



Faculty Senate Meeting Minutes
March 11, 2022 | 2:00 PM
Jenkins Hall Auditorium

Call to Order**Monika Bubacz**

Dr. Bubacz called the meeting to order at 2:00PM

Approval of Minutes from 2-11-22**Monika Bubacz**

See document in the Senate meeting folder in SharePoint.

No discussion, no corrections. Senate voted. Passed, minutes approved.

Undergraduate Curriculum Committee Recommendations**Gregory Mazzaro**

See document in the Senate meeting folder in SharePoint.

No discussion. Senate voted. Passed, motion carried.

Graduate Curriculum Committee Recommendations**David Greenburg**

See document in the Senate meeting folder in SharePoint.

Discussion:

- What is the status of joint programs with CofC? Are we keeping the joint programs or getting rid of them?
 - As of right now, joint programs are continuing for at least another academic year

Senate voted. Passed, motion carried.

Faculty Senate Charter Revisions – 2nd Vote**Amanda Mushal**

See document in the Senate meeting folder in SharePoint.

No discussion. Senate voted. Passed, motion carried.

Faculty Manual Approval**Monika Bubacz**

See documents in the Senate meeting folder in SharePoint.

Discussion of Amendments:

- Faculty Governance Committee (FGC) would like to identify two small changes that need to be made:
 - Department Head Selection Process (p. 11, third and fourth paragraphs, see document in SharePoint)
 - Internships, Directed Studies, and Mentoring Student Research (p. 26, see document in SharePoint)

Senate voted on amendments from FGC. Passed, motion carried.

No further discussion of Faculty Manual. Senate voted: 0 nays, 1 abstention. Passed, motion carried.

Resolution on Academic Freedom**Kerry Taylor**

See document in the Senate meeting folder in SharePoint.

In recent weeks, campus faculty have expressed concern regarding 6 bills in the South Carolina legislature that restrict discussion and teaching of racism and related issues. Following the lead of other institutions, we drafted this resolution to affirm our commitment to academic freedom as expressed in the Faculty Manual and in our college regulations. Educators, rather than politicians, should make decisions regarding learning/teaching.

A motion was made to table the resolution until the next Faculty Senate meeting in April, as the resolution includes sensitive statements that are pending legislation (some departments have not had time to discuss this in detail).

- Seconded.
- Discussion:
 - Timing is important because this will be decided by the legislature before the next Faculty Senate meeting.
 - What power does the legislature have over the freedom of speech/academic freedom? Can they become involved in university courses?
 - State can exercise quite a bit of power regarding what is taught in universities (example: new history course in years past)
 - This is a major and important resolution that deserves more time and consideration before a vote.
 - Reminder from Dr. Bubacz: senators receive documents a week in advance and are responsible for reading and discussing beforehand.
 - What is the Faculty Senate policy regarding resolutions?
 - Unknown, other than they happen occasionally.
 - Will a decision today truly affect the vote of the state legislature?
 - Tabling this removes our voice in the matter; this affects the faculty.
 - Vote to table the resolution: 13 ayes, 26-28 nays, 0 abstentions.
Resolution not tabled.

Discussion of Resolution:

- What are the bills that affect Higher Education?
 - South Carolina House Bill 4605 is the most pertinent.
- Issue is not about critical race theory. The issue is about what the state legislature can and cannot tell us what to teach. This is about academic freedom.
- Will The Citadel lose funding if we put forward this resolution?
 - Dr. Selden cannot speak to what will happen. However, we did lose funding when the Confederate flag was taken down from the chapel.
 - Dr. Selden will discuss academic freedom with the board at the next meeting, and the board supports academic freedom – it is reflected in the Faculty Manual and our regulations.
- If some of these laws pass, they do include penalties regarding funding. This would restrict the kind of teaching we do here.
- Funding is under threat either way in higher education. This resolution will not do any irreparable harm because legislation can cut our funding separate of this issue.
- The University of Florida took sanctions against their own faculty. We represent the faculty, not the school as a whole. We should be able to defend academic freedom. Funding is cut no matter what.

- This is chilling. History cannot be taught without these topics. Academic Freedom is key to everything we do. We need to know that the Faculty Senate backs us in having these difficult discussions and lessons.
 - Seconded by another faculty member – teaching the Holocaust could be affected by this as well. Funding loss and fear of funding loss is a constant threat. We should not be ruled by that fear or else legislation is already in control.

Vote on supporting the resolution: 26 ayes, 6 nays, 4 abstentions. Resolution passed.

Update from the Provost

Sally Selden

See slideshow in the Senate meeting folder in SharePoint.

Congratulations to Dr. Jennifer Albert, ZFSOE, for becoming a 2022 Fulbright Scholar. She will be working in Australia over the summer on her project, “Mobile Making Down Under.”

Congratulations also to Cadet Savannah Harris, 2022 Newman Civic Fellow. Ms. Harris was nominated through the Krause Center.

Summer research grants were awarded (see slideshow).

The Baker School of Business’s MBA Program has received their highest-ever ranking in US News and World Report (moved from #88 to #37). Correction made at 4/8/22 meeting.

The Zucker Family School of Education’s CHE grant was fully funded for three years (\$700,000 for Summer Learning Loss for incoming knobs).

Many thanks to Dr. Shankar Banik (Cyber and Computer Sciences) and his team for hosting the Jack Voltaic Cyber Conference (one of only four in the country) and leading the way for cyber for South Carolina. This event brought key players from around the state and the country to talk about cyber and cyber infrastructure. About \$24 million in federal funding for cyber are coming soon (in partnership with other Senior Military Colleges).

Byrd Hall will undergo some renovations over the summer for the Nursing program and the new Climate Center. The Deas Hall pool, first constructed in 1976, is being drained due to concrete and structural issues, and will be closed for some time.

Please refer to Chaplain Aaron Meadows’ email regarding support for Ukrainians.

Welcome to Triz Smith, M. D., who was recently appointed to the Board of Visitors by Governor McMaster.

We are having a banner year coming out of the House Ways & Means Committee. Approvals include \$24.5 million for the Engineering building, \$1.189 million in recurring funding (with the stipulation that we do not increase tuition), and a one-time fund of \$4 million for maintenance, renovation, and replacements. Senate finance presentations will be held on March 31.

HR is working with school deans and a newly-hired analyst to identify benchmark schools and departments for salary analysis. We want to be positioned to make salary adjustments based on 50% of the market rate.

Dr. Karin Roof will present soon on SACSCOC standards. We need to make sure we are compliant before we enter the program year of record (next academic year).

Remember to use the Cadet Accountability System (CAS) for absences. It is imperative for cadet accountability. If you have adjuncts who do not use the system, or do not know how to use the system, please work with them. Do not use an alternative system for marking absences.

There are many current concerns in higher education such as academic freedom and changing demographics, as well as recruitment and retention. Dr. Selden met with other provosts from the SoCon, who agreed that applications are down and there are challenges. Dr. Selden has never been more proud of a group than our admissions team. They are working hard, above and beyond, to increase applications. Dr. Selden gave special recognition to Dr. Kelly Brennan and Dr. Deirdre Ragan. Applications are higher than they were last year, and we have crossed 500 deposits. Our CSI program and online orientation should help reduce “summer melt.”

According to the Georgetown University ROI report: we received the highest ROI (return on investment) in the state of South Carolina (see slide in SharePoint). Students have high earning power and are getting more for their money at our school (11:1 student faculty ratio, 17.6 credit hours per student, highest graduation rate in South Carolina, etc.).

Student Excellence day is April 8. Please encourage your students to submit, and please attend this event and interact with students.

Dr. Karin Roof & QEP: Topic Selection Announcement (See slides in SharePoint)

- AY 22-23 is year of record (except for academic assessment, which is 2-3 years)
- Site visit will be March 4-7, 2024
- Next QEP is: ADVISING (High Impact Practices was a strong second)
- Call to action: re-organization for the next phase
 - Citadel faculty, staff, and students are needed for the next phase of assessment, marketing, research and best practices, curricular and co-curricular initiatives, and resources (would report to Dr. Simon Ghanat and Dr. John Robinson, co-chairs of steering committee).

COL John Robinson & CSI 2022 (See slides in SharePoint)

- Thanks to everyone for helping to offer courses for CSI
- Two sessions this year (June 2-July 1 and July 5-July 30)
- MATH, STAT, CRMJ, INTL, LDRS, and RPED courses will be offered, in addition to physical training, academic support services, intramurals, cadet life lessons, ESP, and R&R.
- Focus on retention – incoming knobs will have the option for a buddy program (joining the same company during matriculation)

Dr. Diana Cheshire & Online Orientation for Incoming Knobs (See slides in SharePoint)

- “Forward, March!” – The Citadel’s Virtual Fourth Class Orientation

- Purpose is Readiness and Retention, and will include six modules with videos, to be completed in sequence:
 - Citadel Pride
 - Path to Success (financial aid, placement exams)
 - Academic Readiness (looking at degree profile in Banner, navigating Lesesne Gateway)
 - Cadet Life and Resources
 - Commandant’s Corner (60 days of physical readiness)
 - Matriculation Ready
- Will run April 23 through Matriculation Day, online via Canvas Student mobile app or Canvas website
- Please contact COL Gordon and/or COL John Robinson if you have any questions

Questions:

- What will be the involvement of department chairs in knob orientation?
 - Different than the past – linking departments to the student (asynchronous)
- “Forward, March!” will be for all in-coming students (CSI and others)
 - Mental readiness will now be part of the process - 30 days of mindfulness, etc. (with support from the Department of Psychology).

Telehealth is now on offer on campus, in large part in thanks to Dr. Chip Taylor and the Department of Psychology.

More updates from Dr. Selden:

We have an agreement with MUSC to run the infirmary and we may merge mental health in the future.

On April 23, we will be hosting an academic fair for incoming students (Admitted Student Day, same day as the Bulldog Challenge). Recognition Day is Friday, March 25, and Corps Day is Saturday, March 26.

Questions:

- Faculty House update?
 - It is done and available for use
 - Please reach out to the Provost’s office (specifically Carla DeMille) for availability and to book for faculty events
 - No official “ribbon cutting” yet – stay tuned!

Standing Committees

- Financial Affairs
 - At the beginning of the year, the Financial Affairs Committee was charged with evaluating some programs on campus.
 - What is the charge? The charge is to gather and analyze data about the lowest enrolled programs (currently includes Corps of Cadets programs in MLNG and ENGL, the Citadel Transfer Program in PSCI, and the M.A. in Sports Management).
 - From there, the committee will reach out to Institutional Research staff for data:

Amanda Mushal

Robert Riggle

- We are still collecting data, some of which includes faculty salary and add-pay, staff salary and add-pay, etc., (Fall 2016-Spring 2021).
 - We are analyzing the costs of having a faculty member teach a certain course.
 - What we are missing are the data on the contribution from the student (revenue generated through tuition and fees)
 - The Committee recently had a meeting with ITS to request Banner information regarding what students are charged, what student payments were made, what the assessed fees were other than credit hour charges, any abatements for students (what money did we provide to offset costs and where did that come from), and abatements for salaries (grants that offset faculty salaries). We are currently collecting these data (which reside in different places).
 - What is the expected outcome?
 - It is too early to tell, given that analysis cannot yet truly begin. Once data are compiled, analysis can be done.
 - The way we are approaching this is that we can analyze these programs as well as others on campus for the next five years.
 - Analysis should help determine what the minimum section size should be.
 - Which programs are breaking even (in terms of revenue)?
 - We have a unique budget situation on campus – this should help shed light on where we can make changes (committee provides data and analysis, not decisions)
- Questions:
 - How was it decided that programs under analysis would not be informed?
 - The analysis is not done, so there is nothing to tell those departments yet.
 - Concern was expressed about faculty not being involved
 - No decisions have been made; analysis of data is to help later.
 - Dr. Bower: The EAB (Education Advisory Board) approach is still in place; this is to provide additional data to help make improvements. We do not know the financial situation of any of our programs. Right now, we just have fragmented data. This is to help us help you. There are no decisions being made yet.
 - This is a faculty committee; representatives should pass along pertinent information when possible (so that there are no surprises).
 - Why is faculty not involved in the salary review?
 - The salary review only just started, and we are working with the Deans first. The review will work its way down; this is just the beginning (faculty will be involved later).
 - What is the definition of enrollment?
 - Program productivity (number of students in the major/program of study). For example, MLNG may not have many majors, but they still teach courses for many students.
 - Faculty called a “red flag” on minimum enrollment for courses. For example, writing-intensive courses are different in terms of workload for faculty per student.

- We are still analyzing the data – each program has unique needs and requirements. For example, PSCI has a cap on program enrollment.
 - This is just looking at the numbers. There was a hard number in the Faculty Manual, but it is not based on any of this analysis.
 - Measuring program productivity: who is deciding which factors will be used?
 - We do not know yet. We are still just gathering data.
- The Faculty Senate Executive Committee would like to remind everyone that the Leadership and Facilities & Services committees no longer need staffing.

Senate Executive Committee Elections

Monika Bubacz

- Chair Elections results
 - Dr. Amanda Mushal will be the next chair (starting AY 22-23), with 94% positive votes.
- Call for Nominations for Vice-Chair, Recording Secretary, and Parliamentarian (biographical and vision statements due March 31)

Future Business

Monika Bubacz

- Spring Meetings - Fridays: April 8 at 2pm, April 29 at 12pm (both in Jenkins Hall Auditorium)
- In-person Senate meetings will follow the campus COVID guidelines – please share needs for special accommodations before each meeting.

Senate Announcements

Senators

- Reminder: if you have anything to bring to Senate for a vote, reading day will be next meeting (April 8), voting day will be last meeting before summer (April 29).
- Sabbaticals Committee: preliminary call for sabbatical applications will be April 12.

Adjournment

Monika Bubacz

Meeting adjourned 3:35PM.