USC Lancaster Faculty Meeting Minutes
October 1, 2021

Please note: To access the recordings of previous Faculty Organization meetings, do the following:

1. Log into Blackboard and go to Organizations.
2. Select USCLFO.
3. Click Tools on the left-hand menu.
4. Click on Blackboard Collaborate Ultra on the right.
5. On the black bar with the word "Sessions" on it, click the three lines (the menu) to the left on this bar.
6. Choose Recordings.

Also, chat messages are shown on the recordings, but not necessarily reported within these minutes. ***These minutes are not verbatim*** and as such, pronouns are often mixed in the comment sections.

PDF Index

USC Lancaster Faculty Meeting Minutes
Oct 1, 2021

CALL TO ORDER: D. Lawrence, 1:03 PM

CORRECTION/APPROVAL OF MINUTES: The minutes of the Sept 3, 2021 faculty meeting were approved.

REPORTS OF OFFICERS:

Dean of the Campus – Dr. Walter Collins, report submitted (Appendix 1).

- Covid19
  - Spike of 9 last week; came back down this week.
- Promise Neighborhood Grant – information and that it is a five-year grant
- Campus facilities work – end of this. Parking and the two auditoriums on campus.
- No Scholarship Luncheon again this year.
- Details about visits to businesses and connections being made
- USC Lancaster Office of Advancement – progress there and donations being made.

Questions/comments from the floor:

Obi Johnson – in chat - Thank you Dean Collins for the great report. Two questions: Will the pedestrian walkway go around the entire campus or just link campus to the YMCA? Will the soccer field have seating for spectators?

Collins – According to the campus master plan, it will be in the wooded area between the campus and the Gregory Health and Wellness Center. Right now it is not ADA accessible. We want it accessible and envisioning it to have an elevated pathway around the rim and pathway to the PE center. Seating will be included in this plan.

Associate Dean for Academic and Student Affairs – Dr. Todd Lekan, report submitted (Appendix 2).

- Page 1
  - Covid Policy – protocols – reminders.
    - If a student is in quarantine, they should not come to anything on campus and contact Nurse Hinson. Tell Nurse Hinson and Pam Ellis if they are in these categories.
    - Nurse Hinson does a great job and she is busy. She will work with the student and provide them with a consent form. Only after the student signs that form can Academic and Student Affairs office reach out to faculty.
    - Please reach out to Nurse Hinson if you are concerned about a student or issue, or reach out to Pam Ellis about any students.
    - Syllabus guidelines should have these guidelines. Students are responsible for letting instructors know when they are absent due to COVID.
- Page 2

- o Faculty Advisor Workshops
- o Student Counseling Services – through MYGroup – third party service. It is not ideal. If a student is not comfortable, they can come to the Academic and Student Affairs office and potentially make an appointment with Asheley Schryer.
- o Cohort Default Rate – update from Financial Aid. We are at about 13%. The goal is to keep that number below 15%.
- o Registration – coming up.
  - Thank you for working with us on setting up the spring schedule. Please check out self-service and check your courses.
  - Strategic capping is happening in spring.
  - If you have a student who needs the course, reach out to division chair for override into the class.
  - Advising mentioned. Please see video for complete information.
- Page 3
  - o Tenure-track faculty searches
  - o CTE Workshops and Certification Programs – consider joining one of these workshops or programs.
  - o USC Blueprint – report just submitted.
- Pages 4-5
  - o Recent Faculty Accomplishments – please read the report.
- Page 6
  - o Upcoming Events
    - Can now buy seasonal tickets.
  - o

Questions/comments from the floor:

Moon-Kelly - In chat Question: If we have a student that claims to have a cold (and chooses to "quarantine just in case"), are they require to test? If we report to the Covid nurse in this case, is that a violation of privacy? I'm confused.

Collins – in chat: I'd say report anything like that to Nurse Hinson and let her help make these kinds of decisions. 313-7576.

Yingst – in chat - Can you tell us more specifically about which courses are getting their enrollments capped?

Lekan – not really. He has a list of courses that the Dual Enrollment students need and these courses are capped. And some introduction courses are also capped.

Sellhorst – capping some of the Math 111 and 111i in MSPNH and SCI core courses. There are some that are DE appropriate and we are working with those. And looking at distribution across the core, we know that AS/AA students can take those courses to fulfill those degrees. We had some courses that were low in number and we were cancelling classes, so some courses were capped to help fulfill the regular loads of faculty, so that faculty "do not owe" classes. Some other DE courses such as PSYCH 101, ENGL 101/102, MATH 111, we were holding seats for DE. This was discussed with the instructors of these courses. And of course for COVID19 concerns, we are also keeping track of the numbers within each section to help keep distancing practices. Hopefully that answers your question.

Minutes of Oct 1, 2021

Yingst – He wanted to point out that conversations to push students to take other courses other than certain ones. That maybe this is a conversation the hiring priorities committee needs to be involved in and that maybe this is a conversation to have with faculty prior to these decisions being made.

Sellhorst – We were following the models of the English faculty used – when they were distributing across the ENGL 101 courses. When we have faculty who are not meeting their regular course load, we are having problems, financial etc.

Yingst – if English have more classes we need to fill up, why are we trying to hire more English faculty.

Sellhorst – this is not the issue. The issue is that they were having one faculty member maybe having more than 30 students whereas some other faculty have less, so they were trying to even the load across all the faculty teaching.

Yingst – I would like more information prior to the decisions being made, so that faculty can know what is happening.

Alhaddad – also had a question about the strategic capping. We usually notify our division chair if there are anomalies on the schedule or issues with the schedule. Now, she does not know if there is a discrepancy possibly. The asynchronous courses for example are capped at the regular number, which means there is no capping happening. Another example of another class that is being taught in person is capped at 24 but we will probably have 28. Do I need to rethink about teaching this class in person. The room is going to be full, so I don't know what to do about that. [Please see the video for more details.]

Lekan – if there looks like there was an oversight with a face-to-face you are teaching, and it looks like it is capped at the same level it is normally, let the division chair know so that the capping can be lowered. He apologizes if that happened in a course.

Alhaddad – For example, all the face-to-face MATH 111 courses are capped low but the online ones are not. So, should these be differently capped

Sellhorst – For the Math 111, I already talked with Jason about this. They are working on this. This may be the initial cap of 24.

Alhaddad – So, there shouldn't be a difference between the online and the in-person classes in the capping for something like 111 and 122 where we have multiple sections. Should the virtual and the in-person classes be capped at the same level?

Lekan – Not at the same level. If it is a virtual class, we don't have the COVID19 justification to have different numbers. If it is a class that has heavy dual enrollment, perhaps we should look at that and we may need to talk with Dominique about the numbers. There is a demand for the DE heavy courses. [Please see the video ~ 35 minutes into video] Feel free to reach out to your division chair about capping and the class numbers. I apologize for that. Hopefully people teaching face-to-face will appreciate the lower numbers in their courses.

Lekan – The hiring of faculty question – that this did not go to a committee. A previous hiring priorities committee report indicated hiring differences, both with the English and the Art replacement with graphic design oriented individual.

Scarlett – what happens a lot of times, we usually get the input and put out a report at the end of the Spring semester. . . There were things that happened after that, such as Adam's post-doc, retirements, etc. The administration may go through the committee for any changes that may happen after the report. [see Appendix 8 for Hiring Priorities Report]

Bundrick –I want to second Andy's point that some of these bigger strategic decisions should have more faculty input. I do not know what the bigger picture is in some of these things, but I have some concerns about reserving seats for students who do not pay full tuition (DE). The other part of Andy's question may have something to do with the way the hiring priorities report was made – that it went to the deans and not the faculty.

Yingst – Separate from the issue of not having faculty input, we did not have input into why or how the capping was put on. But we also did not get any instructions as to what might be right or wrong for the caps. What is the goal of the caps?

Minutes of Oct 1, 2021

Lekan – Can you tell me if there is something that is controversy by having a cap that is lower than normal and being flexible in having the ability to adjust it back up to previous pre-pandemic numbers. Administration did not decide to overload faculty and not pay them, but we did see a need to juggle our traditional students and the DE student needs.

Yingst – a non-controversial thing would be to say that all classes would be capped at 18 across the board. That would not be controversial. This may push some students into face-to-face classes as the virtual class numbers are lowered.

Lekan – but we are not lowering the class numbers except for certain classes that fit DE numbers.

Yingst – I don't know whether my caps are right for this semester or for future semesters.

Lekan – I can get a report for the last 3 years, in terms of enrollment for courses.

Golonka – just pointed out – this includes data from covid19 years, which really impacted some of the student numbers.

Academic Success Center – Dr. Dana Lawrence, no report submitted prior to meeting – report submitted after (Appendix 3)

- Exciting month for the tutors and for everyone.
- Students have the option to meet in-person or virtual for tutoring.

Career Services – Bridgett Plexico
   Please watch the recording for the presentation.

- Services include: resumes, internships, interview preparation (software simulation of an interview), career and internship exploration.
- Handshake – USC Lancaster's online career management platform
    o Employers sign up
    o Students and alumni can search for positions, post resums, sign up for on-campus interviews, etc.
- Professional Development and Continuing Education Survey
    o Top three skilled attributed the companies seek – graph showing these
    o Question about helping our university offer professional development and leadership development and whether these facilities would be interested in our university offering these.
    o Several questions presented – please see recording.
- Campuses utilizing ed2go (Cengage product) – looked to see what other local universities are doing to help their students.
    o They offer a number of courses that may help students.

Human Resources—Tracey Mobley Chavous, report submitted (Appendix 4)

- Highlight and reiterate – open enrollment starts today and ends Oct 31st!
    o This is year to make dental changes – enroll, add dental plus, etc. Next time to do this is 2023.

Minutes of Oct 1, 2021

- EAP services are available to us as faculty and staff members but remember that this is available to dependents as well.
- Veteran's Preference
  - We will reiterate this in the search committees, but for all FTE searches we are required to give veterans a preference. This does not mean we have to hire a veteran, but at least one qualified veteran must be interviewed.

IT – Blake Faulkenberry, reports submitted (Appendix 5a, 5b, and 5c)

- Over the summer, funds from the CARES act were investigated in the classrooms and all student computers.
- Relicensed soon for Zoom with the same number of licenses.
- Projectors – reminder to turn these off at the end of class.
- Classroom audio visual technology survey –
  - Have 2 open purchase orders –
    - One for Indian Land
    - Founder's Hall which has 7-year-old equipment
  - Includes now Bradley
    - Please watch the video for details about inputs and class PC, etc.
  - Wireless option was one of the biggest requests, so options will be looked at for Founder's and Bradley
  - Webcams and cameras – these are already available. Please let them know if these are needed in classes.
  - Would like one classroom experience – the same set of controls for every classroom, unified across campus. Currently have 7 different systems; will have 2 at the end of this latest upgrade.

Medford Library – Rebecca Freeman, report submitted (Appendix 6)

TRIO Report – Matt Williamson, report submitted (Appendix 7)

Security Report – John Rutledge, email with Clery report
"The cycle for our annual Clery Report ends today. Once again there was almost no activity on our campus which qualifies for inclusion in this report. The complete report will be available at
https://www.sc.edu/about/system_and_campuses/lancaster/internal/current_students/law_enforcement_security/campus_security_statistics_reports/index.php"

Hiring Priorities Committee Report (Appendix 8)

REPORTS OF COMMITTEES:
USC SYSTEM COMMITTEES

Palmetto College Campuses Faculty Senate

Minutes of Oct 1, 2021

- **Executive Committee** – Ernest Jenkins
  - Continuing to consider the System Faculty Leadership Committee.

- **Rights and Responsibilities Committee** – Andy Yingst
  - Last year R&R was charged with what happens with a post-tenure review file that does not get a satisfactory review. There is text in the manual about the process, but there was not a unified process across all campuses. R&R said no. This year, the administration asked for a committee that would do that. This would either be an *ad hoc* local committee or if not enough faculty on that campus it goes to a systems committee OR it just goes to a systems committee to begin with.

- **System Affairs Committee** – Jerrod Yarosh
  - We met and we wanted further clarification about the online AS/AA degree and that was discussed in the meeting.

- **Welfare Committee** – Bettie Obi Johnson via Dana Lawrence
  - Working on the faculty awards which are due Dec 7th and working on the T&P Meeting in January.

OTHER SYSTEM COMMITTEES

Columbia Faculty Senate – Shemsi Alhaddad – report submitted (Appendix 9)

Palmetto College Academic Advisory Committee – Suzanne Penuel – report submitted (Appendix 10)

Columbia Senate Faculty Ad Hoc Committee on Freedom of Expression—Pat Lawrence

- Created by Columbia Faculty Senate after there was discussion about needing to adopt a principles about academic freedom along the lines of the Chicago Statement.
- Explained the origins of this committee. [Please watch the video.] Free expression issues, academic freedom, and free speech issues based on First Amendment rights. Columbia has a review policy about these issues.
- This will have an impact on Palmetto College Campuses, but he is the only representative of the regional campuses.

LOCAL COMMITTEES:
Art Search Committee - Brittany Taylor-Driggers

- Art search advisement language and will be meeting in October. If any questions, please let her know.

Minutes of Oct 1, 2021

English search Committee – Chris Bundrick, report submitted (Appendix 11)

- The ad has been completed and will be running either now or soon.
- One of the interests of the committee was that the candidate experience teaching writing to students.

History search Committee – Suzanne Penuel

- The position is focusing on early American history with a concentration on indigenous studies.
- The job add includes a statement requesting a statement from the candidate's inclusion in diversity.

UNFINISHED BUSINESS:

None

NEW BUSINESS:
Motion – revision of the compiler duties – submitted by Shemsi Alhaddad (Appendix 12)

- Rationale discussed by Alhaddad. Please watch the video. The rational is also within the motion along with the changes.
- D. Lawrence - Although this is not in the bylaws, it is an appendix and treated as substantive. This will be voted on at the next meeting.
- Alhaddad – this is not required for instructors, but she has in the past given the instructors information for instructors going up for promotion asking if they would like any of this information. This is not required, but future compilers may not offer this.
  - Note from chat from Castiglia -- If someone wants to take advantage of your services, they are welcome to do so, but promotion to senior instructor does not require it.

SPEICAL ORDERS
Special Election - Local T&P Promotion Committee - Susan Cruise has stepped up. Only one person for this replacement. Any

Nominees for the System Awards (Appendix 13a, b, c, – files of candidates)
Shaw Scholarship Award – Adam Biggs or Pat Lawrence
Plyler Service Award - Pat Lawrence
Duffy Teaching Award – no nominees. Stephen Criswell – if no one else wants to do this, I'll be happy to do this.

ANNOUNCEMENTS:

D. Lawrence – one of the 4 shows for the Lancaster Players on Oct 22nd.
From agenda: USCL Players: The USC Lancaster Players will present "The 25th Annual Putnam County Spelling Bee" on October 22 and 23 at 8:00 pm, October 24 at 2:00 pm (Bundy Auditorium) and a virtual performance on October 24 at 8:00 pm. Tickets can be

purchased at sc.edu/lancaster/players. Also we have Season Passes are available for purchase as well. This is 1 of 4 shows this academic year. For more information, call 803-313-7000, text 803-386-8893, or email usclplrs@mailbox.sc.edu.

Collins – Don't forget the Lancaster Players season passes as well.

Penuel – most of the committee chairs have remained the same, but if you have not let me know yet about who is chairing, please let me know.

Sellhorst – RPS Grant information coming out soon, and it is pretty much unchanged. Deadline is Nov 30th. And if you received a grant last year, you are on the committee.

Adjournment: 2:39 PM

ATTENDING: Shemsi Alhaddad, Adam Biggs, Albert Blackmon, Chris Bundrick, Fernanda Burke, Li Cai, Jill Castiglia, Walter Collins, Kim Covington, Stephen Criswell, Susan Cruise, Jerry Currence, Liz Easley, , Stan Emanuel, Blake Faulkenberry, Danelle Faulkenberry, Rebecca Freeman, Annette Golonka, Darris Hassell, Claudia Heinemann-Priest, Kate Holland, Jason Holt, Ernest Jenkins, Chris Judge, Dana Lawrence, Nick Lawrence, Pat Lawrence, Todd Lekan, McKenzie Lemhouse, Lynette Martek, Tracey Mobley Chavous, Erin Moon-Kelly, Angela Neal, Uday Neelakantan, Bettie Obi Johnson, Allan Pangburn, Graeme Pente, Suzanne Penuel, Bridgett Plexico, Kim Richardson, David Roberts, Todd Scarlett, Peter Seipel, Sarah Selhorst, Mike Sherrill, Nahid Swails, Suzette Taylor, Brittany Taylor-Driggers, Lauren Thomas, Ryleigh Waiters, Jerrod Yarosh, Andy Yingst.

ABSENT: Marybeth Berry, Noni Bohonak, Dwayne Brown, Steven Campbell, Courtney Catledge, Mark Coe, Garane Garane, Lisa Hammond, Howard Kingkade, Pernell Lewis, Phillip Parker, Leigh Pate, Babette Protz, Denise Roberts, John Rutledge, Ann Scott, Dick Van Hall, Tania Wolochwianski.

Faculty Secretary: Document submitted by A. Golonka on October 13, 2021 for faculty and staff review.

UNIVERSITY OF
South Carolina
LANCASTER

Dr. Walter P. Collins, III
Regional Palmetto College Dean

Report to the USC Lancaster Faculty Organization
October 1, 2021

COVID-19

SC DHEC continues to coordinate drive through COVID testing for the community on the USC Lancaster campus in the parking lot on the east side of Carole Ray Dowling. Testing is available Monday-Friday, 9:00 to 4:00.

USC Lancaster will host on-campus **saliva testing sessions** and **vaccine clinics** throughout the semester. DHEC will administer the vaccines. Our Campus Health page has all of the up-to-date details.

Flu Shot Clinic—coming up on October 13, 12:00 to 2:00 at Carole Ray Dowling. Here is the flyer with full information and a link to the consent form that needs to be completed before arrival for the shot. Family members (12 years of age and older) of employees are also eligible to get their shots as well.

People

Enrollment
As of September 30, 2021, the Fall 2021 USCL headcount enrollment stands at 1,718. We will continue to enroll students over the next couple of weeks for Fall II. Thank you to everyone who assists with advising and registration.

Athletics

Check out the new athletics website and come out to support the Lancers!

Updates by sport...

Men's Soccer
Men's soccer currently has a record of 5-0 and have yet to allow an opponent to score a goal this season! Next match is today as the team travels to play USC Sumter.

Women's Soccer
Women's soccer currently has a record of 2-2. Next match has the team traveling to USC Sumter today.

Women's Volleyball
Women's volleyball currently has a record of 10-11 which is a vast improvement from last year's 3-17. They played at home Wednesday against USC Union and came away with a win and are traveling to play at Bob Jones University today.

Baseball
Baseball is currently in the middle of their fall season and recently played at Anderson University. Tomorrow, the team will compete against another 4-year campus when they travel to Newberry College.

USC Lancaster in our Communities

The **Town-Gown Advisory Group** met yesterday. The group welcomes 4 new members this year, and topics under discussion ranged from updates and highlights from Bridgett Plexico and Albert Blackmon to the eventual use of the campus and community Apple Lab.

Indian Land Location: Renovations to the automotive technology building at the former Indian Land High School for our permanent use have begun. The new space will include 4 classrooms, office space, restrooms, and storage areas. We will host a ribbon cutting and open house in January upon completion for the Spring 2022 semester.

Promise Neighborhood Grant Awarded! The local Partners for Youth Foundation was notified last week that their grant application to the federal Department of Education's Promise Neighborhood Project for $28,000,000 was funded. More information shared from Partners for Youth:

> *Over the five-year grant period the US Department of Education will fund the Lancaster Promise Neighborhood initiative $24,792,000 (87% of the project's budget) and the remaining funds of $3,568,000 (13% of the project's budget) will be provided for by local organizations, corporations, and individuals. The project totals $28,360,400 for programs that will benefit the Clinton Elementary School – A.R. Rucker Middle School – Lancaster High School attendance zone with programs ranging from birth to college and career...The nine components of Promise Neighborhood are: Healthy Lancaster; High Quality Childcare; extended academic day; health/medical home; neighborhood pride; career/college; student support; data system; and training/support.*

AHEC Grant Awarded: South Carolina AHEC has been awarded a grant titled "Simulation Education Training Initiative" to provide statewide simulation education. The USC Lancaster Simulation Lab is one of 5 in the state that is a simulation partner on this project. Dr. Ann Scott and Dr. Courtney Catledge will be collaborating and facilitating the student experience in our sim lab from Fall 2021 through Fall 2022.

Goals of the AHEC project:
1. Increase the number of health care profession students training to work in team-based primary care, improve health care quality, and enhance health care delivery to rural and underserved areas and populations.
2. Facilitate and enhance collaboration among academic institutions, simulation centers and labs, and the SC AHEC system in planning, designing, developing, implementing, and evaluating community-based simulation activities focused on interprofessional team-based primary care and AHEC Core Topics.

Facilities

Campus Renovations and Work:

A couple of the next large renovation projects will include both auditoriums on campus—Stevens, in order to better accommodate theatrical performances, and Bundy, because it has been over 20 years with few to no updates to finishings in the space. We are just at the beginning of design and work in Stevens. More updates as they are available.

Legislative Update

We have submitted our budget request (Governor's Budget Request) for the new legislative session for FY2023 noting non-recurring funds for items including the following:

- **Additional Starr Hall Renovations** – Improve arrival point and main entryway to Starr Hall to enhance visibility, accessibility, and appearance; reconfigure office areas to better accommodate service needs.
- **Medford Library/Starr Hall Hardscape & Landscape Modifications** - Reconfigure the hardscape and landscape surfaces approaching Medford Library and Starr Hall to improve signage, pedestrian flow and use of grounds.
- **Soccer Field Enhancements** - Replace the existing natural playing surface with synthetic turf to improve durability, playability, and savings on annual maintenance costs and add lighting to extend practice/playing hours.
- **Improve Connector between Main Campus and Gregory Health & Wellness Center; Enhance Campus Perimeter Trail and Fencing** - Evaluate and design a fully accessible pedestrian walkway linking the main campus to the Gregory Health & Wellness Center (aka Gregory Family YMCA). This project will include an elevated walkway, lighting, and fencing.
- **Nursing Simulation Lab Upgrades** - Update the campus nursing simulation lab to support instructional delivery.

Other items…

- The next virtual **Lunch & Learn at the NASC** is Oct. 15 at noon with a talk entitled "The State of the River" by Brandon Jones, Catawba River Keeper, Catawba Riverkeeper Foundation.

- There will be no **Scholarship Luncheon** again this fall. Instead, we will be sending donors and friends of the campus a small appreciation gift as an expression of our gratitude for their generous support.

- **Visits with individuals as well as business and industry representatives**: We have made several in-person and virtual visits with individuals as well as area industry leaders over the past several weeks. We met with four current and prospective donors over the past several weeks. Three of those individuals have agreed to make significant donations to the campus, and the final individual is still considering what her gift will be. Facility tours and conversations about potential internships and scholarship funding have been on the agenda with the business and industry representatives. Businesses include the following: Red Ventures (IL), Unique Loom (IL), CompuCom (IL), Adornus (L), Nutramax Laboratories (L). Finally, we have an upcoming visit scheduled with Sharonview Federal Credit Union (IL) later this month.

- Updates from the **USC Lancaster Office of Advancement:**
  - We will participate in **Give Local Lancaster** on National Philanthropy Day: Monday, November 15, 2021. Please consider a donation to the Foundation during this annual day of giving. More information will be shared closer to the date.
  - **Big Thursday of Lancaster** will be hosting their annual event this year on Thursday, November 18. A portion of the funds raised are contributed to the Big Thursday Scholarship at USC Lancaster.
  - We recently received a considerable gift of $70,000 to an existing scholarship fund from a very generous donor.
  - We have had **5 new endowed funds established** in our Foundation since January 2021.
  - We have had **donors contribute funding for the naming of an Art professor's office** in Founders Hall.
  - We have **awarded over $250,000 in scholarships** so far for this academic year.

Todd Lekan, Associate Dean for Academic & Student Affairs

REPORT TO THE FACULTY ORGANIZATION
October 1, 2021

1. **Breakthrough Awards.** The Office of the Vice President for Research is pleased to announce that the nomination period is open for the 2022 Breakthrough Awards. As the Interim Vice President for Research, I would like to encourage your faculty to nominate their colleagues for the Breakthrough Leadership and Stars Awards. Nominations for our signature Breakthrough faculty awards are due by Friday, October 15, 2021, at 5:00 p.m. Please find a link (below) that will allow you to access the nomination criteria and guidelines. https://www.sc.edu/about/offices_and_divisions/research/news_and_pubs/news/2021/20210903_BT_Awards_Call_for_Nominations.php?utm_source=%40UofSC+Today&utm_campaign=6442221bbf-UOFSC_TODAY_2021_09_08&utm_medium=email&utm_term=0_fb5e576816-6442221bbf-53824333

2. **Reminders about COVID Absentee Policy.**

   a. Students who are experiencing symptoms of COVID 19, have tested positive for COVID 19, or who are engaging in self-quarantine at the direction of their health care professional, should not come to campus for any academic or nonacademic purpose. These students should promptly notify the USCL COVID Nurse Ms. Vicki Hinson: **vphinson@mailbox.sc.edu** ; 803-313-7576.

   b. If a student reports to you that they are in any of the categories mentioned above, please encourage them to contact Nurse Hinson. You should also report student COVID claims to Nurse Hinson and Pam Ellis to make extra sure that prompt notification is given.

   c. Note that Nurse Hinson provides the student with a consent form that, if signed, allows us to release COVID diagnoses to any relevant faculty or staff member. We are not permitted to disclose positive diagnoses without that signed form.

   d. After her interview with the student, Nurse Hinson will do any necessary contact tracing and issue any necessary health orders about matters such as quarantines for those who have been near the student. Do not hesitate to contact Nurse Hinson if you are concerned about exposure to COVID.

    e. Do note that students are responsible for letting instructors know when they are absent or unable to complete work because they are sick. All work missed due to illness must be completed in accordance with the grading policies specified on the syllabus.

3. **Faculty Advisor Workshops.** Online synchronous advising workshops will be offered throughout the semester by Asheley Schryer, Director of Student Success and Retention. These workshops will be 45 minutes and require completion of a FERPA component. Workshops will provide an overview of the advising program including some recent changes, share advising best practices, and introduce a new advising notes form. If you are unable to make it to the scheduled sessions, Asheley will be happy to schedule a session for you at an alternative time. To sign up for a workshop date, click here.

4. **Student Counseling Service.** While we work to fill our open counsellor position, we are using a service call MYgroup. Students can arrange for phone, video, or in-person counseling by calling 800-633-3343. This service is free for all USCL students. If a student is not comfortable calling the number, have them reach out to Asheley Schryer: x7120.

5. **FY2018 Cohort Default Rate.** Financial Aid reports a 7% drop from **FY2017** which was **20.1%**. Congrats to the team for their ongoing good work in helping our students stay out of debt. We look to keep our default rate below 15% in the next few years.

6. **SP 2022 Registration Matters.**

    a. Please check Self-Service to make sure that your spring 2022 course schedule is accurate. Any change requests should be submitted to your Division Chair.

    b. *Strategic capping*: In many instances, course enrollment caps are lower than their standard number. We are doing this for a variety of strategic reasons including ensuring seat availability for high school students who register later in the fall, distributing students evenly across sections of the same/similar courses, and attempting to keep as much social distancing as possible in face-to-face classes. If you wish to add a student into a course that has reached its enrollment cap, please contact your Division Chair with that request.

    c. Degree-seeking students will begin registration on October 11. All such students have been paired with either a staff or a faculty advisor. A huge thanks to faculty who have agreed to advise students.

d. Returning DE Students will register: November 16, 17 and 18 (Bradley 113) 9am to 12pm and 2pm to 4pm. New DE Students will register: December 7 and 9 (Bundy Auditorium) 5:30pm to 7:30pm (Advising in Bradley 112 and 113.

7. **Tenure-Track Faculty Searches.** The search committees for searches in English, History, and Art have begun their work on fine-tuning the job advertisements. Thanks to all who are serving on these committees. Committee rosters are:

    a. **Art:**
        i. Brittany Taylor-Driggers CHAIR (Humanities)
        ii. Todd Scarlett (MSNPH)
        iii. Rebecca Freeman (BBCEL)
        iv. Nick Lawrence (Humanities)

    b. **History:**
        i. Dick Van Hall CHAIR (Humanities)
        ii. Li Cai (MSNPH)
        iii. Chris Judge (BBCEL)
        iv. Suzanne Penuel (Humanities)

    c. **English:**
        i. Chris Bundrick CHAIR (Humanities)
        ii. Jerrod Yarosh (BBCEL)
        iii. Nahid Swails (MSNPH)
        iv. Patrick Lawrence (Humanities)

8. **CTE Workshops and Certification Programs**: CTE workshops and certification programs are available at: https://www.sc.edu/about/offices_and_divisions/cte/index.php. CTE uses an online tracking system, so attendees have a record of classes they've taken. The workshops are free and open to faculty and staff.

9. **USC Blueprint:** Shemsi Ahladdad, our Director Institutional Effectiveness and Research, has recently submitted USCL's Blueprint to the Provost's Office. This report documents our progress in meeting USC's strategic priorities. We report on faculty development in the Blueprint, so please do share those activities as you participate in the upcoming year.

10. Recent Faculty Accomplishments.

a. **Shemsi Alhaddad** presented on contemporary data visualization in a talk titled "Using Embroidery to Visualize the Weather and More!" at MathFest, the Math Association of America's annual meeting on August 6, 2021.

b. **Li Cai** has been nominated for the STAR program. The STAR program (https://www.sc.edu/about/offices_and_divisions/research/news_and_pubs/news/2021/20210825_STAR_Program_Call_for_Nominations.php) is "*geared towards senior faculty researchers who are interested in learning about applying for and running an interdisciplinary, federally funded research center.*

c. **Walter Collins** was recently accepted into cohort #4 of the Branch Campus Leadership Institute (BCLI) of the National Association of Branch Campus Administrators. From the organization: "The Leadership program provided through the BCLI is a seven-month program conducted via Zoom that culminates with a capstone presentation given at the National Association of Branch Campus Administrators (NABCA) annual conference in May 2022. The capstone project brings to bear the analytic abilities, professional understanding, and contextual knowledge accrued and sharpened throughout the program and closely mirrors the challenges found in modern-day higher education."

d. **Elizabeth Easely and Sarah Sellhorst** used an RPS grant to spend the summer writing a lab manual for BIOL 243 lab that incorporates undergraduate research concepts and experiences into the lab. They have debuted the lab manual in classes this fall, and it has been a great success. They are currently in the process of writing the BIOL 244 Lab manual and hope to implement it in the Spring.

e. **Claudia Heninemann Priest** did a presentation on Environmental Racism for the Arras Foundation DEIA internship program on July 14, 2021. Clauida also presented a Lunch and Learn presentation on June 17th about what happened to the SE Native Languages since first contact.

f. **Kate Holland** published an article: Holland, A.K., Rosa, A., & Reynolds, J.E. (2021). Neurophysiological evidence for stress-related reductions in right frontal regulatory control in trait aggressive, violent prone men. *International Journal of Neuropsychology and Behavioural Sciences, 2*(2), 33-36.

g. **Patrick Lawrence** published an essay, "Transnational Sexualities," in *Asian American Literature in Transition 1965-1996* (Cambridge UP). Pat's monograph *Obscene Gestures* is now available for pre-order from Fordham University Press.

h. **Todd Lekan's** book manuscript, *William James and the Moral Life: Responsible Self-Fashioning*, has been accepted for publication with Routledge Press. The book will be released in 2022.

i. **Leigh Pate** presented a poster in Washington D.C. at the National League for Nursing's Summit entitled Innovation in Education: Virtual Simulation to the Rescue!

11. Upcoming Events.

a. The USC Lancaster Players will present the *25th Annual Putman County Spelling Bee* on October 22 and 23 at 8PM and October 24 at 2:00 PM. For more information see: https://sc.edu/about/system_and_campuses/lancaster/documents/clubs_org anizations/lancaster_players/putman_spelling_bee.pdf

b. The next Brent Burgin Lunch and Learn event hosted by the Native American Studies Center will occur at noon on October 15. For information about the series: https://sc.edu/about/system_and_campuses/lancaster/study/student_opport unities/native_american_studies_center/lunch_learn_series/lunch_learn_2 021/index.php

Concluding Thought: "In intellectual disciplines and in the enjoyment of art and nature we discover value in our ability to forget self, to be realistic, to perceive justly. We use our imagination not to escape the world but to join it, and this exhilarates us because of the distance between our ordinary dulled consciousness and an apprehension of the real."—Iris Murdoch, *The Sovereignty of the Good.*

Academic Success Center Report
For October 1, 2021 Faculty Meeting
Submitted by Dana Lawrence

Please send all ASC-related questions and requests to **LawrenDE@mailbox.sc.edu**

Announcements:

Fall 2021 Tutoring Information

- **The Fall 2021 Tutoring Schedule can be found here:**
  https://www.sc.edu/about/system_and_campuses/lancaster/documents/academic_success_center/tutor_schedule.pdf

- **If you would like to received electronic versions of your students' tutoring session reports, please fill out this (very short) form.**

- **Students can choose in-person or virtual tutoring**

- **Tutoring is available by appointment and on a walk-in basis—STUDENTS CAN SCHEDULE ONLINE OR BY CALLING 803-313-7113**

- Students can schedule tutoring appointments at the following link:
  https://usclacademicsuccesscenter.setmore.com/

I'm happy to share information about specific writing assignments, tests, homework, or other work with the tutors if you think it would be helpful.

As always, thanks for your support.

REMINDERS about the ASC's booking system:

- **Students can book appointments as late as 15 minutes in advance.**
- The booking page allows students to book a maximum of ten days in advance (in an effort to allow as many students as possible to have access to tutoring services, and to cut down on no-shows).

Data:

FALL 2021

	August 2020*	August 2021	Sept. 2020*	Sept. 2021	Oct. 2020	Oct. 2021	Nov. 2020	Nov. 2021	Dec. 2020	Dec. 2021
Number of Tutors	6	4 (2 add'l in training)	6	6						

Total Number of Sessions	6	12	57	87
Tutoring Sessions/Day (avg)	1.2 (5 operating days)	2 (6 operating days)	3.1 (18 operating days)	5.1 (17 operating days)
Tutoring Sessions/Tutor (avg)	1	3	9.5	14.5
# of tutor hours per week	68	52 (incl trainees)	68	52
Virtual	6	0	57	14
In-Person	n/a	12	n/a	73
Appointment	6	11	57	86
Drop-in	n/a	1	n/a	1

Tutoring Sessions by Area

	August 2021	Sept. 2021	Oct. 2021	Nov. 2021	Dec. 2021
Biology	1	1			
Chemistry	0	10			
Computer Science	0	0			
French	0	0			
Math/PCAM 105	11	50			
NURS	0	9			
Spanish	0	7			
Statistics	0	0			
Writing	0	10 • ENGL: 8 • Other: 1 • PALM: 1			
Other (help student navigate Blackboard, access USCL email, use Microsoft Word, skills review, etc.)	0	0			
TOTAL # OF SESSIONS:	12	87			

	1 visit	2 visits	3-5 visits	6+ visits	Total
# of individual students (AUG)	9	0	1	0	10
# of individual students (SEPT)	21	5	9	4	39
# of individual students (OCT)					
# of individual students (NOV/DEC)					

FROM: Tracey Mobley Chavous, PHR -Director of Human Resources

MEETING: Faculty Organization Meeting – October 1, 2021

DATE: September 30, 2021

ATTACHMENTS: 0

INFORMATION ITEMS:

1) Open Enrollment for benefits begins Friday, October 1, 2021, and will end on Sunday, October 31, 2021. An initial email was sent to all benefit eligible faculty and staff members on September 17, 2021. The 2022 Insurance Summary was attached to the email and may also be found at this link https://www.peba.sc.gov/sites/default/files/2022_insurance_summary.pdf

   Any changes made during Open Enrollment take effect on January 1, 2022.

   All subscribers are encouraged to make open enrollment changes by using the MyBenefits website located at https://mybenefits.sc.gov.

   For this year, enrollment or increases to Optional Life or Dependent Life-Spouse Insurance must be completed by submitting a paper Notice of Election Form and submitting a Statement of Health or a Supplemental Form online to MetLife.

   If you are satisfied with your current coverage, you do not need to do anything during open enrollment. However, you must re-enroll in Medical Spending, Dependent Care, and HSA accounts each year.

   **Remember that this year you may enroll in, change, or cancel Dental and/or Dental Plus coverage. **

   For additional information about open enrollment please view the PEBA Open Enrollment webpage https://www.peba.sc.gov/oe

2) There is a slight increase in employee premiums for Dental Plus and the State Vision Plan effective January 1, 2022.

   Dental Plus monthly premiums will increase by the following amounts:
   Employee - $0.64, Employee/Spouse - $1.30, Employee/Children - $1.50 and
   Full Family - $1.96

   State Vision Plan monthly premiums will increase by the following amounts:
   Employee - $0.14, Employee/Spouse - $0.28, Employee/Children - $0.30, and
   Full Family $0.44

   Employers will have increases to the health premiums effective January 1, 2022.

   Please view the 2022 Monthly insurance premium rates for active employees at this link
   https://peba.sc.gov/sites/default/files/2022_active_monthly_premiums.pdf

3) Please remember that the Employee Assistance Program (EAP) is a confidential resource provided by the University to support employees through times of need.
Our EAP vendor, McLaughlin Young Group (MyGroup), provides assistance in four categories: Assessments and Counseling, Legal Access Services, Financial Services, and Education and Training.

Except for fees associated with the purchase of legal documents, EAP is free to university faculty, staff, and their immediate household members.

Employees and their dependents have access to counselors 24 hours a day 365 days a year by calling 1-800-633-3353 or 704-529-1428. More resources may be found on the vendor website www.mygroup.com

4) Veteran's Preference:
Effective January 1, 2021, honorably discharged members of the United States Armed Forces will be given preference for appointment and employment in every state government agency and higher education institution.

This will affect the search processes for all fte positions including faculty and staff.

Hiring state agencies and institutions must interview at least one qualified Veteran for every full time equivalent (FTE) position posted. Eligible veterans must meet the minimum training and experience requirements for the position and must be capable of performing the duties assigned to the position with or without a reasonable accommodation.

If there are no qualified Veteran applicants for the position and/or no Veteran applicants who meet the training and experience requirements for the position, the requirement to interview a Veteran does not apply and the state agency or institution is under no further obligation under this preference.

USC Lancaster Faculty Organization
Campus Technology Update
October 1, 2021

Highlights

- ➢ **Classroom Audio/Video survey:** The classroom audiovisual survey results summary and recommendations were sent with this report. There is currently an open purchase order with our audiovisual integrator that includes (22) classroom updates for all of Founders Hall, Bradley 120, Bradley 121 and the NASC John Catalano classroom. I have a second quote for those (22) rooms that adds the highest priority functional capabilities to those rooms based on the survey results. December 2021/January is the target installation date for those (22) rooms. The quote for updates to the remaining (13) classrooms in Bradley has not been received as of the time of this report. I will provide a status update in my November report to the faculty organization.
- ➢ **Student, Faculty and Staff Tech Support**: Just as a gentle reminder, please continue use the IT Service Desk number (803-313-7122) or e-mail address (uscltech@mailbox.sc.edu) to request items and services from the IT Department. Also, please refer students requiring assistance to the Service Desk number and e-mail account. This enables the IT team to serve everyone quicker!
- ➢ **Classroom projector shut down and computer sign out/shutdown**: Please remember to power off the classroom projectors at the end of class. We are finding as many as 10 projectors being left on when IT Staff walks through the buildings on Friday afternoon. We are also finding classroom computers being left logged in by faculty. Anyone that walks up to a computer can access your data that is stored on a shared drive or your M: drive. Please remember to sign off or restart the classroom media computer at the end of class.
- ➢ **Active/Pending projects/updates**:

  - o Computer lab update for Hubbard 222. There was an incident that occurred in transit of these computers and the order had to be completely replaced.
  - o Licensing for Zoom is being renewed for another calendar year.

USC Lancaster Classroom Audiovisual Technology

(Note: The instructional computer labs, BSN instructional spaces, Founders 132, Founders 133 and Founders 007 (Art Studio) are omitted as specialty instructional spaces. In addition, the space currently used at Indian Land is omitted since the equipment there is owned and maintained by the Lancaster County School District.)

Some of the responses appeared to report issues that can be corrected prior to updating any equipment in the rooms. If there is an issue in a room like blurry screen images or poor audio quality, please report those to campus IT using the uscltech@mailbox.sc.edu e-mail address. In addition, webcams for "hybrid" instruction using Zoom, Teams or Collaborate Ultra are available now.   If you need one in a classroom you are using, please request it using the uscltech@mailbox.sc.edu e-mail address.

The focus of the audiovisual classroom technology updates is primarily on the infrastructure components (projectors, screens, content switching devices, local program audio, and required cabling) and how the content sources (media computer, BYO mobile device, document camera, *Bluray*, etc) are processed through the system and presented to students in the room. Any content that is received by an offsite class participant is processed by applications like Teams, Collaborate Ultra or Zoom through either the classroom media PC or mobile device brought into a room by the faculty member. Updates to the classroom audiovisual equipment and infrastructure is unlikely to impact the quality of the content for the remote "hybrid" class participants.

Current campus classroom audiovisual situation in Bradley, Founders Hall, and the NASC.

There's a total of (33) audiovisual equipped classrooms for traditional instruction operating with 5 different configurations at USC Lancaster. Founders Hall, the Bradley second level science labs, Bradley 120/121, NASC Catalano classroom and the Bradley 100 level classrooms (excluding 120/121) all vary in design and installed components.

Below are the updates being proposed for Bradley, Founders Hall, and NASC classrooms. The recommended updates and design of the audiovisual systems are based on the survey responses and in consultation with an audiovisual Certified Technology Specialist.

Recommendations

- A single functional design for Bradley, Founders Hall and NASC classrooms.
- All rooms should be digital and with a minimum 1920 x 1080 (High Definition) display resolution. Currently, the minimum resolution is 1024 X 768 (XGA).
- All rooms should be installed with a minimum 4000 Lumen Laser projector native 16:10 aspect ratio. 5000 lumen laser projectors are recommended for Founders Hall to replace the current 3000 lumen LCD projectors improving the brightness by approximately 70 %.
- Extron switcher scalers that are failing regularly should be replaced with Crestron switcher scalers and all rooms should have the same user control interface.
- All should be equipped with Crestron AirMedia wireless content receivers for laptops and tablet to connect and display video/audio content.
- All rooms should have HDMI inputs available for wired connections from multiple devices. These include HDMI laptops, document cameras and Bluray/DVD players. The plan currently does not recommend document cameras on all 33 rooms, but to have a minimum of 15 document cameras on campus and available for installation in a room upon request.

- Removal of the wall boxes in Bradley is supported and addition of either a podium with a component rack or a 30inch enclosed secured component rack with accompanying desk be installed in the rooms. The selection is based on the physical attribute of each room. The appearance of the Bradley classrooms will be enhanced as a result of this change.

Current campus classroom audiovisual situation in Hubbard and Medford

Classrooms and computer labs in Hubbard and Medford received projector and switcher/scaler updates in August 2021. Those rooms were Hubbard 202, 204, 206, 218, 220, Medford 233 and 209. These updates were installed prior to the survey and the available funding for these updates was uncertain. These rooms are functionally sound, but currently very basic in configuration that includes 5000 lumen laser projectors with a supported minimum display resolution of 1920 x 1080 (High Definition). The functional design of these rooms will be revisited in Spring 2022.

USC Lancaster at Indian Land

Currently, USC Lancaster's Indian Land Location is operating in (5) public school classrooms with audiovisual technology installed for public school instruction. There is no way of knowing the age and specifications of the classroom projectors. We are scheduled to move into classroom space exclusively for USC Lancaster soon. The design of the classroom audiovisual system was completed and subsequently procured to be ready for installation in November or December 2021. The design for the room is similar to the Hubbard/Medford classrooms. The rooms will be functionally sound and an improvement to what is available in the current classrooms. The functional design of these rooms will be revisited in Spring 2022.

Campus Classroom Audiovisual systems survey

Summary of responses

Question 1	Total Responses
How do you currently use the existing classroom presentation systems?	40
Display instructional content from classroom media computer.(Powerpoint, streaming media, or other)	33
Bring my own device (notebook or tablet PC) to connect and share content.	12
Use provided Bluray/DVD player to show content.	7
Is there an item or capability you would like added when the classroom presentation system is updated?	12
Individual responses	
*Display adapters for laptops. Document camera for showing hand drawing.	
*Smart TV technology with remote pointers so that I am not bound to the podium	
*The projectors are very dim in some classrooms, for example in Founders Hall if one teaches a class where	
where the windows point towards Walmart the content on the screen is very washed out and sometimes unable	
to be seen. Either there needs to be darker curtains or stronger projectors. In regards to Indian Land bigger screens,	
better projectors, not just having to be hooked up to a laptop and be stationary.	
*Ability to connect iPad wireless to system	
* I'd like more space on the podium to keep my laptop when presenting.	
*Camera and microphone to stream class to remote students. Tablet feature to write on monitor for recording purposes.	
Wireless microphone for large classrooms. Wireless mouse or clicker for advancing slides.	
* Make sure a laptop connector is in every classroom. There are classrooms where these seem to go missing.	
*The ability to wirelessly have my Surface Pro connect to the projector and if possible allow my students to do the	
same with their respective devices.	
*two-way video	
*All room equipped for Blackboard Collaborate Ultra video capability for virtual students	
*Projected text and images are often kind of blurry even for students at the front of the room; better	
visual quality would be great.	
*microphones and webcams in all rooms. We need those to teach distance	

Campus Classroom Audiovisual systems survey

Question 2	Total Responses
Would you favor replacing the wall mounted media cabinets in Bradley with podiums like those installed in the Founders Hall Classrooms and Bradley 120 and 121?	35
Supports removal of the wall mounted media cabinets and installation of Podiums.	27
Supports the wall mounted media cabinets remaining	8

Question 3	Total Responses
Please select items you would use if made available as part of the classroom presentation system	30
Document Camera	16
Wireless screencasting (like Miracast or Chromecast)	19
Direct Audio connection	11
Bluetooth audio	15
Other	7
Individual Responses	
*None *I'm not sure about the wireless screencasting as I haven't used that. And I don't think I need Bluetooth in the classroom. I wouldn't use a document camera but it might be fun to have some kind of device that would show a close up view of *items* that I show in class. My room, *Building XXX*, is pretty well set up for me as it is. I also have some classes right now in *Building XXX* and it seems that the media controls can easily get messed up depending on who uses them; if there's a way to make those controls so that everybody is doing the same thing, that would help *None of these *Interactive student Clicker ready *I may be thinking of the document camera, but there's some function (document scanner?) that is sometimes needed when using a laptop in the lecture halls (or at least in Bradley's). These would only be utilized though if we HAD to switch to the podium style. That set-up isn't very compatible with using certain programs on laptops, and the wall-mounted media cabinets are strongly preferred. *It would be particularly useful if we had a way to have both in-person and virtual discussions going on simultaneously. That way students who were mildly sick (or being quarantined) could still participate and not miss class. *Follow me camera system	

Campus Classroom Audiovisual systems survey

Question 4	Total Responses
Where do you teach your classes? Please select all that apply.	39
Hubbard	6
Medford	1
Bradley	17
NASC	4
Founders	26
Indian Land	4

Medford Library

SERVICE STATISTICS AND PROGAMS

- **2799** unique visits
- **1478** LibGuide views
- **92** Study and Lounge Area Reservations
- **5** Computer Lab Reservations
- **34** Community computer uses
- **2** synchronous classes taught
- **1** asynchronous class created
- **3** Book a Librarian consultations

CIRCULATION STATISTICS

- **57** General collection items circulated
- **38** Reserve collection items circulated
- **11** Juvenile collection items circulated
- **1** AV collection item circulated
- **4** Display items circulated

GENERAL AND ADMINISTRATIVE ACTIVITIES

- Banned Books Week (September 26 – October 2) events included physical displays, virtual displays, and a virtual presentation by our keynote speaker, Dr. Patrick Lawrence

PUBLISHED? LET US KNOW SO WE CAN BUY YOUR BOOK!

- https://usclancaster.libguides.com/c.php?g=322991&p=2164202

HELPFUL LINKS

- Request Library Instruction: https://usclancaster.libguides.com/c.php?g=322991&p=2164214
- Place materials on Reserve: https://docs.google.com/forms/d/e/1FAIpQLSedUHSP4B1lin9BFQUZwff3SJhaHl9vcFsvECnTaMTLYcKd2A/viewform
- Book a Librarian: https://usclancaster.libguides.com/c.php?g=322991&p=2164200

- Reserve the library computer lab: https://usclancaster.libcal.com/space/113144
- Document the impact of your scholarly activities: http://bit.ly/20Gu02g
- Check out tools for teaching and learning support: http://bit.ly/1nMHxrm

Matt Williamson
Director, TRiO Programs

REPORT TO THE FACULTY ORGANIZATION
October 1, 2021

Opportunity Scholars Program:
- 44 OSP students participated in the **Constitution Day Quiz Challenge** on Thursday, September 16th. A total of 113 faculty, staff and students participated in this event
- 25 students enjoyed a cultural field trip to the Biltmore Estate and Gardens in Asheville, NC on Friday, September 17th
- The **PAL Information Workshop** which will be held in the TRiO Learning Resource Center at 12:15 PM on Tuesday, October 5th will be open to all USCL students and free lunch will be provided to the first 50 students who attend
- 24 students are expected to participate in our overnight fall break trip to Savannah, GA on October 7-9, 2021

Upward Bound:
- Dean Collins presented to several of our returning participants at the first session of the 2021-22 academic year on September 21st
- Many thanks to Ken Cole and Tyrie Rowell for assisting our participants in the **Virtual Financial Aid Night** event on Thursday evening, September 30th, at 4:30 PM
- A virtual session to help participants navigate the TutorMe online tutoring platform will be held on Thursday, October 7th at 4:30 PM
- Juniors and seniors will attend USCL's **VIP Sunset Tour** on Thursday, October 14th
- There will an in-person session at USCL on Tuesday, October 19th at 4:30 PM
- Juniors and seniors will participate in the **College Application Night** event on Thursday, October 21st at 5:00 PM
- Senior participants will attend the **College Goal SC** event on Saturday, October 30th

Community Service:
- 922 items were collected and packed into 10 large boxes for needy children at Brooklyn Springs and Clinton elementary schools as part of the **USCL Cares Back-to-School Campaign** during the month of September
- OSP student volunteers will deliver these boxes (5 per school) the first full week in October
- The **USCL Cares Annual Food Drive** will begin on Monday, October 4th and conclude on Wednesday, November 3rd, to benefit both Brooklyn Springs and Clinton, as well as the USCL Student Food Pantry

Hiring Priorities Committee 2021 Preliminary Report
13 July, 2021

Committee Members:

Todd Scarlett (Chair)	Chris Judge
Steven Campbell	Tracey Mobley-Chavous
Stephen Criswell	Tania Wolochwiansk

The Hiring Priorities Committee has considered faculty hiring needs for next year. The committee has received input from the faculty, Dean and Division Chairs and has developed a prioritized list of hiring recommendations.

Faculty Hiring Priorities for 2021-2022:
Art - Replacement Hire(s) for Fran Gardner
"Perhaps the best measure of your value as an employee is how many people it takes to replace you. " – T. Scarlett

In anticipation of her retirement, Fran Gardner, along with Brittany Taylor, assessed needs in our art program and wrote a summary of recommendations to meet those needs, including three faculty and staff hires. These recommendations were submitted to campus administration and shared with the Hiring Priorities Committee. In consultation with Professors Gardner and Taylor, and the Native American Studies Director and associated faculty, the Hiring Priorities Committee offers the following hiring recommendations:

1. Tenure-track hire in art with a graphic design emphasis. Should be able to teach all levels of design, foundation studios, art history surveys and art appreciation.
   - ARTS 102, 103, 104, 107, 108, 111, 230, 241, 245, 246, 260
   - ARTH 105, 106
   - ARTE 101

2. Curatorial Assistant. Full-time staff. Manage installations, gallery prep, transportation of art and exhibits, events and digital collections working under the supervision of the Director of Galleries, Professor Taylor.

3. Tenure-track hire in art with an art education emphasis. Should be able to teach all levels of art education and intro art courses.
   - ARTE 525, 530, 540, 550
   - ARTH 105, 106
   - ARTS 102, 103, 104, 107, 108, 111, 230, 241

The positions are listed in order of priority. We feel that these positions will best meet student needs and will increase interest in our art offerings.

For the curatorial position, the committee feels very strongly that the administration should work closely with Professors Taylor and Gardner to delineate a specific list of duties for the position.

Second CSCE Instructor
This is an important discipline for many majors should remain a high priority. Given the high course loads that Dr. Bohonak and Dr. Currence have been maintaining and the demand for CSCE courses, the committee recommends hiring a full-time computer science instructor. The committee considers the CSCE instructor a very high priority.

E-Sports Coach
There is interest from the USCL administration to develop an E-Sports Program on our campus. This would be a competitive gaming team that would compete with other PC campuses and other colleges and universities. Dr. Lekan has developed a proposal that recommends hiring a coach for the team. He recommends that we hire a faculty position in graphic design with job duties split 50% instruction, 35% coaching and recruiting and 15% community outreach and programming.

The committee has considered this suggestion in light of the art hires listed above and suggests a different approach. We feel strongly that the tenure-track graphic design hire listed above should not be split. We need to offer more Carolina Core and foundational art courses immediately and our first art hire should be teaching a full art load. Splitting a new tenure-track faculty member's position would overburden the person as they seek to gain tenure. We feel that encouraging the new art faculty member to volunteer to coach as an overload or additional paid position would be detrimental as well. We also feel that it is important to hire the best graphic designer that we can and not look for someone who happens to have an interest in gaming. The overlap between the two seems thin and our priority is to hire the best faculty member we can. Therefore, we recommend the coach be a part-time hire, as are coaches of other teams.

English
Dr. Hammond now has a full-time position in the Provost's office and we've been on the verge of needing an additional English professor for some time. Though this need came to our attention after we completed our deliberations and developed our preliminary report, the committee supports hiring for a tenure-track position in English.

Columbia Senate Report

USCL Members Reporting to USCL Faculty Organization

Date of Report: Oct 1, 2021 Faculty Meeting

Dates of Columbia Senate Meetings: Sept 8, 2021

General

Presentation by CTE regarding accessibility of online course materials and universal design of online courses. CTE has resources and training. The emphasis is on making course materials accessible going forward, rather than making older material accessible. Can use Blackboard Ally. Especially concerned with digital media.

Curricula & Courses and InDev

A public list of all proposed changes is available by following this link: https://sc.edu/about/offices_and_divisions/provost/planning/academicprograms/proposals/submitted-for-approval.php

On that webpage, you may search or filter by status, course title/number, college/school, proponent or Carolina Core Learning Outcome. Each entry gives a detailed description of the proposed changes, justification, date it goes into effect, and the approval process.

The following is a summary of changes voted on in the February meeting.

- Change in Course:

    o ANTH 231 African-American Cultures

    o ARTS 345 Visual and Verbal Interaction

    o ARTS 465 Advanced Illustration

    o BIOL 301 Ecology and Evolution.

    o ENGL 395 Classical Drama

    o PHYS 102 The Physics of How Things Work II

    o PHYS 201L General Physics Laboratory I

    o PHYS 202L General Physics Laboratory II

    o PHYS 211L Essentials of Physics I Lab

- PHYS 212L Essentials of Physics II Lab
- ITEC 301
- HRTM 357 Hotel and Restaurant Law
- HRTM 576 Franchising within the Hospitality Industry
- HRTM 584 Tourism Information Technology Issues
- RETL 295 Retailing Practicum

- New Courses:
  - ANTH 287 Special Topics in Archaeology
  - ANTH 288 Special Topics in Biological Anthropology
  - ANTH 289 Special Topics in Sociocultural Anthropology
  - ANTH 290 Special Topics in Linguistic Anthropology
  - ARTS 145 Design Technology & Concepts/Portfolio Review
  - HIST 450 LGBTQ History in the United States.

- Terminated Courses
  - ENGL 473 Film and Media Theory and Criticism
  - PHIL 473 Film Theory
  - PHYS 180 Physics Concepts.

- Change in Degree Program
  - BS in Cyber Intelligence.
  - Changed individual language majors (ex. BA in Spanish) to a general language major (BA in Language) with an emphasis in a particular language.
  - BA and BS in Sociology.
  - BS Statistics
  - BA Theater
  - BSBA Accounting
  - BA Early Childhood Education

- o   BA Middle Level Education

- o   Biomedical Engineering

- o   BS Hospitality Management

- o   BS Tourism Management

- New Degree Programs

  - o   None.

- Courses Approved for Distributed Learning Delivery

  - o   None.

- Courses Approved for Experiential Learning

  - o   RETL 295 Retailing Practicum

  - o   BIOL 303L Fundamental Genetics Laboratory

  - o   BIOL 302LCellular and Molecular Biology Laboratory

- Courses Approved for Graduation with Leadership Distinction: See online document https://sc.edu/about/offices_and_divisions/faculty_senate/documents/facsen_meetings/2020-12-02.cc_usc_connect_approved_elos.pdf

Palmetto College Academic Advisory Committee Report
September 29, 2021 (PCAAC meeting September 17; next meeting October 15)

- The committee is **lacking one representative from Lancaster** to be appointed by Chancellor Elkins.

- We're looking into **combining sections of Palmetto courses**, something that should simplify advising and registration. Now, those online course sections are listed on my.sc.edu as P11, P12, P13, and so on; students can only enroll in the sections assigned to their home campuses, and some sections get overenrolled while others are empty. Combining P sections wouldn't affect funding—the money follows the faculty.

- Committee member Steve Lownes of Union will manage a proposed **revision of the BOL** curriculum. We'll recommend purging options for courses that haven't been offered in years and adding options to account for courses developed since the approval of the current version of the BOL. Please send any recommendations to Steve and me.

- We're trying to get Columbia's admissions office to change **inconsistent admissions standards** for the BOL and the BLS. UofSC has one set of standards for students transferring from outside the system and a tougher set of standards for students transferring from inside the system. The change would involve admitting students into the BLS and BOL after having completed thirty hours.

- In light of COVID-exacerbated problems with **academic integrity** in online courses (Columbia's Office of Academic Integrity managed 1300 complaints in spring 2021), we'll generate a list of faculty-tested suggestions to complement existing UofSC resources.

This committee considers academic policy and curriculum issues concerning those associate and baccalaureate degree programs that are offered across all the Palmetto College Campuses. The committee advises the Chancellor and/or Associate Provost on matters pertaining to academic policy for these programs, such as student grievances, readmission petitions, and other policy items. The committee will also consider matters pertaining to the curricula for these associate and baccalaureate programs and will make recommendations for curriculum changes to the Faculty Senate, via the System Affairs committee. Since the Baccalaureate degree programs are offered under the auspices of the Provost's Office, the Columbia Faculty Senate must approve any curriculum changes for the baccalaureate degree programs as well.
(Palmetto College Campuses Faculty Manual 2021, pp. 3-4)

2021-2022 English Search Committee Report to the Faculty Organization 10-1-2021

The search committee and the Academic Dean's office have come to a consensus about the text of job ad (see below). We expect it to be distributed to the relevant outlets by mid-October or earlier. As applications begin coming in, the committee will keep the faculty organization apprised of its progress.

Committee Edits Assistant Professor of English

The University of South Carolina Lancaster, a regional campus of the University of South Carolina located approximately thirty-five (35) miles south of Charlotte, NC, seeks candidates for a tenure-track faculty position in English beginning August 16, 2022. Applicants should hold a Ph.D. or other terminal degree in English or a related field including credentials necessary for departmental approval to teach selected English courses.

The primary teaching responsibilities will be in rhetoric and composition, and demonstrated expertise in these areas is preferable, whether from experience, training, or publication. Candidates engaged in other scholarly areas, particularly creative writing, are also invited to apply.

The position will normally require the teaching of twelve credit hours per semester or its equivalent. In addition to teaching foundational courses for first and second-year students, there are opportunities to teach upper division courses in the University's Palmetto College online bachelor's degree programs.

Along with teaching duties, scholarship and university/community service are expected. Preference will be given to candidates with experience teaching and advising undergraduates.

Candidates must have a demonstrated commitment to diversity, equity, and inclusion.

Application materials are accepted online https://uscjobs.sc.edu (Posting Number _____). Applicants must complete an application, upload a cover letter that specifically addresses the applicant's qualifications, provide a curriculum vitae, and share graduate transcripts online. Applicants must also provide contact information, to include an email address, for a minimum of three professional references. The University of South Carolina Lancaster, through the State of South Carolina and Public Employee Benefit Authority (PEBA), offers state employees a

valuable benefits package, including health and life insurance, generous paid leave and retirement programs. The University of South Carolina Lancaster does not discriminate in educational or employment opportunities on the basis of race, sex, gender, gender identity, transgender status, age, color, religion, national origin, disability, sexual orientation, genetics, protected veteran status, pregnancy, childbirth or related medical conditions.

Proposed Revisions to Compiler Description
University of South Carolina Lancaster Faculty Organization

Brief Title of Proposed Change	Update Compiler Description
Individual Proposing Revision	Shemsi Alhaddad
Date of Presentation to Faculty Organization	October 1, 2021
Faculty Organization Approval Date	

Rationale for Proposed Revisions

1. The Faculty Manual only requires the T&P candidates' average and their campus' average. Requiring discipline-specific comparison data for all candidates, including those who don't want it, is stressful to some candidates and time-consuming for the compiler. The change to the policy continues to allow candidates to request that information if they want it, but also allows candidates to not request it.

2. Although the database is better organized now, it still contains errors. Some faculty have classes listed that they did not teach. Others are missing classes. Sometimes names are misspelled, and hyphenated names may be listed in different ways. Providing a screenshot gives the candidates the opportunity to check the classes attributed to them before the compilation is run.

3. Other minor changes were made for clarity and consistency.

Summary of Proposed Revisions

Update compiler description to match PCC Faculty Manual and to ensure an accurate list of courses

taught by the candidate.

Section and page numbers of the current Bylaws for proposed revisions
Note: Additions are in red and underlined. Deletions are red, struck through, and underlined.

Current	Proposed
For faculty member going through these processes (referred to as "the candidate" below), the compiler will create a report that includes the following: • An average of the course evaluations of the candidate. • The campus-wide average for the same time-frame. • The average of the candidate's discipline on the campus. The compiler will also request from Palmetto College administration the following: • The average of courses in the candidate's discipline across the regional campuses for the same timeframe	For faculty member going through these processes (referred to as "the candidate" below), the compiler will create a report that includes the following: • An average of the course evaluations of the candidate. • The campus-wide average for the same timeframe. • The average of the candidate's discipline on the campus. The compiler will also request from Palmetto College administration the following: • The average of courses in the candidate's discipline across the regional campuses for the same timeframe

	Faculty who wish to make comparisons with others in their discipline or similar disciplines may request the average for those disciplines at USCL or across Palmetto College. It is the candidate's responsibility to provide the compiler with an appropriate definition of their discipline.
Timeline Within one week after the Faculty Organization election results are announced, the following will occur: • The outgoing compiler will provide the elected compiler with all login and training information. • The elected compiler will contact the Academic Dean to request a list of individuals undergoing third year review, tenure, promotion or post-tenure review. Before the last day of class for the spring term, the compiler will contact each candidate on the list provided by the Academic Dean. The candidates should return contact as soon as possible and no later than May 15. The candidate will provide the compiler with the information requested below. By June 1, the compiler will provide the candidate and the campus administration with the Summary of Teaching Evaluations Dataset, as described in the Palmetto College Campuses Faculty Manual.	**Timeline** Within one week after the Faculty Organization election results are announced, the following will occur: • The outgoing compiler will provide the elected compiler with all login and training information. • The elected compiler will contact the Academic Dean to request a list of individuals undergoing third year review, tenure, promotion, or post-tenure review. Before the last day of class for the spring term, the compiler will contact each candidate on the list provided by the Academic Dean. The candidates should return contact as soon as possible and no later than May 15. The candidate will provide the compiler with the information requested below. The compiler will provide the candidate with a screenshot of the courses listed for them in the database by May 20. The candidate will review the screenshot and notify the compiler of any errors by May 25. By June 1, the compiler will provide the candidate and the campus administration with the Summary of Teaching Evaluations Dataset, as described in the Palmetto College Campuses Faculty Manual. Comparison data and data from Palmetto College might not be available by June 1.
Information Requested from the Candidate It's the candidate's responsibility to provide the following information to the compiler by May 15. The compiler may request additional information in order to complete all requests.	**Information Requested from the Candidate** It is the candidate's responsibility to provide the following information to the compiler by May 15. The compiler may request additional information in order to complete all requests.

- An appropriate time-frame. - All names used by the candidate during that time-frame. - An appropriate notion of discipline. - Any classes taught within the USC system but outside of the Lancaster campus, including Columbia Regional Palmetto courses, during the time-frame.	- An appropriate timeframe, <u>as described in the Faculty Manual.</u> - All names <u>and possible spellings of names</u> used by the candidate during that timeframe. - <u>If requesting additional comparison data, a list of courses for the comparison.</u> <s>An appropriate notion of discipline.</s> - Any classes taught within the USC system but outside of the Lancaster campus, including Columbia Regional Palmetto courses, during the timeframe.
Notes - Suitable alternatives will be chosen by the compiler and candidate when the discipline-specific reports do not conform to the anonymity standards, or are otherwise unavailable or unsuitable. - The candidate will determine what notion of discipline is appropriate. - The compiler will provide work-related data requested by any faculty member, provided this data conforms to the anonymity standards and is requested with 15 days' notice.	Notes - Suitable alternatives will be chosen by the compiler and candidate when the discipline-specific reports do not conform to the anonymity standards or are otherwise unavailable or unsuitable. <s>The candidate will determine what notion of discipline is appropriate.</s> - The compiler will provide work-related data requested by any faculty member, provided this data conforms to the anonymity standards and is requested with 15 days' notice.

Shaw Scholarship Award Nomination Sheet
for Adam Biggs

Publications

Dissertation

> Biggs, Adam. "The Newest Negroes: Black Doctors and the Desegregation of Harlem Hospital, 1919-1935." Doctoral dissertation, Harvard University, 2020.

Articles & Blog Post

> Taylor, L. A., O. Udeagbala, A. Biggs, H. M. Lekas, and K. Ray. "Should a Healthcare System Facilitate Racially Concordant Care for Black Patients?" *Pediatrics* (Sep 3, 2021).

> "44 Years after the Civil War, Our City Erected a Monument: Understanding Those Decades Is Crucial in Today's Debate." Guest column, *The Lancaster News,* 18 July 2020.

> "Desegregating Harlem Hospital: A Centennial" *Books, Health, and History* blog, New York Academy of Medicine (Aug 2019)

Grants and Fellowships Awarded

> Post-doctoral Research Fellowship, Department of the History of Medicine, Johns Hopkins University School of Medicine (July 1, 2021 – June 30, 2022)

> Research and Productive Scholarship Grant, USC Lancaster (Summer 2021)

Invited Keynote Lectures and Panels

> "The Godfrey Nurse Affair: How Intersectional Tensions Shaped Black Professional Legitimacy during the Desegregation of Harlem Hospital, 1919-1935." History of Medicine Colloquium, Johns Hopkins University School of Medicine (Oct 7th, 2021)

> "If Racially Concordant Care Is a Benefit for Black Patients, How Should Health Care Organizations Respond?" Organizational Ethics Consortia, Center for Bioethics, Harvard Medical School (Jan. 22, 2021)

> "How Long Will We Wait? The Desegregation of American Hospitals," *Race and Health Series*, New York Academy of Medicine (July 10, 2019)

> The Don Carlos and Alice V. Peete Lecture in the History of Medicine, The Department of History and Philosophy of Medicine, Kansas University Medical Center, Apr 11th, 2019.

> Trent History of Medicine Lecture Series, co-sponsored by History of Medicine Collection, Duke University and Bullitt History of Medicine Club, UNC Chapel Hill (Mar 26th, 2019)

National Media Recognition

> Flagg, Anna. "The Black Mortality Gap, and a Document Written in 1910." *New York Times* (New York, NY) 30 Aug 2021.

> Goldberg, Emma. "Pediatrics Group Offers 'Long Overdue' Apology for Racist Past." *New York Times* (New York, NY) 20 Aug 2020.

> Simkins, Chris. "American Racial Justice Movements Shape Change." Voice of America, 11 June 2020.

Additional Research Projects

> "Desegregating Lancaster: An Oral History Project," principal investigator, oral history collection from Lancaster, SC, residents who participated in school desegregation. Includes campus exhibit, public lecture, and oral history database.

Patrick Lawrence

Shaw Scholarship Award

My research explores intersecting issues of race and sexuality by analyzing how obscenity controversies are related to racial and sexual politics, especially when they pertain to literary and artistic works. Over the past few years, this work has culminated in a full-length scholarly monograph, which will be published as a book by Fordham University Press in 2022. In addition, I recently published an article on a related subject in *Asian American Literature in Transition* from Cambridge University Press. Further, this work was supported by three separate research grants and accompanied by three separate presentations at the Modern Language Association, the premier conference in English. Along the way, I have also presented portions of this research for the local campus, including the USCL research club and in three keynote lectures for Medford Library's annual Banned Books Week programming. Along with these projects, I have also completed scholarly written works that complement my teaching, including a book chapter on comics studies forthcoming soon, and a co-authored chapter on writing studies published in a collection in 2018, both from university presses with established reputations in the respective fields. Finally, this year I began the process of collaborating with a colleague at another institution as editors for a collection about obscenity and comics, for which I will also contribute a chapter. We have secured more than a dozen contributors and I drafted a proposal that has had some interest from a publisher. We will be submitting the proposal this fall.

Patrick Lawrence

Plyler Service Award

In a strictly numerical sense, I am kept happily busy with service to the campus. I currently serve on 4 committees: the Research and Productive Scholarship Committee, the Native American Studies Committee, the Columbia Senate Ad Hoc Committee on Freedom of Expression, and the Library Committee, which I also chair. I am also currently on two separate search committees (English and Staff Librarian), and participated in the wildly successful search for an Assistant Librarian last year. I also served as a Palmetto College Faculty Senator and on the Honor Code Council, both for 3 years. In a more holistic sense, throughout my time at USCL, I have sought to increasingly dedicate my energies to those areas that capitalize on my training to make my efforts more effective. This includes, for example, my work on the Native American Studies Committee and the Library Committee, which dovetail with my research specialization in race and ethnicity and my study of book bans. In addition, through my Children's Literature courses, I have collaborated with the Lancaster County School District on several occasions. This includes coordinating and leading campus and school visits between my students and elementary students at Clinton and North Elementary schools. One of these projects was supported by a Horizon grant from the Arras foundation. By pairing my students in Children's Literature with local school classrooms, I am able to create community connections and enrich the learning for both my students and the kids in the school district. I continued this work as a research mentor with the Arras Foundation this summer, as well.