

Winthrop University Faculty Conference
20 November 2020
2:00 p.m., Blackboard Collaborate Ultra

Agenda

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|-------|---|--------------------|
| I. | Approval of Minutes for October 2, 2020 Faculty Conference | |
| II. | Report from the Chair | Adolphus Belk, Jr. |
| III. | Report from the Interim President | George Hynd |
| IV. | Report from the Provost and Executive Vice President for Academic Affairs | Adrienne McCormick |
| V. | Academic Council | Kelly Costner |
| VI. | Committee Reports | |
| | A. Faculty Committee on University Priorities | Mike Matthews |
| | B. Rules Committee | Trent Kull |
| | C. Ad-hoc Committee on Pre-Tenure Review | Peter Judge |
| VII. | Registrar, Office of Records and Registration | Gina Jones |
| VIII. | Unfinished Business | |
| IX. | New Business | |
| X. | Announcements | |
| XI. | Adjournment | |

Winthrop University Faculty Conference

2 October 2020

2:00 p.m., Blackboard Collaborate Ultra

Minutes

(Note: A video recording of the meeting can be found [here](#).)

I. Approval of Minutes

Faculty voted to approve the Minutes as amended from August 21, 2020 Faculty Conference

II. Report from the Chair

Adolphus Belk, Jr.

A. First, Dr. Belk asked for a motion to suspend the rules and do business online. The motion was made, seconded, and passed.

B. Next, Dr. Belk acknowledged the passing of two former faculty members, Drs. James Bond and Michael Williams. Dr. Bond, former professor of accounting and chair of the Department of Accounting, Finance, and Economics passed away on August 29, 2020. Dr. Williams passed away on September 3, 2020. He helped build the Percussion Studies Program during his 31-year career at Winthrop.

Dr. Belk's Chair's Report was shared via email earlier in the week. (See full report in Appendix 1.) To make sure everyone was updated with the most current information, he read aloud his concluding remarks from the report, titled, "That which is right." He then fielded questions and comments from the faculty regarding the full report.

A motion was made that the Faculty Conference pass a resolution in support of Dr. Belk's remarks regarding the [August 25](#) and [September 25](#) Board of Trustees meetings. The motion was seconded and passed unanimously.

A comment was made that the Board's response in the Appendix implied that Dr. Belk might be acting singularly rather than representing the full faculty. Yet, both of the resolutions passed unanimously, thus indicating that he has the support of the Faculty Conference and is voicing the concerns of the group.

Several questions and comments were made about remote access to the Board of Trustees public sessions for the campus community. To that end, a motion was made to take **two additional requests** to the Board concerning faculty participation: 1) that the public be allowed to participate remotely during public sessions; 2) that all speakers be given the same amount of time to address the Board during public comment, and that time should be expanded to longer than 3 minutes. Additionally, failing to make the public sessions accessible for all might be in violation [the Americans with Disabilities Act of 1990](#). The motion was seconded and passed unanimously.

III. Report from the Interim President

George Hynd

First, Dr. Hynd thanked Dr. Belk for the thoroughness the chair's report. The president commended him for doing an excellent job of bringing information to the faculty while summarizing important issues in an understandable, thoughtful, and respectable way.

Second, Dr. Hynd stated that Winthrop, in its 135th year, continues to be recognized by [U.S. News & World Report](#) as the university moved from #8 to #6 in the rankings among institutions of its type in the South. The ascension reflects the hard work that has been going on across campus over a number of years.

Third, Dr. Hynd announced that the NCAA guidelines for college sports seasons have continued to evolve. At last, the start date for some fall and spring sports have been established:

- Cross country will start the 3rd week of January
- Men's and Women's soccer will begin in early February
- Volleyball will launch during the 3rd week of January
- Basketball will start on November 25th

Fourth, due to the coronavirus pandemic and other factors, Winthrop anticipated an enrollment decline of 7 to 10 percent. However, as of the September Board meeting, enrollment fell by just 5 percent. This result was due to strong graduate enrollments, a source of pride. The university is up to 986 degree seeking graduate students; 407 online and 579 on campus. Moreover, this year's freshman class continues to represent the demographic diversity of the state. About 50 percent of our students are Pell-grant eligible.

Next, Dr. Hynd discussed COVID-19 and the institution's efforts to reduce the risk of contracting or spreading the disease. The Medical University of South Carolina (MUSC) visited campus, conducted a complete review of Winthrop's risk mitigation efforts, and provided good feedback. University leaders are following up on MUSC's recommendations. It was also noted that Winthrop is participating in community-based COVID testing at the North parking lot of the Coliseum. Additionally, we are being more aggressive in making sure students are wearing their masks at all times and maintaining physical distancing.

Finally, the Agency Head goals for this year include: continued vigilance in addressing the uncertainty and the challenges related to COVID, working on a campus-wide Master Plan, reviewing the Winthrop Plan, budgeting, and launching a Public Comprehensive Campaign.

Questions and Comments for Dr. Hynd

- Last spring you told *The Herald* that you thought that the Board of Trustees needed to work on its communication with the faculty. The Board is continuing to limit our ability to speak to them and participate in meetings. What are you doing to ameliorate this? Dr. Hynd responded that he will continue to have our

- representatives to the Board engaged with the Board committees moving forward. He thinks this has been a very strange seven months, in the sense that we have had so many emergency meetings or hastily-called Board gatherings relating to COVID-19. Still, Dr. Hynd is optimistic that we will get into a regular cycle of Board meetings and that doing so will improve communication between the trustees and the faculty.
- It was reported in [The Post and Courier](#) that Coastal Carolina University is re-evaluating furloughs for spring semester because its enrollment decline was less than projected. Will Winthrop consider such a re-evaluation? Dr. Hynd answered that there were no plans to do so at this time.
 - Out of 13 state institutions across South Carolina, Winthrop's fall 2020 enrollment decrease was the second largest, trailing only USC Upstate. Some colleges, like Lander University, experienced a significant increase in enrollment. The data are concerning because Winthrop's drop led to furloughs. Has Winthrop identified what explains this outcome? Relatedly, what is Winthrop's plan to prevent the same from happening in Spring 2021 and Fall 2021? Hearing some specific action plans will help Winthrop employees reduce their fear about additional furloughs in the future. The interim president responded that one positive thing is that we are hopeful that we will be able to get through this semester without having to go remote. Another thing we did was to allow students to apply for a waiver to live off campus. Dr. Hynd is hopeful that more students will move back on campus for the spring semester. Dr. Belk noted that a virtual showcase of the campus could aid in new student recruitment. To that end, Dr. Belk asked if Winthrop could pursue some more advanced technological innovations to assist with the recruiting process. Dr. Hynd answered, yes. We will be engaging in a review and the development of a strategic plan regarding our enrollment strategies.
 - A suggestion was made to update the Winthrop's website to include a better representation of the full student experience, including the academic experience.
 - Are we relying entirely on self-reported data to determine whether students have the coronavirus or have been exposed to someone with the virus? Some universities are testing wastewater in residence halls so that they are not totally reliant on volunteered information. Are we doing something similar? Dr. Hynd reported that Winthrop is not testing wastewater. Doing so is costly and only tells you what the baseline might be. Thus, we are relying on students to report. Of note, a rapid COVID test is on the horizon. It costs about \$5 and provides results in roughly 15 minutes. Such tests are being mass produced but the federal government is determining their distribution. University presidents are trying to band together to get access to those tests as they are distributed to South Carolina. The low cost of the test will allow us to do surveillance testing on a regular basis.
 - Since it is known that the virus is airborne, what are plans to insert something like ultraviolet light into air tracks, especially in some of our older buildings? Since money is frozen for infrastructure, could that be used? If there are

- opportunities to lower the risk, it is something we want to take a look at. Dr. Hynd's will follow-up on this question, but his recollection was that we looked into UV air filters and that the decision was made not to pursue that because they were expensive and not as effective as originally advertised.
- Provost McCormick made a comment that we are now looking at using higher-grade filters in buildings. Vice President of Finance and Business Affairs Justin Oates and his team are analyzing where the best opportunities are.

IV. Report from the Provost and Executive Vice President for Academic Affairs Adrienne McCormick

The report from the Provost was shared via email earlier in the week. (See full report in Appendix 2.) She highlighted a few points from the report.

- Dr. McCormick noted that we have requested a texting platform that will allow us to communicate directly with students.

Key Fall 2020 Activities

- Setting 2020-21 Academic Affairs Goals:
 - Advance Academic Master Planning
 - Develop Profile and Program Health Metrics
 - EAB UG program snapshot and market scans
 - Develop and enact coordinated retention goals
 - Wrap up WIG
 - Coordinate retention working group and plan
 - Increase institutional effectiveness
 - Address SACSCOC non-compliance areas
 - Complete reaffirmation report draft and QEP topic
 - Update faculty manual
 - Complete policy review/updates
 - Prioritize diversity, equity, and inclusion goals
 - Improve morale

Dr. McCormick noted that these goals are not in ranking order by importance and many are intertwined with one another.

Retention Update

- Dr. Jamie Cooper has put together a retention working group to further institutionalize retention efforts
- One staff reassignment: Dr. Megan Schramm-Possinger has moved from AAAS to University College to serve as Director of Student Success Analytics
- WIG outcome/Retention analysis: unofficial retention rate for Fall 2019 to Fall 2020 shows 1st time/full-time retention held steady—which is a win!

Staffing

- Searches approved only where accreditation is a factor
- 2 faculty searches underway in accounting due to AACSB reaccreditation

- 1 staff search approved: Director of Institutional Research
- The Provost will work with Deans on whether additional searches will be possible based on mid-year budget analyses.
- The Provost and Vice Provost will work on search process improvements during period of low activity.

Process updates

- Policy Review continues as we look at what improvements are needed
- SACSCOC drafting continues as well as improvements in areas where we are non-compliant
- QEP topic report going to SLG next week
- Faculty Manual audit has been completed, and work is underway to update all links with policy updates
- Pre-tenure review committee met again to review its work and is bringing forth recommendations today and will ask for a vote in November
- The Faculty Personnel Committee has a recommendation for stream-lining the expedited review process
- ALC will discuss whether to modify the tenure clock as a result of the pandemic (details at November meeting)

Academic Master Planning:

- In process: Deans are drafting program health metrics
- Complete: EAB undergraduate program performance snapshot (benchmarking our program market match to peers)

Faculty Manual revisions:

- Phase 1 complete: updated links
- Phase 2 beginning: filling policy gaps and restructuring personnel materials

Professional Development Opportunities

- The [Center for Professional Excellence's Virtual Academy](#) is now live, featuring a curated set of live and recorded webinars for your use.

COVID-19 updates

- DHEC testing is available free at the Coliseum every Friday and Saturday from 9 a.m. to 1 p.m. and more dates are being added.
- Faculty are reminded to report positive student cases to covidreporting@winthrop.edu. See the student reporting protocol [here](#) for additional information on what to do when a student tells you s/he is positive.
- Employees should follow the protocol described [here](#) for questions and reporting.
- Faculty/Staff need to report if they receive a positive test to fscovidreporting@winthrop.edu
- Reporting [dashboard](#) updates on Tuesdays with the previous week's number of reported cases.

Student Emergency Funds

How to access student emergency funds:

- [Student Emergency and Assistance Fund](#) (0796). Administered by Student Affairs. Point of contact is Miranda Knight.
- **Commencement Bridge Scholarship** (1971). The Commencement Bridge Scholarship is made possible through the Winthrop Women's Coalition and is administered by the Financial Aid Office. The Bridge Scholarship is targeted to students in their final semester or final year of studies at Winthrop. It is intended to help them "bridge" to complete their education. Please see the Financial Aid Office staff to inquire about scholarship availability.
- For each fund and potential support, the student needs to make her/his request personally with the respective points of contact.

Questions and Comments for Provost McCormick

- Point of Information – The free testing at the Coliseum is very well run. It took less than 10 minutes to get a test.
- Is there an update on the Vice President of Facilities position and if it is moving forward? It affects delivery of services to students. Provost McCormick attended the interviews with the three finalists and her understanding is that we are close to making a final offer or have made it.
- What terms of student performance are employed in the EAB Profile Comparison? At this point we are using graduation rates. It is a program snapshot. It is comparing our completion rates in our program areas to other competitor campuses.
- Many institutions are cancelling spring break 2021 and starting the spring semester 1 week later. Is Winthrop considering such a calendar modification? The question has been raised and we will be having the spring calendar conversation in the very near future, as in this week with the ALC.
- Can you clarify if instructors will be informed by the University if a student in one of their classes tested positive for COVID? No, the protocol is not that you will be notified that a student has tested positive. The protocol is that you will be notified that the student will be absent. If a student tested positive and reported that s/he were in contact with you during the contagion period, you would likely be contacted by a contact tracer to let you know that you needed to be tested.
- Can you provide an update on the Dean of Students search? The search was cancelled in the spring semester. There has been an interim Dean appointed and a public announcement will be coming.
- Any news on Byrnes Hall? There were significant insurance-based delays. We are seeing progress and should see a return of activity in that area soon.
- If Spring Break 2021 goes away, what will happen to those who planned on taking those dates as their furlough days. Provost McCormick has been thinking through the impact and there is a lot to consider as they tackle that question.

V. Academic Council

Kelly Costner

Met on Friday, September 25, 2020

- Materials for the meeting were distributed to Faculty Conference in advance.
- Minutes and all meeting materials will be posted on the AC website.
- AC members discussed the report from Council of Student Leaders Chair Brandon Jackson, which focused on student reactions to WU implementation of online learning. We encourage you to view his report through this [video](#).

Update from Bylaws/Policy working group

- Met with Rules Committee to request review on several points (will be detailed in AC minutes).

Update on GNED Component Review Process

- Small group met to agree on process and format.
- Individual teams now beginning work.

Received report on Spring 2020 grades from AAAS

- Will inform AC's report (by end of fall semester) on modified grading system.

A motion was made to approve the following new degree (4 concentrations) that will replace the existing program in Design

- Bachelor of Design: Experience Design
- Bachelor of Design: Graphic Design
- Bachelor of Design: Illustration
- Bachelor of Design: Interior Design

The new degree with 4 concentrations was approved

AC approved the following changes to minors

- Minor-ANTH: Removed "to include ANTH 201, ANTH 302, either ANTH 202 or ANTH 220, and 9 additional hours in anthropology."
- Minor-HDFS: Under "Choose 2 from the following..." remove FACS 211 and add HDFS 490 Contemporary Issues and Trends in Family Studies.

This was a change of content, so a vote is not required

A motion was made to approve the following new inclusions to GNED

- Global: PLSC 336: Russian Politics
PLSC 345: European Politics
PLSC 504: American Foreign Policy
- HPER: ARTH 421: Visual Culture of Medieval Pilgrimage
- TECH: PSYC 195: Technology Tools for Research and Personal Productivity
PSYC 195x: Technology Tools for Research and Personal Productivity

- Global Hum ARTH 422: The Medieval City & Arts HPER

The new inclusions to GNED were approved

GNED Recertification

- SOCL LGST 300: Introduction to Legal Studies

This was just a point of information, no vote required.

This is the year for recertification for certain area 300-level courses. For more information contact Kelly Costner or DeAnn Brame, Chair of GNED Curriculum Committee.

VI. Committee Reports

A. Faculty Committee on University Priorities

Mike Matthews

Dr. Matthews provided a written report and it was read by Dr. Belk.

FCUP held meetings with the following senior university leaders over the last several weeks:

- **Interim President Hynd** and others ongoing regarding administration's decision to furlough employees.
- **V.P. of Finance** to discuss the University's short and long term financial well-being.
- **V.P. of Access and Enrollment** to discuss current enrollment and enrollment trends at the University.
- **V.P. of Graduate School** to discuss graduate school numbers, programs and the Wiley program
- FCUP's next meeting is October 6. Members are scheduling another meeting with WU senior leaders in October.

B. Undergraduate Petitions

Cody Walters

Walters provided a written report and it was read by Dr. Belk.

Undergraduate Petitions Committee has had two meetings this year with no significant decisions to report. The committee reviewed six petitions as of September 22. Meetings were held and are planning to be held every month (including summer).

C. Rules Committee

Trent Kull

Agenda request for the November 20th Faculty Conference

1. Proposed change to bylaws concerning temporary exemptions to committee membership

The request to add this item to our next Faculty Conference on November 20th was voted on and approved.

Rules review, interpretation and clarification:

The committee reviewed [the policy repository](#) and had discussions about the interpretation of some policies. The committee made a three-part recommendation:

1. That the appropriate parties generate an emergency action proposal(s) as necessary; then
2. The parties communicate these proposals to the President of the University or the Chair of the Faculty Conference or ideally both, who can call a special session of Faculty Conference. Special Sessions are outlined in Article 11 of the Bylaws; and then
3. The Special Session of Faculty Conference can be called, discussed, and vote on the proposal to determine the University's course of action.

D. Faculty Personnel

Scott Werts

Last year, the committee made its first attempt at expedited tenure reviews. Four such reviews were submitted, and the committee has some recommendations for future portfolio submissions for these reviews. The biggest issue the committee had with the portfolios was that there was no established standard for what information needed to be submitted by the candidate, and it was particularly difficult to evaluate the teaching portion of the candidate's portfolio. The committee recommends that, for a candidate going through an expedited tenure review, he/she (or s/he) include in the portfolio two years' worth of peer and/or student evaluations for the Student Intellectual Development (Teaching) section. The candidate should also include a 1- to 2-page statement on his/her teaching philosophy. This recommendation was submitted to the Provost.

Election

Due to the unexpired term of Maria Aysa-Lastra on Judicial Council (2-year term) there is a position vacancy.

Two nominations were received, one for Phillip Hays (Dacus Library) and the other for Gang Wang (Economics, College of Business). No new nominations were provided from the floor. A motion was made, seconded, and passed to close nominations.

E. Update from the Ad Hoc Committee on Pre-Tenure Review Peter Judge

The committee asks that the following recommendation be put on the agenda for faculty vote at the November 20th Faculty Conference meeting:

- The pre-tenure review will be mandated for inclusion in the tenure application portfolio, effective for new hires who join the faculty in Fall 2020 and after.
- Faculty hired prior to Fall 2020 will have the option to include their pre-tenure review or not. Their choice must be made known when the tenure committee is formed.

This approach will give us a two-year period in which to restructure our annual reporting interface with formative/summative feedback before this year's hires do their pre-tenure reviews in 2022-2023. One possible suggestion would be to streamline the process by having a more robust third year (in most cases) annual report that would include committee/peer feedback and act as a pre-tenure review.

A motion was made to place the stated two items on the November 20th Faculty Conference agenda. The motion was seconded.

Discussion and Questions:

- Would this extend into 2021, 2022, and 2023 for faculty who would go through the process then? They will have the option to include or not include.
- Should we not know what pre-tenure review will look like before we put it into place? Yes, we lost some forward momentum during the pandemic and we did not want to lose any more time. Remember that the conversation about this change was brought forth in April 2019.

The motion to add the two items to the agenda for the next Faculty Conference passed.

Dr. Michael Lipscomb thanked the Provost, Meg Webber, Peter Judge, and the Ad Hoc Committee for taking up some of the issues recommended by the task force. They are doing due diligence and pursuing those recommendations. Dr. Lipscomb wanted to let everyone know that the Task Force will be presenting the final written report to the Faculty Conference Chair to be posted on the Faculty Conference webpage.

VII. Update from the Faculty Advisor to the Council of Student Leaders

Jennifer Dixon-McKnight

Dr. Dixon-McKnight attended the CSL Fall Retreat, where the first "Garnet Table Talk" program was held. Two things really came out strong from both events. First, students had concerns about the lack of connections with faculty, particularly in virtual learning settings, and those concerns were even stronger for students living off campus and taking remote classes. They talked about not having information about virtual office hours and inconsistent communication with professors. Second, students stated their concern with the workload in their online classes. They expressed the feeling that there was no sense of balance for what was being expected of them in each class.

Overall, the students express that in general, they feel good about the way the University has handled the transition and they feel good overall about all the ways in which they had to adjust and how the faculty have adjusted along with them. Dixon-McKnight encouraged everyone to review the [video](#) from Brandon

Jackson, which focused on student reactions to WU implementation of online learning.

VIII. Presentation: Key research findings on faculty burnout and self-preservation in the workplace **Kaetrena Kendrick**

As the new Dean of Dacus Library and Pettus Archives and Special Collections, Professor Kendrick's mission is to inspire authentic collegiality and to promote well-being, share the gifts of creativity, and cultivate empathetic engaged leadership in the workplace. Her full presentation is located in Appendix 3.

IX. Registrar, Office of Records and Registration **Gina Jones**

- Interim grades are due Thursday, October 8 at 5 PM.
- Advising begins Wednesday, October 21. There is an extra week between advising and registration.
- Registration begins Tuesday, November 10.
- We are working with IT to implement instructor and advisor notification when a student elects an S/U grade for a class. Target date is October 9.
- S/U and W/D deadline for courses is the last day of class. Also, first semester freshmen may elect two S/U courses; all others may elect one, up to five total.
- Any S/U elected last spring WILL NOT count towards the five total.

X. Unfinished Business

There was no unfinished business.

XI. New Business

There was no new business.

XII. Announcements

- Pumpkin Carving Contest! October 29th on the Campus Green. Drop off of entries between 11am and 1pm. Prizes for the top three pumpkins.
- Graduate Faculty Assembly coming up next!
- CVPA Virtual Scholarship Gala is scheduled for October 24th. Contact Dr. Wanda Ebright, Associate Dean of the College of Visual and Performing Arts.
- Last day to register to vote in South Carolina is Monday, October 5, 2020.
- Virtual Student Study Abroad Fair will be hosted on November 5.

XIII. Adjournment

The meeting was adjourned at 4:27pm.

Respectfully Submitted by,
Tenisha L. Powell, Ph.D.
Secretary, Faculty Conference
Associate Professor of Early Childhood Education
Winthrop University

APPENDIX 1: Chair's Report
Winthrop University Faculty Conference
2 October 2020
2:00 p.m., Blackboard Collaborate Ultra

REPORT FROM THE CHAIR

I. In Memoriam: Drs. James Bond (CBA) and B. Michael Williams (CVPA)

Dr. James Bond, former Winthrop professor of accounting and chair of the Department of Accounting, Finance, and Economics, passed away on August 29, 2020 in Pineville, North Carolina. He was 78-years-old. Bond retired in 2002 after twenty-three years of service to the university. His department mate, Dr. Gary L. Stone, observed in *The Johnsonian*, “Jim was a quiet individual who was a quality friend and colleague.” Bond is remembered by former students and associates for his dedication to teaching “and for being a very generous and hospitable coworker and professor.”

On September 3, 2020, [Dr. B. Michael Williams](#) passed away at home surrounded by his family. A former band director, Williams began his career at Winthrop in 1979 as an adjunct instructor. He became a full-time professor in 1986 and enjoyed a 31-year run at during which he helped build the Percussion Studies Program. [As a musician](#), Williams performed symphonic and world music with the Charlotte Symphony, the Lansing Symphony, the Brevard Music Center Festival Orchestra, and the Civic Orchestra of Chicago. He especially enjoyed playing with his students. Williams was also widely published as a scholar. He was named [Distinguished Professor](#) in 2004, the highest honor that Winthrop bestows upon a faculty member. Williams was 65-years-old.

Drs. Bond and Williams gave a great deal to Winthrop. They will be missed.

II. Report on Board of Trustees Meetings and Committee Meetings

The Winthrop [Board of Trustees](#) held four meetings or [committee](#) meetings between August 25 and September 25, 2020. They are summarized below.

[August 25, 2020](#): Full Board Meeting, McBryde Hall

Agenda

- Public comment – Six speakers
 - Speeches were delivered by United States Representative [Ralph Norman](#) (R-SC 5), South Carolina State Senator [Wes Climer](#) (R-York 15), former York County Councilmember and Winthrop graduate [Rick Lee](#), [Larry Byrd](#) of [the Oak Initiative](#), [Harris Terry Gaffin](#), Communications Director for the York County Republican Party, and **Dr. Mark Herring**, former Dean of Dacus Library and Professor Emeritus. Each speaker was given about 10 minutes to address the Board.

- Collectively, the speakers criticized Provost and Executive Vice President for Academic Affairs **Adrienne McCormick** and offered a forceful defense of Dr. Herring, whose May column in [Against the Grain](#) (a library science journal) was at the center of the discussion. In "[The Wuhan Wilding](#)," Herring used the phrase "Wuhan Virus" and alluded to the phrase "Kung Flu" in describing COVID-19. The piece was [retracted](#) by the journal's editors after readers, [library professionals](#), and others expressed their strong disapproval of the column, arguing that it was racist and xenophobic.
- In defending Dr. Herring, **Rep. Norman** [said](#), "For (McCormick) to take down the writings of the professor because she disagreed with it, that violates the First Amendment and the board needed to know that." He also remarked that Winthrop needed to be run like a business by those with actual business experience. Norman summed up by arguing that colleges needed to be held accountable for violating the Constitution and, in articulating his position, expressed his support for eliminating tenure. In a subsequent [blog post](#), Norman lamented that "cancel culture" had come to the 5th district, writing that the movement "MUST be defeated everywhere it rears its ugly head. In this country, we don't eliminate people or voices we disapprove of; we either engage with our own thoughts and ideas... or simply ignore it."
- Next, **State Senator Climer** said that Dr. McCormick censored and censured Dr. Herring. "This is how you treat children, not scholars." In an interview with [The Herald](#) he further commented, "This institution matters to me and it matters to this community. And when I see it falling into disrepair, as is clearly the case with the mistreatment of Dr. Herring, I feel an obligation to speak up, not to condemn, but to encourage you, as the governing body of this institution, to hold the highest values of the institution." These sentiments were echoed by **Rick Lee**, who stressed that the provost needed to serve the university and not "her own agenda."
- For his part, **Larry Byrd** demanded that Winthrop do more to uphold the Constitution, in general, and the Bill of Rights, most especially. He also speculated if Dr. Herring's work with the [College Republicans](#) made him a target as a conservative. "Conservatives and liberals need to be treated equally here at Winthrop." In like fashion, **Harris Terry Gaffin** stated that a "vindictive," "progressive provost" wanted to go after a conservative and did just that.
- Making the group's closing statement, **Dr. Herring** said that the attack against him was "wrongheaded" from the onset. "Ideas have consequences. Bad ideas have victims," he remarked. Dr. Herring wants to see Winthrop establish a Chair of Conservative Studies with a conservative professor in the post. He also wants the position to be financially supported by the university, at least in part. Lastly, Dr. Herring sharply criticized Winthrop's alleged leftward drift

and purported embrace of “group grievance,” denouncing a June forum for using the terms such as “intersectionality” and “cis-gender.”

- Consideration of Resolution to Affirm Winthrop’s Commitment to Freedom of Speech
- Consideration of Resolution to Implement FY2020-2021 Furlough Plan
- Executive session¹

Actions taken by the Board

- Approved a [resolution](#) reaffirming Winthrop’s “commitment to the First Amendment right of free speech and expression and to document our dedication to the University where the open exchange of knowledge and ideas furthers our mission” and advising employees that, “[w]hen engaging in public commentary” they “must clearly state that their opinions are their own and not those of Winthrop University.”
- Approved a [resolution](#) to authorize the implementation of a [furlough plan](#) for academic year 2020-2021.

September 9, 2020: Executive Committee Meeting, 1230 Main St., Suite 700, Columbia, SC

Agenda

- Executive session
- Consideration of recommendations resolutions for Board vote
 - Resolution Regarding Agency Head Planning Goals
 - Resolution Regarding Memorandum of Understanding with Winthrop Foundation
- Report from the Interim President

September 21, 2020: Committee on Enrollment and Retention (Virtual) Meeting

Agenda

- Review of adjusted admissions criteria per April 6, 2020 Board action
- Consideration of recommending continuation of adjusted criteria

September 25, 2020: Full Board Meeting, Richardson Ballroom, DiGiorgio Center

Agenda

- Public comment – Two speakers
 - The first presenter was [Julie Busha](#), [Alpha Delta Pi](#), [Order of Omega](#), Track & Field (Cross Country) Academic All-American, and member of the Winthrop Class of 2000. In the 3 minutes provided to address the Board, Busha asked trustees to reconsider the decision to disband the men’s and women’s tennis programs. She

¹ The faculty representative was not invited to participate in executive session.

commented, “A 26-page presentation, one that has been purposefully not shared with you by leadership, outlines a very thorough and detailed restructuring plan that proves financially, by reinstating the tennis programs, along with nearly \$800,000 raised in two months, the sport will be **net positive** for the University for years to come. Aren’t you curious to see that plan?” [Emphasis in the original.] Busha spoke on behalf of several former student athletes who could not attend because they reside in other states or countries. Her full speech is included below in **Appendix 1**.

- The second speaker was [Dr. Scott Huffmon](#), Professor of Political Science, Director of [the Center for Public Opinion & Policy Research](#), 2004 Outstanding Junior Professor, and 2016 Distinguished Professor. He was also given 3 minutes to address the trustees but was asked to conclude his remarks after going on for roughly 5 minutes. He spoke about the August 25 meeting and the speeches delivered by Rep. Norman, State Sen. Climer, Dr. Herring, and others on academic freedom and freedom of speech at Winthrop. He stated, “...by a plain reading, Herring was not censured and I believe Provost McCormick deserves an apology for the excoriation she received. Second, although I feel an opinion piece shouldn’t have been in a scholarly archive in the first place, the piece was erased from existence by the publisher; therefore, removing it from an archive of published material should not be seen as censorship. Additionally, it was not removed because it was ‘conservative.’ There was nothing inherently conservative about the piece. It was removed because the original publisher deemed it racist, a conclusion backed up by the statements of the Asian / Pacific American Librarians Association and the Chinese American Librarians Association. Third, blanket statements about the entirety of Winthrop being unwelcoming to conservatives are not supported by fact.” Dr. Huffmon’s full speech can be found in **Appendix 1**.
- Executive session²
 - Report of the Executive Committee and Chair of the Board
 - Resolution to Approve Agency Head Planning Goals for AY2020-2021
 - Report of the Committee on Enrollment and Retention
 - Resolution to Continue Adjusted Admissions Criteria due to COVID-19 for AY2020-2021
 - Report from the Interim President

² Board of Trustees Chair Mr. Glenn McCall invited the faculty representative to participate in executive session.

Actions taken by the Board

- The Board unanimously approved a [resolution](#) outlining performance objectives for Dr. George Hynd, who will serve as interim president until June 30, 2022. According to a [university press release](#), those objectives are:
 - Examine the Winthrop Strategic Plan to assess progress to date.
 - Determine how to improve key metrics and make changes in the Strategic Plan in the face of the new reality.
 - Prepare Academic Master Plan for program refresh, development and/or elimination.
 - Capture \$3 million in salary savings via a furlough plan.
 - With the input of the campus, identify key priorities to direct goals of a Facilities Master Plan.
 - Facilitate ongoing conversations with Board of Trustees and Foundation Board to identify and strengthen shared goals.
 - Facilitate a capacity and readiness audit of Division of University Advancement and Alumni Relations.
 - Continue the reaffirmation process for accreditation from the Southern Association of Colleges and Schools Commission on Colleges.

- The Board also approved a [resolution](#) to continue adjusted admissions criteria due to COVID-19 for academic year 2020-2021. This means that the temporary suspension of the use of standardized test results as an admissions requirement will continue for the 2021-2022 academic year. In a [press release](#), Vice President of Access and Enrollment Management Eduardo Prieto said, “This important action by the board will help some prospective students who are experiencing difficulties in completing standardized testing but who otherwise are viable candidates for admission. Many colleges and universities across the nation are implementing similar suspensions to SAT/ACT scores in order to provide flexibility in evaluating admission based on alternative criteria.”

Finally, the Board responded to the requests presented to it by the Faculty Conference in March 2020. The reply, shared by Dr. Kimberly Faust in a September 7 e-mail message, can be found in **Appendix 2**.

III. Concluding Remarks: “That which is right”

Winthrop’s critics had their say during public comment at the August 25 Board meeting. In approving a resolution affirming its commitment to academic freedom and freedom of speech, the Board had its say. However, there was no opportunity for rebuttal regarding the broad charges brought against the institution and the faculty representative was not invited to comment during the discussion. Therefore, I will comment here.

Speaking in Selma, Alabama on March 8, 1965, one day after the “Bloody Sunday” assault on civil rights demonstrators, Dr. Martin Luther King, Jr. argued, “A man dies when he refuses to stand up for that which is **right**. A man dies when he refuses to stand up for **justice**. A man dies when he refuses to take a stand for that which is **true**.” [Emphasis added.] So, what is **right**, **just**, and **true** at Winthrop University? What **matters** here? Although this list is far from comprehensive, here are some things that are right, just, and true at Winthrop:

- **Veritas cum libertate** (“Truth with liberty,” Winthrop’s motto since 1899).
- **Academic freedom**—even before it was affirmed by the Board.
- **Freedom of speech** and other freedoms guaranteed to the people under the Constitution of the United States. Those rights do not expire as students, staff, faculty, or others enter through the north gate.
- A **deep commitment** to student intellectual development, good scholarship in all its forms, and service to the institution, city, state, nation, and world.
- A campus-wide commitment to **diversity and inclusive excellence**.
- The **reputation** of the university in our community and across higher education, as measured by numerous accolades collected over a number of years and now across at least five full-time, acting, or interim presidents.

These things are at the very center of university life. Moreover, people who know Winthrop, who spend time with its students, alumni, staff, and faculty understand these truths to be self-evident. However, more folk need to express them to those who doubt or question our core commitments—no matter who they are or what position they hold.

It was suggested that Winthrop, like other institutions across the nation, is liberally adrift, maybe even hopelessly so. This debate exhibits the widening partisan views on American higher education. An analysis from the [Pew Research Center](#) reveals that 59 percent of Republicans and those who lean Republican believe that “colleges have a negative effect on the country,” up from 37 percent in 2015. During this same period, the attitudes of Democrats and Democratic leaning independents “remained largely stable and overwhelmingly positive.” Relatedly, only 48 percent of Republicans and Republican leaners expressed confidence in college professors, compared to 84 percent of their Democratic counterparts.

Nowadays it is common to hear people claim that professors bully or indoctrinate students—even if we cannot get them to consistently do the reading or attend class. However, data from [a comprehensive study](#) of political attitudes among faculty revealed that the professorate is more centrist than many suppose. Moderates (i.e., “slightly liberal,” “middle of the road,” and “slightly conservative”) accounted for 46 percent of those surveyed, while “extremely liberal” or liberal professors were 44 percent of all respondents. Both moderates and liberals,

though, were much better represented among faculty than conservatives at just 9 percent. However, that might say more about the educational and career choices that people are free to make as individuals than it says about higher education, as [certain professions](#) are more likely to attract conservatives rather than liberals. Examples include the armed services, banking, financial services, and certain medical occupations.

What is more, revealing people's ideological leanings or partisan affiliations is not sufficient proof to demonstrate that they teach or act solely in terms of those leanings. In a review of the scholarly research on this matter, Charlie Tyson and Naomi Oreskes ([2020](#)) found, "Available data do not support claims that university professors are extremely leftist, that a majority of students are being educated by left-wing professors, or that academe is biased against conservatives." They note that actors outside of higher education, many operating in bad faith, have helped create that impression.

[Researchers](#) have also found that exposure to college faculty tends to moderate student views. Instruction in critical thinking and analytical reasoning demands that students weigh evidence and consider multiple perspectives on issues before arriving at conclusions—whatever they might be. Intriguingly, exposure to other students through clubs or organizations does more to move them along the ideological spectrum than their interactions with professors in the classroom. Lastly, [a recent study](#) has shown that higher education even appears to mitigate against authoritarianism. Ergo, professors, while politically liberal, are "on the whole democratically tolerant and are focused more on the business of research and teaching than on trying to change the world."

In sum, the research tells us that American universities are not liberally adrift, even if others want us to believe that is so. I strongly suspect the same is true of Winthrop, though, as a professional social scientist I cannot declare that to be the case without the supporting evidence. However, a lack of rigorous research or sufficient evidence did not stop our critics from making their claims about us.

Just recently, Winthrop earned a great distinction—its [highest ever ranking](#) in [U.S. News & World Report](#). This is an acknowledgment of the hard work that has gone into making Winthrop a fine academic institution "[that blends liberal arts, professional programs, global awareness and civic engagement](#)." Reputations matter. Winthrop's reputation is hard earned and is worth defending. And if you don't know, now you know.

Thank you, be safe, and be well.

Sincerely,

Adolphus G. Belk, Jr., Ph.D, Chair, Faculty Conference,
Professor of Political Science and African American Studies

Appendix 1

My name is Julie Busha. I am a proud Winthrop Alpha Delta Pi, Order of Omega, and Cross-Country/Track & Field Academic All-American with 3 departmental honors. I married a fellow Eagle and baseball team captain some 18 years ago. In addition to being a small business owner, I serve on the Executive Committee of a global non-profit Board based in New York City. Once an Eagle, always an Eagle.

Thank you to the Board of Trustees for allowing me this time. I am here by myself because yesterday morning, University officials blocked five other alumni from participating. Did you know if you live in London during a pandemic, there is NO consideration for you to participate in this session virtually? It seems unfair to deny the freedom of speech of an alumna like Kerion Ball. Kerion is a former Student Government President, tennis captain who was injured during the fatal 1993 tragedy, and keynote speaker at our 2012 Convocation. He has been denied his 3 minutes to speak before you.

I pray to God that enough of you will ensure the voices that were suppressed today will be heard in the coming month. I also pray that the Board creates a Governance Committee, made up exclusively of non-Executive Board Members as well as faculty & student representatives.

Information is key. If you are given inaccurate or incomplete data, if you are sheltered from hearing all viewpoints, how can the Winthrop community expect for you to do your job as Board members? It is not possible.

June 18th was the day *before* the Board Meeting. It was the date that coaches were informed the tennis programs would no longer exist. It was crystal clear the decision had already been finalized. From my understanding, the Board was given a yes/no vote on one, *and only one*, option to cut budgets. Cuts needed were not the result of covid-19, but rather an overextension of the athletic budget over several years.

The directive to the Athletic Department to make budget cuts happened in June. However, the deadline to make these cut recommendations was December 2020. Today is only September 25th.

I'd like to think that in respect for everything the tennis programs have meant to Winthrop, there would have been a push to not eliminate the programs immediately, but rather to suspend the programs, giving the teams until December to raise funds to save themselves. For whatever reason, the University has turned this into an "issue", versus embracing the opportunity to work *together*.

As a board member of a non-profit myself, I firsthand understand the impact covid-19 is having on all budgets. However, like the great flu pandemic of 1918-1919, pandemics do not last forever. And while a loss in revenues is a difficult situation, it will not be forever. In that spirit, a group of alumni, coaches, and advocates for tennis have come up with a plan to bring back a tennis program

that has brought more prestige to the university than any other sport, including 28 Conference Championships, 18 NCAA Appearances, and its Coach inducted into the Hall of Fame.

A 26-page presentation, one that has been purposefully not shared with you by leadership, outlines a very thorough and detailed restructuring plan that proves financially, by reinstating the tennis programs, along with nearly \$800,000 raised in two months, the sport will be **net positive** for the University for years to come. Aren't you curious to see that plan?

We are not seeking an immediate decision, but rather a chance to present **all of the facts** that eluded you, or were misrepresented to you, in June and a path back for reinstatement, so the teams can begin play, hopefully in fall, 2021.

I urge each individual Board member to do your due diligence. You have a voice. Please do not let it be suppressed. Thank you for your time.

Scott Huffmon
September 25, 2020

Thank you for allowing me to speak today. In an attempt to be as brief, yet thorough, as possible, I will jump right in. I would like to address what were, in my opinion, several wholly inaccurate arguments and pieces of information addressed to you at your last meeting.

The first is the alleged “censure” of Mark Herring by Winthrop University at the hands of Provost McCormick. In short, this never happened. In talking with my friend, and Brother in Christ, Wes Climer about this, he urged me to look up the definition of “censure.” So I did. The definition from the Cambridge Dictionary includes, “to criticize someone officially.” In every variant, two things are either implicit or explicit: 1) a particular person is 2) formally condemned or criticized. This simply did not happen in the much maligned email from Dr. McCormick. Herring was not named, nor was the publication named. Unless someone were already intimately familiar with the situation, there would have been no way to know that it was Mark Herring who was being referenced. This was doubly true since the opinion piece had already been retracted by the online publisher, making it virtually impossible to search for. In fact, until Mark Herring began publicly proclaiming an alleged injurious grievance, I had absolutely no idea what her email was about. Therefore, Provost McCormick did NOT Censure Mark Herring. Period. As for the Staff Conference, my post hoc understanding is that his name appeared publicly when someone asked about the issue in a Staff Conference meeting. However, since – to my knowledge – that body issued no formal condemnation of his statements, then neither can the actions of the Staff Conference be considered a censure. Therefore, Mark Herring was, in my opinion, not censured by Winthrop or any administrator or body therein.

Next, I would like to address the allegation that Herring was somehow “censored.” This involves a couple of related parts. First, I would like to know why ANY opinion pieces were being lodged in the digital commons which – for faculty – are supposed to house their scholarly output? An opinion piece would not even count as a Priority 2 item under a faculty member’s scholarly output. For example, some co-authors and I recently published an editorial on the official online publication of the London School of Economics. Unlike Herring’s opinion piece, this referenced actual research (and research done by us, no less). However, I would be embarrassed to try and get this housed in a repository established for scholarly output. I don’t know how items are chosen to be put in the digital commons, nor do I know who established the ridiculously low bar that op-ed pieces should be admitted, but for the sake of Winthrop’s scholarly reputation, I urge that this criteria be revisited.

Further, it would be impossible for Provost McCormick, or anyone else, to censor something that doesn’t exist. Just as a minor’s criminal record “doesn’t exist” after it is expunged, this opinion piece in “Against the Grain,” does not exist in their publication after its formal retraction. If anything should be housed in the digital commons, it should merely be a link to the piece. When you go to that opinion piece now, all you see is a sentence noting that it has been retracted. Therefore, no publication in “Against the Grain” was removed for the simple reason that it is *not* published there. To house an unpublished opinion in a scholarly archive seems nonsensical. If I were to simply write, “I think bacon is good,” and send it to the digital commons, it would have as much merit as the unpublished “Wuhan Wilding” opinion piece.

Lastly on the issue of “censorship,” it was implied (it may have been actually stated – I can re-listen to the recording of the comments from your last meeting) that the removal of the opinion piece was because it was “conservative” in nature and the university was preventing the flow of “conservative ideas.” I personally reject this claim because, as far as I could tell, the opinion piece contained no ideas that were, by their inherent nature, conservative. It was retracted by the publication because it was deemed racist. The term “kung flu” is racist. I believe it was racist in 2015 when the Tennessee Valley Healthcare System and the Jonathan M. Wainwright Memorial VA Medical Center in Washington state – both operating under the Obama Administration – used it to promote getting a flu shot and I believe it is doubly racist in 2020 when it is hurled in a childish and mocking way.

To determine if the phrase is racist, I ask you not to listen to the Caucasian standing before you now who believes it is, nor to the Caucasian who stood before you previously saying it wasn’t. Instead, let us listen to those who would be the targets and victims if the phrase were racist. What do they say? The Asian / Pacific American Librarians Association and the Chinese American Librarians Association issued a joint statement in response to Mark Herring’s opinion piece. In part, it says,

“The comments expressed in this article are deeply offensive and perpetuate harmful stereotypes of Chinese people as disease carriers who eat wild and unsanitary animals. [...]

In addition, the article was blatantly racist and xenophobic during a time in our country when discrimination, racism, and hate crimes against Asians and Asian Pacific Americans are on the rise. People of all races and ethnicities—including Asian and Asian Pacific Americans—are dying and to trivialize the disease by calling it by racist names like the “Wuhan virus” and “Kung Flu” is the epitome of ignorance and white supremacy in our profession.

This is a time for our library profession to come together, practice empathy, and care for each other. The article in your publication did the opposite—spreading hate, racism, and xenophobia.”

It seems those who were targeted by the phrase feel it is deeply racist. Perhaps we should heed their voices instead of our own. I have appended the entire APALA/CALA response at the end of this.

Personally, I feel that the racism in the opinion piece has now been established. However, I am more disturbed by the claim that removing a racist piece from the digital commons somehow amounted to silencing a conservative voice. This, in my opinion, is patently absurd and, frankly, disgusting. Racism has no place in TRUE conservative thought. Was it racism, or conservatism, that produced the first Black Republican Senator for South Carolina since Reconstruction and the first EVER minority (and woman) governor in South Carolina’s history?

Since there are likely some in this room who are not conservatives, and perhaps even some who claim to be conservative, but are actually just hyper-partisan and don’t spend much time on

conservative ideas, I will give some examples by expressing some conservative ideas. These are ideas I personally hold:

- 1) the amount of federal debt held by the public is \$23.63 trillion (23,630,000,000,000). This is higher than any point in history. Over the summer, this surpassed 100% of the nation's Gross Domestic Product (<https://www.nytimes.com/2020/08/21/business/economy/national-debt-coronavirus-stimulus.html>). The fiscal and monetary policies that got us to this point are untenable and fly directly in the face of the theories of Friedrich Hayek, one of the leaders of the Austrian School of economic thought.
- 2) government subsidies given to any commodity that allow it to compete in the marketplace at a lower price than it could without that government support is anathema to free market capitalism and a handcuff on Adam Smith's "invisible hand."

Those are conservative ideas. "KUNG FLU!" is not.

I don't believe any conservative idea was harmed in the removal of this opinion piece from the digital commons.

My final comment is far more close to my heart. There were opinions expressed that Winthrop is not welcoming to students of multiple ideological leanings. Unlike some, I will not be so arrogant as to presume to paint the whole university with a single brush, so I will seek to disprove this by speaking about my department, the Department of Political Science.

Anyone who claims the Winthrop Department of Political Science is unwelcoming to conservative students is either a liar or speaks from ignorance. Every department at every university has disgruntled students, over my 19 years at Winthrop, I can recall a few liberal students, a couple of leftist students, a few conservative students, and one white-supremacist, neo-pagan student who left Winthrop disgruntled ... perhaps with our department.

If you want to know whether the Winthrop Department of Political Science ostracizes and marginalizes conservative students, please publicly ask Republican County Councilman, Joel Hamilton, whether he felt ostracized and marginalized by the political science department, or welcome and supported. Please publicly ask York County Republican Party Chair and Republican activist, Tyler Griffin, whether he felt ostracized and marginalized by the political science department, or welcome and supported.

And we don't just make conservative students feel as welcome as any other, we mentor many of them as well. Take the former Candace Porter, now Candace Carroll. After working with me as an operational supervisor in Winthrop's telephone survey lab, she was able to parlay that experience into a job at the Heritage Foundation running -if I recall correctly- the medium donor phone room. From there, she worked as a Field Director for the Jeb Bush campaign and is now the Director of Grassroots Operations in SC for Americans for Prosperity, a political advocacy group founded by the Koch brothers. I may be wrong, but I recall only two Winthrop faculty members being at her wedding: myself and another member of the political science department. Or perhaps take Jeremy Winkler. After working one-on-one with me in the survey research center, Jeremy left Winthrop to work in the office of a Republican Congressman. After that, he worked for the Department of Homeland Security as a legislative liaison. To my great joy, and

the benefit of this community, he now works for the City of Rock Hill. I even have a publication with Jeremy (and another conservative former Winthrop student, Adam Smith). This is an actual scholarly publication in true academic journal.... you know the kind of publication that actually *should* be included in the digital commons. (see: Huffmon, Scott H., Adam C. Smith, and Jeremy D. Winkler. 2006. "A Case Study of Public Attitudes Toward Taxation in Anderson County, South Carolina." Public Policy & Practice. vol. 5. no. 1.)

To conclude, by a plain reading, Herring was not censured and I believe Provost McCormick deserves an apology for the excoriation she received. Second, although I feel an opinion piece shouldn't have been in a scholarly archive in the first place, the piece was erased from existence by the publisher; therefore, removing it from an archive of published material should not be seen as censorship. Additionally, it was not removed because it was "conservative." There was nothing inherently conservative about the piece. It was removed because the original publisher deemed it racist, a conclusion backed up by the statements of the Asian / Pacific American Librarians Association and the Chinese American Librarians Association. Third, blanket statements about the entirety of Winthrop being unwelcoming to conservatives are not supported by fact. My department alone is a shining example of this.

Finally, most of the faculty I personally know (myself included) revere Winthrop. I tell you right now without hesitation that our best students are as good as the best students from any university in the world, public or private. Further, I tell you that I have never known teachers who were so dedicated to the learning, and greater welfare, of their students. Through our dedication to legitimate scholarly research and passionate teaching, we strive to enhance and promote the image and reputation of this amazing institution. Many of us grieve, and I am personally insulted, when people exercising little more than a disgruntled expression of bruised ego are allowed to publicly insult Winthrop ... MY Winthrop OUR Winthrop without a formal rebuttal from the university.

Irrespective, I will continue to work at my utmost ability to honor, respect, and support this amazing institution.

Winthrop ever stand.

APALA and CALA condemn Against the Grain article

MAY 15, 2020 NEWS AND UPDATES



For Immediate Release

Friday, May 15, 2020

CONTACT:

Molly Higgins

Co-Chair, Media and Publicity Committee

Asian/Pacific American Librarians Association

communications@apalaweb.org

An appalling article was posted in Against the Grain earlier this week. It has been retracted, but APALA and CALA joined forces to call out the racism and xenophobia that was in the pages of a professional publication. Our joint letter to the editor is below and will be posted to our website and other channels shortly.

We also encourage folks to continue to sign our [APALA Pledge](#) to combat xenophobia and racism and circulate the APALA statement against xenophobia and racism: <http://www.apalaweb.org/coronavirus-response/>

To the Editors of Against the Grain:

We are writing on behalf of our national library associations to state that we were disgusted to read the recent article in V32#2 by Mark Y. Herring, Dean of Library Services at the Dacus Library of Winthrop University. COVID-19 has spread far beyond

China, yet, Asian and Asian Pacific Americans—and Chinese and Chinese Americans in particular—have become scapegoats for the disease and are being blamed for its dissemination and the countless deaths. The comments expressed in this article are deeply offensive and perpetuate harmful stereotypes of Chinese people as disease carriers who eat wild and unsanitary animals. This is especially dangerous since we do not know what officially started/caused the disease.

In addition, the article was blatantly racist and xenophobic during a time in our country when discrimination, racism, and hate crimes against Asians and Asian Pacific Americans are on the rise. People of all races and ethnicities—including Asian and Asian Pacific Americans—are dying and to trivialize the disease by calling it by racist names like the “Wuhan virus” and “Kung Flu” is the epitome of ignorance and white supremacy in our profession.

This is a time for our library profession to come together, practice empathy, and care for each other. The article in your publication did the opposite—spreading hate, racism, and xenophobia. We are tired of being “the other,” the “perpetual foreigner,” and being targeted. We will not stand for it in our community, in our profession, or in your pages. It is unacceptable.

Take responsibility as a professional publication. Hold the author accountable. And more than anything, be accountable to your Asian and Asian Pacific American colleagues, students, families and communities. We note that you retracted the article, but have yet to see a public apology or acknowledgment of the harm you have caused. You can and should do much better than printing highly questionable views during a worldwide crisis that affects all of us, especially as an important source of information for library workers and publishers. Equity, diversity and inclusion are fundamental values of our profession and our national library association—perhaps you need to familiarize yourself with these core concepts before you continue with this publication.

Sincerely,

Alanna Aiko Moore
President
Asian Pacific American Librarians Association

Fu Zhuo
President
Chinese American Librarians Association

###

Founded in 1980, the Asian/Pacific American Librarians Association (APALA) is a 501(c)3 non-profit organization. All donations to APALA are tax deductible and support our work for library services, programs, scholarships, awards, and grants related to library services benefiting Asian/Pacific Americans and Asian/Pacific American librarians. [see: <https://www.apalaweb.org/apala-and-cala-condemn/>]

Appendix 2

Board of Trustees response to requests submitted by the Faculty Representative to the Board

1. We request that the Faculty Representative to the Board of Trustees deliver oral reports to the full Board of Trustees, in addition to written reports.

Winthrop University Board of Trustees recognizes the importance of having the participation of the university's faculty in the governing process in a way that their expertise, views, interest, and concerns can be effectively shared.

Accordingly, the Board welcomes the Chair of the Faculty Conference to serve as the faculty representative to the Committees on Academic Quality and Compensation as well as the Board. As the primary conduit between the Board and faculty, this representative will communicate with and gather information from faculty, and consult with the Faculty Conference on Board-related matters.

The faculty representative must balance perceived obligations to represent faculty interests with the broader interests of the institution. Persons serving in this role must also act solely as a representative of the faculty and shall be responsible for ensuring that the views and interests expressed while serving are representative broadly of the entire faculty and not those of the individual.

As a matter of general practice, the faculty representative has been invited to provide a written report to the Board's Committee on Academic Quality and an oral report at the public meeting of the Board. In order to fulfill the role of Faculty Representative to the Board, both the written and oral reports are to focus on matters relating to the academic administration of the University, the general academic operations of the University, and policies and practices crucial to the development and preservation of university-wide academic standards. The Board feels strongly that these matters fall under the purview of the faculty and as such, constitute the faculty's role in shared governance.

2. We request that, whenever possible, the Board of Trustees hold board meetings at Winthrop University, so that the Faculty and Student representatives to the Board of Trustees, as well as faculty, staff and Winthrop community members, can easily attend.

In the previous 16 years, all but one of the meetings of the full Board of Trustees held off-campus have been those meetings where confidential personnel issues such as those related to a president search have been discussed, i.e. interviews at an off-campus hotel in Charlotte, meetings with legal counsel, and meetings to review president candidates. The one exception is the full board meeting that was held in Columbia, SC in July 2019. Perhaps this one meeting in July 2019 and the president search meetings have been confused with the meetings of the Executive Committee that have been occasionally held in Columbia, SC over the last few years.

The Executive Committee typically meets a few weeks prior to each full Board meeting with the purpose of reviewing the upcoming committee and full Board meeting agendas. The meetings are an opportunity for the committee chairs to ask the President questions about proposed action items such as budget resolutions or policy/program changes so that they are better equipped to inform their committee members and lead the committee meetings. The actions the Executive Committee takes at those meetings are limited to recommending honorific resolutions to the full Board for a vote and conducting their portion of the annual evaluation of the President.

Due to work schedules of the executive committee members and the distance they travel, the Committee has met at a central location in Columbia, SC for convenience. Historically, few faculty, staff, or media attended the meetings of the Executive Committee as hardly any actions are taken in those meetings. Knowing interest in those meetings has been minimal combined with the additional time and travel requirements asked of the executive committee members, the decision was made to hold some of this committee's meetings in Columbia.

It may be of interest to know that while state law permits reimbursement of expenses incurred by trustees travelling to Board meetings, about 20 years ago the Winthrop Board of Trustees decided not to request reimbursement. We used to provide rooms at the Inn on campus for the few who needed overnight accommodations. Now that the Inn has been closed, we provide a room at a local hotel. We do not reimburse their other travel expenses nor do we pay for professional development for them. They incur those expenses on their own. Additionally, they do not receive any compensation for their work on our Board, and in fact, are expected to be donors to the university.

3. We request that the Faculty Representative to the Board of Trustees be a member of the Search Committee for the next President of Winthrop University, as well as the Search Committees for all future executive officers of Winthrop University.

It is the purview of the chair of the Board to appoint a search committee during presidential searches. Not knowing who will be the board chair when it is time to next appoint a committee, the Board does not have the authority to agree to this request at this time. However, it is the Board's strong belief that a shared, inclusive process is critical to a successful search. And, rather than restricting input to one faculty member (the faculty representative), it is the Board's intention to have faculty and staff representatives involved in the search process for the next President.

The Board strongly suggests that the President continues to support inclusive search processes by continuing to name multiple faculty to serve on search committees for Executive Officers of the University. To date, the Board has not had formal representation on executive officer searches; therefore, it would not be appropriate for the Board to mandate that the Faculty Representative to the Board to have an automatic role in those searches.

4. We request that, whenever possible and appropriate, the Board of Trustees invite the Faculty Representative to the Board of Trustees to participate in Executive Sessions of the Board of Trustees.

The Board of Trustees will continue its long-held practice of inviting the faculty representative to attend executive sessions when a faculty perspective is necessary to the issues under discussion. The faculty representative will not be included as a matter of course but rather when the Board requires information or input from the faculty representative.

APPENDIX 2: Provost's Report



Provost's Report

Faculty Conference

October 2, 2020



Key Fall 2020 Activities

- **Setting 20-21 Academic Affairs Goals:**
 - Advance Academic Master Planning
 - Develop Profile and Program Health Metrics
 - EAB UG program snapshot and market scans
 - Develop and enact coordinated retention goals
 - Wrap up WIG
 - Coordinate retention working group and plan
 - Increase institutional effectiveness
 - Address SACSCOC non-compliance areas
 - Complete reaffirmation report draft and QEP topic
 - Update faculty manual
 - Complete policy review/updates
 - Prioritize diversity, equity, and inclusion goals
 - Improve morale



Retention Update:

- Jamie Cooper has put together a retention working group to further institutionalize retention efforts
- 1 staff reassignment: Megan Schramm-Possinger has moved from AAAS to University College to serve as Director of Student Success Analytics
- WIG outcome/Retention analysis: unofficial retention rate for Fall 2019 to Fall 2020 shows 1st time/full-time retention held steady – which is a win!



2019-2020 WIG: Retention

Increase Fall-to-Fall retention for all degree-seeking students from 80.9 to 82 percent by Fall 2020.

Degree-Seeking Students	Fall 2017	Fall 2018	Fall 2019
UG	4710	4545	4440
G	701	715	831
Total	5411	5260	5271
Less completers	4085	4014	3970
Percent/# completed	25/1326	24/1246	25/1307
Retained to next Fall	3338	3249	3229
Percent retained	81.7	80.9	81.3

While these numbers are preliminary to our official census, this uptick to 81.3% despite the impacts of the pandemic is impressive. First-year retention increased from 69.8 to 69.9%.



Staffing

- Searches approved only where accreditation is a factor
- 2 faculty searches underway in accounting due to AACSB recommendation
- 1 staff search approved: Director of Institutional Research
- Provost will work with Deans on whether additional searches will be possible based on mid-year budget analyses
- Provost and Vice Provost will work on search process improvements during period of low activity



Process updates

- Policy Review continues as we look at what improvements are needed
- SACSCOC drafting continues as well as improvements in areas where we are non-compliant
- QEP topic report going to SLG next week
- Faculty Manual audit has been completed, and work is underway to update all links with policy updates



Process updates

- Pre-tenure review committee met again to review its work and is bringing forth recommendations today and will ask for a vote in November
- The Faculty Personnel Committee has a recommendation for stream-lining the expedited review process
- ALC will discuss whether to modify the tenure clock as a result of the pandemic (details at November meeting)



Process Updates

Academic Master Planning:

- In process: Deans are drafting program health metrics
- Complete: EAB undergraduate program performance snapshot (benchmarking our program market match to peers)

Faculty Manual revisions:

- Phase 1 complete: updated links
- Phase 2 beginning: filling policy gaps and restructuring personnel materials



Professional Development Opportunities: AASCU

- [Creating an Inclusive Online Learning Environment](#): October 2, Webinar
- [Digital Literacy Workshop: A Deeper Dive to Prepare for Elections and Debates](#): October 2, Virtual Workshop
- [Deliberative Dialogue Workshop: A Deeper Dive to Prepare for Elections and Debates](#): October 9, Virtual Workshop
- [Preparing an Inclusive Online Course](#): October 9, Webinar



Professional Development Opportunities: CPE

The CPE's Virtual Academy is now live, featuring a curated set of live and recorded webinars for your use:

<https://www.winthrop.edu/thecpe/virtual-academy.aspx>



The Center for Professional Excellence's Virtual Academy

The mission of the Center for Professional Excellence (CPE) is to coordinate, promote, and provide professional development and training for Winthrop's faculty, staff, and administrators in order to enable the institution to meet and exceed its institutional goals.

By partnering with Go2Knowledge to create the CPE Virtual Academy, we are able to expand the number of opportunities for faculty and staff development at Winthrop University by offering both live and on-demand sessions facilitated by higher ed experts on timely topics in addition to our peer-led on-campus development sessions.

You can access the Go2Knowledge professional development webinars below:

If you have any questions, contact:

Contact Name: Dr. Meg Webber, Vice Provost for Academic Affairs & Executive Director of the Center for Professional Excellence
Email address: webberm@winthrop.edu



COVID-19 updates

- DHEC testing is available free at the Coliseum every Friday and Saturday from 9 a.m. until 1 p.m. and more dates are being added.
- Faculty are reminded to report positive student cases to covidreporting@winthrop.edu. See the student reporting protocol [here](#) for additional information on what to do when a student tells you they are positive.
- Employees should follow the protocol described [here](#) for questions and reporting.
- Reporting [dashboard](#) updates on Tuesdays with the previous week's number of reported cases.



Student Emergency Funds

- How to access student emergency funds:
- *Student Emergency Aid (SEF) fund (0796). Administered by Student Affairs. Point of contact is Miranda Knight.
- *Commencement Bridge Scholarship (1971). The Commencement Bridge Scholarship is made possible through the Winthrop Women's Coalition and is administered by the Financial Aid Office. The Bridge Scholarship is targeted to students in their final semester or final year of studies at Winthrop. It is intended to help them "bridge" to matriculation. Please see the Financial Aid Office staff to inquire about scholarship availability.
- For each fund and potential support, the student needs to make their request personally with the respective points of contact.

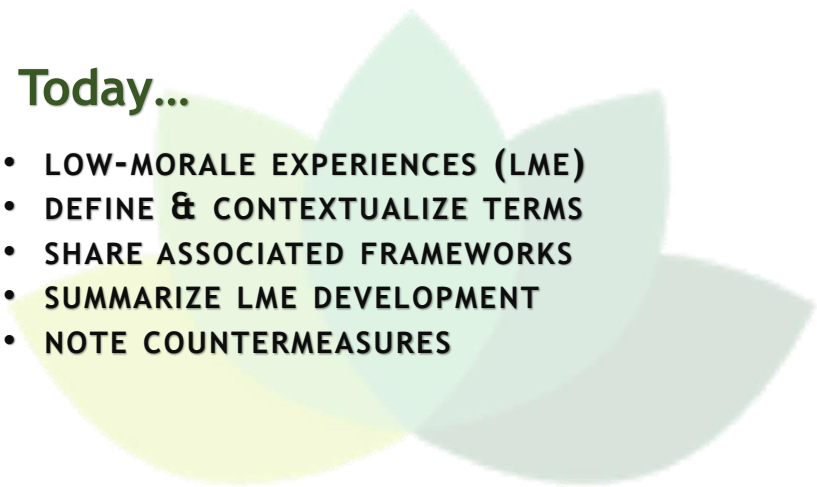
APPENDIX 3: Presentation by Professor Kaetrena Kendrick

A decorative graphic of a lotus flower with five petals. The petals are layered and colored in shades of light green, yellow-green, and grey-green.

My mission is to inspire authentic collegiality, and to promote well-being, share the gifts of creativity, and cultivate empathetic, engaged leadership in the workplace.

Kaetrena Davis Kendrick, M.S.L.S.

Today...

- 
- A decorative graphic of a lotus flower with five petals, identical to the one above, positioned behind the text.
- **LOW-MORALE EXPERIENCES (LME)**
 - **DEFINE & CONTEXTUALIZE TERMS**
 - **SHARE ASSOCIATED FRAMEWORKS**
 - **SUMMARIZE LME DEVELOPMENT**
 - **NOTE COUNTERMEASURES**

Low Morale Is...

Historically...

- RESPECT
- LACK OF RECOGNITION
- UNCLEAR EXPECTATIONS
- LEADERSHIP PROBLEMS
- POOR COMMUNICATION
- ORGANIZATIONAL CHANGES

(BRUN & COOPER 2009)

What we know now:

LOW MORALE IS THE RESULT OF REPEATED AND PROTRACTED EXPOSURE TO EMOTIONAL, VERBAL/WRITTEN, AND SYSTEM ABUSE OR NEGLIGENCE IN THE WORKPLACE.

(KENDRICK 2017)

Low Morale Links

- INCIVILITY / TOXICITY
- BULLYING / MOBBING
- RESILIENCE NARRATIVES*
- VOCATIONAL AWE*
- = BURNOUT

Resilience Narratives

- “DOING MORE WITH LESS” “LEAN IN”
- STRESS INDIVIDUALISM
- DEPOLITICIZE STRUCTURES
- NORMALIZE INSECURITY
- ALREADY MARGINALIZED GROUPS ARE MOST VULNERABLE

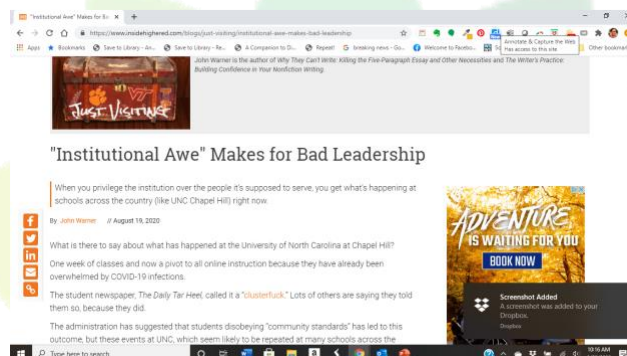
(BERG, GALVAN & TEWELL 2017)

Vocational awe

(HIGHER EDUCATION IS)
“THE IDEA THAT ~~LIBRARIES AS INSTITUTIONS~~ ARE INHERENTLY GOOD. IT ASSUMES THAT SOME OR ALL CORE ASPECTS OF ~~THE~~ ^(ACADEMIA) PROFESSION ARE BEYOND CRITIQUE, AND IT, IN TURN, UNDERPINS ~~MANY LIBRARIANS'~~ ^(FACULTYS) SENSE OF IDENTITY AND EMOTIONAL INVESTMENT IN THE PROFESSION.”

(ETTARH 2018)

Institutional Awe





The Low-Morale Experience

Low morale development

TRIGGER EVENT (UNEXPECTED, ID'S CO-WORKER AS ABUSER, SHORT-TERM EMOTIONAL AND PHYSIOLOGICAL EFFECTS)

REPEATED, PROTRACTED ABUSE/NEGLECT EXPOSURE (EMOTIONAL, VERBAL/WRITTEN, SYSTEM, NEGLIGENCE; INTENSE EMOTIONAL, PHYSIOLOGICAL, AND COGNITIVE RESPONSES)

Low morale development

COPING STRATEGIES: CONSCIOUS OR UNCONSCIOUS AND POSITIVE OR NEGATIVE BEHAVIORS VICTIMS ENGAGE IN TO REDUCE THE IMPACT OF LMEs. THE ACTIONS DO NOT EFFECT THE ABUSERS AND DO NOT AFFECT THE LME TRAJECTORY.

MITIGATION METHODS: CONSCIOUS AND DELIBERATE BEHAVIORS VICTIMS PERFORM TO END OR RESOLVE THE LME. THE METHODS DIRECTLY IMPACT THE ABUSERS OR THE ORGANIZATION AND ADDRESS OR ENGAGE ENABLING SYSTEMS.

ENABLING SYSTEMS: INDIVIDUAL BEHAVIORS OR ORGANIZATIONAL CULTURES, STRUCTURES, POLICIES, OR ETHOSSES THAT INADVERTENTLY ENFORCE OR UNDERPIN LMEs.

Low morale development

ENABLING SYSTEMS: PROMOTION & TENURE; HUMAN RESOURCES LIMITATIONS;
STAFFING & EMPLOYMENT; LEADERSHIP; UNCERTAINTY & MISTRUST

RECOVERY: LONG-TERM; UNRESOLVED; PHYSICAL & MENTAL HEALTH IMPLICATIONS

Racial and ethnic minorities

ADDITIONAL ENABLING SYSTEMS

- **DIVERSITY RHETORIC:** COGNITIVE DISSONANCE, TOKENISM, PUSHBACK
- **WHITENESS:** WHITE PRIVILEGE, LACK OF INTERSECTIONALITY
- **WHITE SUPREMACY:** PATERNALISM, INSTITUTIONAL WHITEWASHING
- **RACISM:** STEREOTYPING, MICROAGGRESSIONS

(KENDRICK & DAMASCO 2019)

Low morale IMPACTS

...ON PRACTICE: REDUCED COLLEGIALLY; REDUCED PROFESSIONAL CONFIDENCE;
INCREASED PROCRASTINATION; INCREASED ABSENTEEISM; REDUCED PROFESSIONAL ENGAGEMENT.

...ON HEALTH: CARDIOVASCULAR CONCERNS, ANXIETY/DEPRESSION/PTSD, EXACERBATION
OF PREVIOUSLY DIAGNOSED CONDITIONS.

Countermeasures

- **Self-Preservation** > Self-Care
 - Psychological safety
 - Assertive Communication
 - Boundaries
 - Resist Isolation/Silence
 - (In)formal Leadership

Ongoing Research

Current Study:

Leaving low-morale experiences

Public Librarians:

Forthcoming in 2020

Racial/Ethnic Minority Academic Librarians:

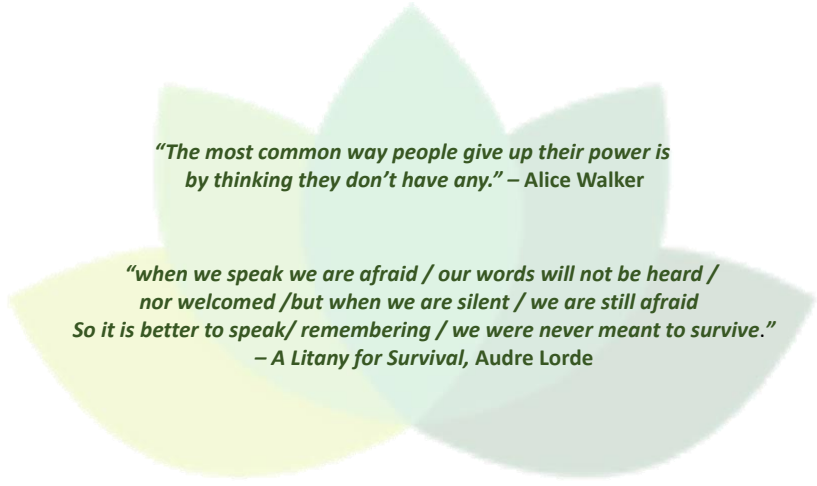
Published in 2020: *Library Trends*, 68(2): 174-212.

Academic Librarians:

Published in 2017: *Journal of Library Administration*, 57(8): 846-878.

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*"The most common way people give up their power is
by thinking they don't have any." – Alice Walker*

*"when we speak we are afraid / our words will not be heard /
nor welcomed /but when we are silent / we are still afraid
So it is better to speak/ remembering / we were never meant to survive."
– A Litany for Survival, Audre Lorde*