

2
3 **THE UNIVERSITY OF SOUTH CAROLINA FACULTY SENATE**

4
5 Wednesday, June 1, 2022

6 This session was held entirely online.

7 PRESIDING CHAIR AUDREY KORSGAARD

8 CHAIR AUDREY KORSGAARD called the meeting to order at 3:00 pm EST.

9
10 **Called Meeting of the Faculty Senate**

11
12 CHAIR KORSGAARD welcomed the members to the Faculty Senate.

13 Faculty Senate is in violation of its Standing Rules. This is because the agenda was late (i.e., not
14 posted three days prior to the meeting) in getting posted. This was because BETSY MEADE,
15 administrative assistant to Faculty Senate, retired. The process of posting the agenda was more
16 challenging than anticipated. The late date of the posting resulted in Faculty Senate being in
17 violation of Standing Rule 4, Section 1 (i.e., the meeting cannot be held). The meeting can be
18 held if Senators vote to suspend this rule for today's meeting. This vote requires a simple
19 majority. If a simple majority is not achieved, this meeting will be adjourned. Faculty Senate will
20 then be in violation of the Bylaws, which require us to have a meeting in June. We will need to
21 meet shortly, no sooner than three days from today.

22 A vote to suspend Standing Rule 4, Section 1 was held. This vote is for a one-time suspension.
23 The vote for suspending Standing Rule 4, Section 1 passes. The meeting will be held today
24 (Wednesday, June 1, 2022).

25 CHAIR KORSGAARD stated that the Hiring Committee is in the final stages of hiring a
26 replacement for BETSY MEADE. A person is also being hired half-time to help with the
27 Courses & Curricula Committee.

28 Thanks were provided to the three IT persons helping with this meeting.

29 **Corrections to the agenda:** An item on the agenda (Item 3 regarding the Chair-elect) is in
30 violation of the Bylaws of the Standing Rules. The deadline for electing a Faculty Senate Chair-
31 elect was missed (i.e., the April meeting deadline). Despite a valiant attempt, no nominations
32 were identified by April 2022. This reflects the level of burnout Senators are experiencing. It
33 took a lot of individual meetings after the April deadline to identify someone to agree to be
34 Faculty Senate Chair-Elect. According to the Bylaws, the election will take place in October
35 2022.

36 A report from the Athletic Advisory Committee will not be provided today.

37 **Corrections to the minutes:** There were some typographical corrections to the minutes; the
38 corrections were made. The minutes were approved.

39 **REPORT OF THE OFFICERS**

41 JASON CASKEY, President and Chief Executive Officer, University Foundations, provided an
42 update on the University's divestment of fossil fuels. Mr. Caskey explained that University
43 Foundations holds donor funds. These funds are subsequently invested and provide support to
44 the university through fellowships and other types of support.

45 In March 2020, when Faculty Senate passed the Resolution asking UofSC to divest in its fossil
46 fuel investments, this request was sent to then PRESIDENT BOB CASLEN. President Caslen
47 sent a letter and the resolution to JASON CASKEY.

48 Subsequently, the Student Senate passed a similar resolution that was sent to JASON CASKEY.
49 The two resolutions were very similar. Jason Caskey presented both resolutions to the
50 Educational Foundation Board of Directors at the May 2021 meeting. The decision was made to
51 appoint an ad hoc committee, named Ad Hoc Committee on Divestment (hereafter referred to as
52 The Committee). This committee was created to respond to the two resolutions.

53 The Board appointed seven members to The Committee. It is a diverse group of Educational
54 Foundation Board members. This group, along with a third-party investment consultant, was
55 charged with looking at both resolutions. UofSC employs a group called Fund Evaluation Group,
56 headquartered in Cincinnati. STEVEN HODGES is the Senior Advisor. This group helps UofSC
57 manage the Education Foundation investment portfolio.

58 BOYD JONES, long-time Board Member and the past chair was asked to chair The Committee.
59 The first meeting was held in September 2021; this meeting was primarily an organizational
60 meeting. During this meeting, the two resolutions were reviewed. The Committee asked the Fund
61 Evaluation Group to provide details and additional information on the composition of the
62 portfolio. The specific information requested included the total exposure of the energy sector and
63 any indirect investments involved in fossil fuels.

64 As of June 30th, last year, UofSC's exposure to fossil fuels was 1.8%; total exposure to the
65 energy sector was less than 5%.

66 The Committee discussed the resolution and the steps required to accommodate the resolution. It
67 was decided that input from senior leadership at the university was required, including the
68 President and Provost. Additional information was also needed from Faculty Senate and the
69 Student Senate.

70 The Committee met in October 2021. The purpose of this meeting was to hear from INTERIM
71 PRESIDENT PASTIDES (hereafter President Pastides) and INTERIM PROVOST CUTLER
72 (hereafter Provost Cutler). The resolutions were discussed. Interim President Pastides and
73 Interim Provost Cutler provided perspective on the issues. The Committee sought the
74 leadership's guidance on who should be included in the discussions. It was agreed that the next
75 two groups The Committee would talk with included Faculty Senate and Student Senate. This
76 decision was since the resolutions originated from these groups.

77 Student representatives were invited to the November 30th meeting. Four students attended the
78 meeting. Some of the students were part of the Student Senate. PROVOST CUTLER was invited
79 to this meeting. PROFESSOR MATT SUTTER, member of the Sustainability Committee, was
80 also invited to attend the meeting.

81 The students made a presentation to The Committee stating their case in favor of divestment of
82 fossil fuels. A good dialogue of questions and answers was held. The Committee promised to
83 keep the students informed of The Committee's progress.

84 Faculty Senate was invited to The Committee's January 2022 meeting. DRS. KORSGAARD,
85 NAGEL, SOUTHER, AND COOPER attended this meeting. Dr. Southern led much of the
86 conversation making the case for UofSC to divest from fossil fuels. A good conversation was
87 held.

88 UofSC's sustainability report was also discussed at the January 2022 meeting. DR. NAGEL was
89 invited to come back and present the report once it is completed.

90 A request was made by students to make a case that all ideas are entertained prior to divesting
91 from fossil fuel investments. A group of seven students from the Darla Moore School of
92 Business talked about the energy sector and its contributions. The students in attendance were
93 about to graduate and had jobs lined up. They encouraged The Committee to take certain actions
94 before the university divest. DRS. CUTTER and SOUTHER were at the meeting. There was a
95 good discussion.

96 By the end of March 2022, there were discussions with a) leadership, b) two groups of students,
97 and c) Faculty Senate. The decision was made that the thoughts of the incoming President
98 needed to be heard. Incoming President Amiridis will be invited to an upcoming meeting. DR.
99 NAGEL will be invited to an upcoming meeting if she is interested in attending. Some UofSC
100 Trustees have asked to present to The Committee.

101 In summary, a lot of work has been completed. This task has been taken seriously. The
102 Committee has tried to ensure that the constituents have been able to present their thoughts. The
103 good news is that a small amount of UofSC investments is in fossil fuels.

104 SENATOR SIMMONS asked if any of the stakeholders' mention keeping the investments.
105 JASON CASKEY stated that students from the Business School challenged the group to think
106 about key points that the energy sector is doing to rid themselves of direct investments in fossil
107 fuels. The group talked about hiring and contributions from the industry. The consultant
108 mentioned that no matter how hard UofSC tries, it will probably be virtually impossible to have
109 no investments that are tied in some manner to the energy sector. The Sierra Club, even after
110 divesting, has between 1-2% tied to the energy sector.

111 CHAIR KORSGAARD stated that she attended there was a presentation by a colleague from the
112 finance department. He talked about the fact that once an individual or organization divests, the
113 entity loses its voice. Investors have a voice in the industry. The finance professor made a case
114 that to minimize fossil fuel, stay engaged through investment.

115

116 SENATOR HARRISON asked if a decision has been made whether those investments will be
117 reinvested into oil and gas? JASON CASKEY stated that there are a few mature funds. Jason
118 Caskey's opinion is that those funds will not be reinvested. A discussion has not been held yet.

119 SENATOR REGALBUTO recommended that people understand that crude oil gives us a lot
120 more than just fuel. If UofSC divest from a company that gives us fossil fuel, we also cut out
121 specialty chemicals and commodity chemicals (e.g., skin creams). There are whole refineries in
122 some countries devoted to making synthetic textiles that we use every day. Let's be sure we
123 aren't taking a knee-jerk reaction against petroleum crude. It is still a very valuable resource that
124 can be turned into many other things than fuel.

125 SENATOR NAGEL reminded the viewers that the sustainability report is available for all
126 Senators to be circulated to faculty. Senators are encouraged to read the report and circulate the
127 report.

128 CHAIR KORSGAARD stated that all reports, including the sustainability report, are located on
129 the Faculty Senate website under the "past meetings" link.

130 SENATOR BYARS asked about the money not invested in fossil fuels. Are those sectors doing
131 well? JASON CASKEY stated that the fiduciary responsibility of the Ed Foundation is at the
132 forefront of these discussions (i.e., generate as much financial support for the students). The
133 energy sector has done well in recent years. If divestment does occur, it would be important to
134 identify areas to invest in that will result in equivalent or better types of investment.

135 SENATOR KHUSHF asked for clarification regarding the use of the term energy sector and
136 fossil fuel sector. Are the sectors under discussion equivalent? JASON CASKEY stated that his
137 use of the term "energy sector" refers to a very specific group of funds; UofSC has investments
138 that are energy-specific sectors.

139

140 INTERIM PROVOST CUTLER (hereafter referred to as Provost Cutler) thanked the Faculty
141 Senate for the time. The role of the Faculty Senate is critical to UofSC. Things at the university
142 have been relatively calm; this is the first time since Provost Cutler began in this position.

143 A few memories of the year:

- 144 • During fall 2021, COVID slowed down then ramped up with the DELTA variant.
- 145 • The university made its promise to deliver face-to-face education to our students.
- 146 • Faculty Senate recommended HEPA filters be purchased and placed in the classrooms;
147 this was accomplished. This demonstrated how valuable the input of the Faculty Senate is
148 regarding the running of the university.
- 149 • COVID OMICRON variant hit during the spring semester.
- 150 • Faculty showed incredible resolve in delivering face-to-face education to our students.
- 151 • In February, Provost Cutler issued a letter to the faculty regarding academic freedom.
- 152 • A lot of work was completed behind the scenes by the leadership and General Assembly
153 regarding academic freedom.
- 154 • The Provost Advisory Committee on Women's Initiative (PACWI) championed the
155 family leave bill for state employees. The governor signed this bill into law. This bill
156 allows parents to have up to six weeks of leave. Parents who adopt have up to two weeks
157 of leave. Tremendous appreciation is given to PACWI; this bill has a tremendous impact
158 on UofSC and across the state.

159 • We reflect on a very successful academic year. Provost Cutler thanked Faculty Senate for
160 their support of him as interim Provost.

161 Updates on Dean searches are as follows:

- 162 • Dean for College of Arts & Sciences was hired; DEAN JOEL SAMUELS accepted the
163 position.
- 164 • TRACY WELDON-STUART accepted the position of the Dean of the Graduate School.
- 165 • PETER BREWS, Dean of the Darla Moore School of Business, announced that he
166 wished to step down. A search will start in August.
- 167 • College of Education search is being led by LES HALL.
- 168 • University of Libraries is being chaired by WILLIAM HUBBARD. There are two
169 finalists. PROVOST-ELECT ARNETT will make the selection.

170 Enrollment is at the highest freshmen anticipated level. UofSC will pay close attention to course
171 offerings, food, housing, etc.

172 MICHAEL AMIRIDIS will start his tenure as President on July 1st; DONNA ARNETT will start
173 her position as Provost on August 1st. Both are working closely with transition teams.

174 CHAIR KORSGAARD thanked PROVOST CUTLER for his extraordinary efforts, particularly
175 during these difficult times.

176 INTERIM PRESIDENT PASTIDES (hereafter President Pastides) is at an SEC meeting. His
177 message is via a recording. President Pastides apologized for not being at the Faculty Senate
178 meeting at what would have been his last meeting as interim President. President Pastides
179 expressed his thanks to the Senate for a good and stable year despite so many environmental
180 challenges. President Pastides affirmed that “we are here, we are strong faculty and a strong
181 university”.

182 This was Dr. Pastides’ 12th year as president. He was delighted to share the platform with great
183 Faculty Senate leaders who selflessly commit time to shared governance. He thanked the faculty
184 for helping the university move through the pandemic. The university doesn’t know what the
185 future will bring, but President Pastides is confident that the Faculty Senate will be active in
186 advising the new president. President Pastides will go back into faculty as emeritus in the Arnold
187 School of Public Health. Go Gamecocks.

188 CHAIR KORSGAARD recognized and thanked President Pastides for his extraordinary service
189 during these difficult times. Appreciation was also extended to MRS. PASTIDES. Dr. Pastides
190 was extraordinary in his equanimity, his delivery, and follow-through.

191

192 **REPORTS FROM FACULTY COMMITTEES**

193

194 **COMMITTEE ON CURRICULA & COURSES**

195

196 CHAIR WINCHESTER stated two errors exist on the report that was circulated. The first error
197 was on page 6 (the Italian minor proposal). The second error was on page 13. An internal note
198 should not have made it into the report. Both errors have been corrected.

199
200 The Committee on Curricula & Courses presented 58 proposals. They are as follows:

Unit	N
College of Arts & Sciences	17
College of Business	3
College of Education	11
College of Engineering & Computing	5
College of Hospitality, Retail & Sport Management	4
College of Information & Communication	12
School of Music	6

201
202

203 SENATOR STERN perceived problems with core requirements resulting in implications for
204 transfer students. The change for Italian adds up to 24 hours. DR. VALTORTA identified the
205 problem; the problem was fixed earlier in the day. The correction was fixed; it was a scrivener's
206 error.

207 Senator Stern asked if any conversations were held regarding changes in the Carolina Core. C&C
208 CHAIR WINCHESTER did not recall any conversations to this effect. Senator Stern asked about
209 the BIOL requirement. TRENA HOUP stated that DR. KELLY solicited input from faculty who
210 were on the specialty team (related to scientific literacy). After this group approved the course,
211 the proposal was sent to C&C for approval.

212 Senator Stern asked about ARAB 290. Senator Stern believes that the topic (women writers in
213 the global south) limits the discussion to Arabian women. Other departments may want to
214 contribute to this topic. Senator Stern believes this course makes sense to be in WGST.

215 SENATOR MADDEN is one of several faculty members who proposed the course. The
216 suggestion was to run the course as a special topics course during fall 2022. The proposal would
217 be then redeveloped along the lines recommended by DR. STERN. TRENA HOUP confirmed
218 she just received an email from CHRISTI STEVENS (A/S) that the desire is to withdraw this
219 proposal for later consideration.

220 SENATOR STERN inquired why Computer Science & Engineering is no longer requiring a
221 grade of "C" or better for several courses. She wondered about the rationale and the impact on
222 assessment. SENATOR VALTORTA responded that the courses indicated are required however
223 they are not computer science or engineering courses. The courses are external to the college
224 (e.g., math). The majors are quite demanding. The adjustment is just fine-tuning. C&C CHAIR
225 STACY WINCHESTER also stated that the courses under consideration are not major
226 requirements but are program requirements. Assessment was not discussed at the C&C level.

227 SENATOR REKLEITIS stated that students still need to maintain a particular GPA to remain in
228 the program. SENATOR STERN believes it to be problematic (e.g., certification, ranking) to not
229 require a C in program courses. Senator Rekleitis responded that there are a lot of situations

230 where a student can mess up and still succeed. SENATOR VALTORTA stated that in Electrical
231 Engineering, there are several courses that can be passed with a “D”. Curricula are fine-tuned;
232 sometimes a “D” is acceptable.

233 A poll was provided for the edited slate of C&C proposals (minus one course from the College
234 of Arts & Sciences). The revised proposal was approved.

235

236 **SCHOLASTIC STANDARDS AND PETITIONS**

237 AMIE FREEMAN provided a report regarding transfer students on academic probation. A policy
238 expansion is being proposed. The change is in relation to academic probation. The current policy
239 states that students on academic probation participate in an academic coaching session through
240 the University Advising Center. Intervention has some success. University Advising Center as
241 well as the Assistant and Associate Dean’s Council wish to expand this intervention to include
242 first-year transfer students.

243 The background on this topic is as follows:

- 244 - In 2006, Faculty Senate passed the “academic recovery policy” to require all first-year
245 students on academic probation to attend an academic coaching session within the first 6-
246 weeks of the subsequent semester.
- 247 - Approximately 15 years later, UofSC has longitudinal data that shows this initiative has
248 been successful.
- 249 - In 2023, the university wishes to expand this academic recovery mandate to transfer
250 students.
- 251 - The last 10 years of this policy demonstrate its success of this policy.
- 252 - Students who attend academic coaching have a significant retention rate (81% in spring
253 2021).
- 254 - Currently, transfer students who are on academic probation are not required to participate
255 in academic coaching.
- 256 - This proposed policy will provide transfer students with incentives for one-on-one
257 coaching, major exploration, academic planning, self-assessments, etc.
- 258 - Without this mandate, students are less likely to achieve their academic goals.

259 Impact of the policy if approved:

- 260 - Approximately 60 transfer students per year will be serviced.
- 261 - No new financial resources are required.
- 262 - Approximately 10 years of first-year data showing a positive impact on GPA & retention
263 is provided.

264 A poll was provided to accept the change. The poll was approved.

265

266 **COMMITTEE ON ADMISSIONS**

267 The Committee presented two proposals. The first proposal dealt with the Carolina Online
268 admissions standards.

269 CHAIR KORSGAARD explained that the purpose of the admission criteria for UofSC Online
270 programs follows the prevailing criteria by student type, including freshman, military freshman,
271 transfer, system transfer, readmission, and non-degree. UofSC may engage in educational
272 partnerships and establish MOUs or contracts for which different admission criteria are applied.

273 Carolina Online no longer exists. UofSC is moving forward with the University of South
274 Carolina online programs. Programs that reference Carolina Online need to be revised. The
275 proposed changes strike the references to Carolina Online.

276 Both proposals are sufficiently similar. CHAIR KORSGAARD believes they can be introduced
277 together. They both pertain to the Carolina Online program.

278 The second proposal pertains to behavioral infractions related to Carolina Online. Since Carolina
279 Online no longer exists, the proponent wishes to remove the wording “Carolina Online”.

280 SENATOR MINETTE inquired about admission criteria; it seems to be different from the
281 original process. He asked for clarification in the wording, particularly around MOUs. CHAIR
282 KORSGAARD stated that specific language is in the Faculty Manual. TRENA HOUP stated that
283 the revised wording states that instead of having separate admission criteria, the online programs
284 will have the same admission criteria as on-campus admission criteria. The note at the bottom
285 (re: MOU) is because that is the current process. Chair Korsgaard and Trena Houp stated a
286 comment can be included to the effect of the Faculty Senate regarding the Faculty Senate’s input.

287 SENATOR MINETTE recommended the following statement be added to the proposal “Applied
288 upon approval of Faculty Senate”.

289 The motion to amend the proposal (i.e., adding the statement) was approved. The motion was
290 approved.

291 SENATOR STERN made a motion for the proposal to be returned to the committee and
292 resubmitted (the behavioral and criminal infractions). A poll was issued for this motion. The
293 proposal will be recommitted to the committee.

294 A poll was issued for the first proposal (Carolina Online standards). TRENA HOUP stated that
295 there are currently no references to Carolina Online in the Bulletin. The only urgency to passing
296 this proposal is in relation to online programs and following the regular mission criteria. CHAIR
297 KORSGAARD stated that there is no cost to recommitting this proposal as well.

298 A motion was made to recommit proposal 6.3.1. A poll was issued. The motion to recommit
299 passes.

300 **AD HOC COMMITTEE ON FREEDOM OF EXPRESSION**

301 SENATOR HARRISON thanked the committee members, faculty, staff, and administration
302 throughout the university. The Ad Hoc Committee on Freedom of Expression’s (hereafter
303 referred to as The Committee) charge was to a) review UofSC’s existing policies on freedom of
304 expression and b) consider whether the university should adopt the Chicago Principles of

305 Expression, adopted by the University of Chicago. The Committee reviewed the full university
306 policy manual. Little relevant material regarding freedom of expression was found. The report
307 contains a series of recommendations aimed at different sections of the manual, whose purpose is
308 to strengthen freedom of speech and academic freedom on campus. For example, the Libraries’
309 Manual currently includes nothing on academic freedom; The Committee recommends that the
310 manual should contain such information. It is important to include academic freedom protection
311 for librarians who are not on the tenure track. Recommendations will be forwarded to each
312 responsible policy officer.

313 Recommendations have been made for the Faculty Manual. These recommendations will come
314 before the Faculty Senate in September. The Committee recommends UofSC strengthen its
315 protection for freedom of speech in reference to AAUP principles. Currently, the Faculty Manual
316 refers generally to UofSC’s endorsement of AAUP principles. The Committee recommends a
317 more specific statement with a link that endorses the 1940 statement with the 1970 annotation.
318 Annotations are important because they detail academic freedom to all instructors not just those
319 on a tenure track.

320 The second portion of The Committee’s charge was to consider if UofSC should adopt Chicago’s
321 Principles. The Chicago statement was authored in 2014. The Committee at UofSC concluded
322 that we should write our own statement. The statement “Principles of Academic freedom and
323 free expression” is in the report. The statement draws on the Chicago statement and derives from
324 the Chicago Principles. It is different from Chicago Principles in that the UofSC document
325 distinguishes between academic freedom and freedom of speech. Academic freedom is derived
326 from our discipline, expertise, and roles in the academy. Freedom of speech originates in the first
327 amendment. The distinction matters in relation to what happens in classes, clubs, libraries etc.
328 The distinction in academic freedom allows us to speak without concern for retribution. It is also
329 the principle that permits us to disallow certain forms of speech.

330 The statement is also different from the Chicago Principle in that it refers to the Carolinian
331 Creed, the value of diversity, inclusion, and respect.

332 Most of the 80 institutions examined have written their own version of a Principle of Academic
333 Freedom and Free Expression document.

334 The next question The Committee posed was “where should this document live?” The
335 Committee recommends the statement of principle go in two different places in the Policy
336 Manual: 1) located in the section on Academic Freedom, and 2) UNIV 6.0. This section of the
337 manual address’s extracurricular issues. Duplication provides the best range of university
338 activities.

339 Since the completion of The Committee’s report, there has been a proviso of the State’s budget
340 that seems likely to pass. This proviso will require governing boards to require all institutions of
341 Higher Education to endorse the Chicago Principle or a substantially similar statement by August
342 1st or lose all funding. We can’t tell the Board what to do, but we can hope they will adopt a
343 statement that reflects sustained engagement from faculty, staff, and administrators from across
344 the university.

345 CHAIR KORSGAARD thanked Senator Harrison for her efforts on this committee. This was a
346 “heavy lift”.

347 SENATOR KHUSHF asked if this proposal is a recommendation for action by the Faculty
348 Senate. Other proposals typically have an action associated with the document. Faculty Senate
349 then either makes a recommendation to adopt or recommit to the committee. Why does this
350 document not call for some form of action?

351 CHAIR KORSGAARD explained that Faculty Senate has no actionable “things” going on in this
352 report; there is a recommendation. The recommendation is a change be made to the Faculty
353 Manual. This recommendation will come back to the Faculty Senate after it goes through FAC
354 for debate and a vote. This presentation provides Faculty Senate with information with plenty of
355 lead time for thought processing of the information.

356 Regarding the information on any changes to policies and procedures, Faculty Senate does not
357 have any governance over the Faculty Manual. Changes typically come through FAC. Faculty
358 Senate can weigh in but does not have governance.

359 Comments and suggestions are welcome. In the fall, there will be opportunities to debate
360 changes to the Faculty Manual. There will be additional opportunities for discussion regarding
361 policies and procedures.

362 This is a big report. This is another reason not to close this issue during this meeting.

363 SENATOR KHUSHF asked another question for SENATOR HARRISON. It is interesting how
364 The Committee developed the distinction between academic freedom and freedom of speech.
365 Free speech is broad and guaranteed on different grounds. Academic freedom is more specific
366 and relates to a task of academics (e.g., research, teaching). Free speech, as broadly guaranteed,
367 does not encompass certain kinds of language (e.g., hateful language). How does academic
368 freedom work across specific disciplines?

369 SENATOR HARRISON responded by stating that The Committee fully recognizes that there is
370 often attention between academic freedom and free speech. The two concepts have the potential
371 to come into conflict. It is the job of the members and the university to negotiate those
372 differences. Difficult topics (e.g., a topic that has a background of hate such as the holocaust) can
373 be discussed. However, academic freedom allows academics to say that it (e.g., the holocaust) is
374 not a subject of study in a course of 20th century mid-western Europe. Similarly, biologists
375 should be able to disallow arguments about the human cause of climate change.

376 SENATOR KHUSHF responded that it isn’t about what the historian or biologist could pursue as
377 research. Rather, it is in ways the faculty member could constrain the discussion they are
378 teaching. Senator Harrison affirmed that these concepts (i.e., academic freedom and freedom of
379 speech) can be contentious. These decisions should be made by the community. Making and
380 judging the rules (i.e., how we think of free speech) is not the project of an individual.

381 CHAIR KORSGAARD stated that the examples provided are related to “disallowing”, but the
382 document is about “allowing certain discussions”. The document presents the concept of
383 allowing a legitimate area of inquiry. A topic might be offensive outside the discipline, but it is

384 still a legitimate area of inquiry; faculty are allowed to pursue the topic or area of inquiry in
385 scholarship and instruction. The document isn't so much about "disallowing" but "allowing".

386 SENATOR HARRISON confirmed CHAIR KORSGAARD'S statement. Senator Harrison also
387 stated that The Committee believes the broadest possible participation by the academic
388 community should shape the formulation and application of new policies and procedures.

389 SENATOR KHUSHF'S concern is for lone individuals fighting against the culture. In the end,
390 later some lone individuals were shown to be correct. One of the areas of academic freedom that
391 seems important is not just when there is outside encroachment but also in ways that minorities
392 may fight against the grain and pursue things that are generally rejected by a broader academic
393 community; these are important areas of investigation.

394 SENATOR HARRISON stated that academic freedom comes with enormous responsibilities.
395 That is why this document calls upon the largest possible participation from members of the
396 community.

397 SENATOR BYARS stated that based on earlier discussions he perceived there will be a group of
398 people who decides if a topic is acceptable for discussion. This action would be the direct
399 opposite of freedom of speech. Freedom of speech, whether we like the view or not, should be
400 allowed in the classroom. Placing rules on freedom of speech allows groups of people to hinder
401 freedom of speech more than not putting rules on freedom of speech. Whether allowed or
402 disallowed, professors won't get grants or lecturers won't get contracts renewed. Freedom of
403 speech must include the things we don't like; that is the essence of free speech.

404 SENATOR HARRISON directed SENATOR BYARS to the AAUP 1940 statement. This
405 statement addresses Senator Byars's concerns.

406 CHAIR KORSGAARD encouraged SENATOR BYARS to read the AAUP 1940 statement. The
407 conversation will be continued later.

408 PROFESSOR DECKER stated that nothing in this document limits faculty members' freedom of
409 speech. There is nothing that says there is a university committee that will adjudicate what is
410 permissible. The document affirms that an academic in his/her content area be given latitude and
411 freedom to express his/her beliefs without being inhibited of social power. Everything in this
412 document expands academic freedom for all faculty to voice opinions especially in his/her
413 expertise.

414 The Committee struggled with the boundaries between academic freedom and freedom of
415 speech. There is not a clear boundary. Everything in this document is to affirm the freedom of
416 members of the university community, particularly instructors and professors.

417 **SECRETARY'S REPORT**

418 Nothing to report.

419 **CHAIR'S REPORT**

420 MARK COOPER is cycling off as past chair. This role is critical; Mark is on speed dial. He is a
421 close associate and proponent of shared governance.

422 Thanks to all outgoing Senators. Please continue to be engaged. Consider joining one of the ad
423 hoc committees. It is hard work, but it is the real work of the university.

424 Service work is not rewarded enough but it is critical in shared governance. If we ignore shared
425 governance, it will go away.

426 UofSC (and faculty) were under attack regarding tenure and post-tenure review. Post-tenure
427 review is being scrutinized. New legislation is being proposed throughout the country. UofSC
428 Board is interested in having a better understanding of what we are doing for post-tenure review.
429 Accountability is very important. It ensures we are fulfilling our duties to taxpayers, students,
430 and families. Without accountability, we can't cultivate, recognize, and reward excellence in our
431 own faculty. We need to hold each accountable. It is a developmental exercise. Peer reviews and
432 third-year reviews are developmental exercises designed to help cultivate and recognize our
433 talent and help us grow.

434 At this moment in time, it is very important that we pay attention to the management of our
435 faculty. With the new administration coming in and their commitment to research, we can
436 capture and accelerate our momentum. This is an opportunity. Please spread this information.

437 **OLD BUSINESS**

438 No old business to conduct.

439 **NEW BUSINESS**

440 SENATOR NAGEL presented a Senate Resolution to support the implementation of the \$15
441 minimum wage for all full-time and part-time staff members at UofSC. INTERIM PRESIDENT
442 PASTIDES stated during the June 2022 General Faculty meeting, that he included a raise for
443 staff to \$15/hour in the upcoming year. This resolution is to indicate the Faculty Senate's support
444 of this raise. This does not address undergraduate student employees or graduate stipends.

445 The resolution asks to provide information about staff who are hired through third-party
446 contractors. This information will enable faculty to craft documents to assist all workers on
447 campus with a living wage.

448 SENATOR BYARS asked if this resolution applies to graduate students. SENATOR NAGEL
449 stated that his resolution does not apply to graduate student stipends. The resolution is rooted in a
450 national effort. Last year, PRESIDENT PASTIDES brought the UofSC minimum wage to
451 \$12/hour. There aren't many people at UofSC at this pay scale, but it is important and does have
452 budgetary implications.

453 *Question from the chat:* Is this university-wide or just the Columbia Campus? SENATOR
454 NAGEL stated that the resolution is for the whole system.

455 DR. WELDON asked how this resolution excludes students (i.e., graduate stipends). SENATOR
456 NAGEL stated that this resolution does not include graduate student employees. Graduate
457 students are under a different designation.

458 SENATOR NAGEL stated that clarification of the resolution can be made by stating “full and
459 part-time staff employees”. This would clarify that graduate and undergraduate employees are
460 not covered by this resolution.

461 A motion was made to make the amendment (above). The amendment passes.

462 SENATOR STERN stated that some positions are extremely low wages and capped by state
463 regulations. Can we move around this issue? SENATOR NAGEL stated that bands exist for
464 certain job titles. Changes are being made which may cause compression. This is a complicated
465 process that influences the entire university. This resolution is meant to be a statement that backs
466 up the President of the University as he hopefully tries to negotiate an increase in the minimum
467 wage.

468 A motion to adopt the resolution was presented. The motion passed.

469 **GOOD OF THE ORDER**

470

471 Nothing for the good of the order.

472

473 The meeting adjourned at 5:37 pm EST