion Passes.

VII. Report from Academic Council (Alice McLaine)

- Please refer to powerpoint presentation for exact information.*
- Reminding curriculum committee to be sure curriculum changes are clean.*
- First Proposal to have the intensive Writing component fall under the Gen Ed Comm.*
- Second Proposal to adopt a mission statement for the General Education program (please refer to powerpoint for exact language).*
- Third Proposal to remove two of the existing components in the residency requirements for degrees (refer to powerpoint for exact language).*
- Motions don't require a motion or a second, motions from a standing committee.*

*A vote occurred to pass all three proposals.
All three proposals pass.*

VIII. Report from Enrollment Management and Marketing (Joe Miller)

- Please refer to the powerpoint slides for exact language and statistical data.*
- the changing landscape of higher education.*
- Mr. Miller pointed to some recent texts*
- Some stats were shared about high school graduates per year in South Carolina.*
- Students over the next decade are going to be more ethnically diverse.*
- SC is supposed to grow in high school grads between now and 2036 about 2.5%. We are surrounded by areas that are expected to decline.*
- Charlotte and Atlanta are expected to grow by over 7.5% in demand in higher education over the next twenty years.*
- Current Initiatives were shared of marketing tactics in Columbia.*
- The board of trustees has made large investments in marketing going forward.*
- We are five percent ahead in number of applications.*
- Question: are you considering rock hill as a primary area to market?*
- Answer: I have scheduled meetings with superintendents and high schools. I absolutely want to be sure we own our backyard.*
- Question (Jennifer Disney): Thank you, Joe! Very helpful presentation. Joe's numbers of high school graduates and college-bound students for SC are MUCH more positive in terms of growth opportunities! Why are our financial predictions so negative in terms of projected growth in comparison? And what are we doing to improve how we market the best of what WU has to offer, improve the facilities we show and offer to prospective students and parents, and challenge the enrollment hits we are taking on Tik Tok right now?*
- Answer: we have an opportunity to show two important themes when students are looking at the major deciding factors for choosing a university are academic excellence and outstanding outcomes.*
- There was a lot of discussion about how we move forward marketing in the future and how we build enrollments.*
- Please contact Joe in the future. He is welcome to meet with you.*

IX. Unfinished Business (Alice McLaine)

-Curriculum actions and modifications from Academic Council were brought forward for a vote.

-Please refer to powerpoint for the exact language.

-Actions and modifications were voted on.

-Actions and modifications passed.

X. New Business (Janet Wojcik)

-DPU Interim Report (Janet Wojcik)

-committee is evaluating and recommending for further study some doctoral professional degrees to see if they fit with Winthrop's Mission.

-for a list of the degree programs, please refer to the powerpoint presentation.

Andrew:

-Ad hoc technology committee

-We are getting rid of VHS in classrooms, but the library will be able to take care of this if you're still using this kind of content.

-WE have a demonstration room now in kinard 102.

-Please refer to digital report via email.

XI. Announcements (Kimarie Whetstone and Gina Jones)

-Gina

-grades are due Friday the 17th by 5pm. Please refer to Gina's email. Please continue to put dates of last attendance. Please put a zero if student has never been to class. Online courses, if student didn't do assignments, then they never attended.

XII. Adjournment

-Motion to adjourn by Dr. Koster; Seconded by Dr BRB

-Meeting Adjourned at 4:38 PM