

1 https://teams.microsoft.com/l/meetup-join/19%3ameeting_OWE5NzlhNTItNWEzOS00YjU3LWEzOWQtMWM4ZmFlZDVlZDdj%40thread.v2/0?context=%7b%22Tid%22%3a%224b2a4b19-d135-420e-8bb2-b1cd238998cc%22%2c%22Oid%22%3a%220bb698ef-7d87-46c5-9dd6-1e40607d2783%22%2c%22IsBroadcastMeeting%22%3a%22true%7d

6
7 **THE UNIVERSITY OF SOUTH CAROLINA FACULTY SENATE**

8 Wednesday, April 5, 2023

9 This session was held at the Booker T. Washington Auditorium

10 CHAIR-ELECT WAYNE OUTTEN called the meeting to order at 3:00pm EST.

11 **Called Meeting of the Faculty Senate**

12
13 **ANNOUNCEMENTS:**

- 14 • There will be a called meeting of the Faculty Senate on Wednesday April 19, 2023, at
15 3:00pm EST. The meeting will be held in the Booker T. Washington Auditorium. A
16 meeting will be held to take up any unfinished business.
- 17 • There will be a Faculty Senate meeting on Wednesday June 7, 2023, at 3:00pm EST.

18 **Corrections to the minutes:** A motion was made; the minutes were approved.

19 Unfinished business will be continued after a report by the officers.

20 **REPORT OF THE OFFICERS**

21 PROVOST ARNETT stated that she is at the end of her second semester at USC. Activities of
22 the Provost's Office were shared. These included:

- 23 • A listening tour was conducted with all academic departments. A summary was shared.
24 Issues with graduate student pay were identified. As a result, USC increased graduate
25 student pay to a minimum of \$14/hour.
- 26 • A Graduate School Dean search is underway. Finalists are being selected. The plan is to
27 have a graduate school dean in place by fall 2023.
- 28 • Concerns regarding infrastructure were identified. Modifications to the infrastructure
29 include a) new seats in the Longstreet Theater and b) placing hot water in the Wardlaw
30 building. USC manages over six million square feet of space; more work on
31 infrastructure is needed. This is a top priority for the administration.
- 32 • Colleges and schools are facing significant challenges with hiring and retention of faculty
33 and staff.
- 34 • Blueprint meetings are being held with the leadership of each college. Appreciation is
35 provided to faculty budget committees; these committees attend meetings with the
36 Provost's Office. During these meetings, goals are examined. This year SMART goal
37 strategies were implemented. These goals are measurable, actionable, and time bound.

38 Imagine Carolina was held in January with approximately 180 faculty and senior academic staff.
39 A summary will be provided. A slido-poll will also be provided. Questions will be asked, and
40 respondents are able to answer questions. The answers will be compared to the responses
41 provided by those given during Imagine Carolina. Four breakout discussions were held during
42 Imagine Carolina: 1) curricular innovation, 2) experiential learning and career pathways, 3)
43 research and scholarly impact, and 4) faculty well-being and engagement. An executive
44 summary has been developed. This summary will be available on the provost's website.

45 This is a very creative campus. This campus has a great vibe. Provost Arnett is looking forward
46 to next fall. An implementation team will be developed based on the results of Imagine Carolina.
47 Provost Arnett will be working closely with the VPR of Research. There is a panel on Friday that
48 includes the VPR of Research, Dr. Cheryl Addy, and Dr. Sandra Kelly.

49 **UNFINISHED BUSINESS**

50 DR. ROBERT BROOKSHIRE (Chair of FAC) continued with the proposal from the March
51 2023 Faculty Senate meeting. Based on feedback from the town hall meetings, conversations,
52 and email, an amendment is presented for review. Paragraphs 1-6 are being stricken. In place is a
53 resolution from the Faculty Senate. Paragraphs 1-6 have language that refers to faculty and to the
54 university including students and staff. It is not Faculty Senate's purview to be making
55 statements in the Faculty Manual that involve groups other than the faculty. FAC believes it
56 should be a statement expressed by the institution and therefore express a resolution that includes
57 language from the six paragraphs.

58 Comments were also received that the six paragraphs were intermingling. Freedom of
59 expression, freedom of speech, and academic freedom concepts are intimately related, but this
60 section of the Faculty Manual should be focused on academic freedom. Paragraphs 7-13 address
61 academic freedom.

62 *The motion to remove the six intermingling paragraphs passed.*

63 FAC CHAIR BROOKSHIRE (ITEC) proposed modifications to paragraphs 7-13, information on
64 academic freedom.

65 SENATOR MARK MINETTE (English) proposed the following amendment: Strike: "in
66 principle" from "The university adheres in principle to the American Association of University
67 Professors' 1940 'Statement of Principles on Academic Freedom and Tenure' . . .

68 *This amendment passed.*

69 SENATOR MINETTE (English) also proposed replacing the word "which" with the word "that"
70 in paragraph 9.

71 *This amendment passed.*

72 SENATOR AARON DICKER (English) requested that the document be renumbered because
73 paragraphs 1-6 were stricken.

74 *The motion passed.*

75 SENATOR MINETTE (English) referred to the Table and Contents of the Faculty Manual and
76 asked about the title of the document. CHAIR BROOKSHIRE (ITEC) stated that this proposal
77 does not make a change to the title.

78 SENATOR CAROL HARRISON (History) stated that the numbers are in the document for
79 convenience and discussion. The Faculty Manual is not numbered as viewed. CHAIR
80 BROOKSHIRE (ITEC) stated that as the Faculty Manual is being revised, the committee is
81 inserting numbers into section 2. The numbers are included for ease in referring to different
82 sections of the manual.

83 *The original motion with the three amendments was voted on and passed.*

84 **REPORTS FROM FACULTY COMMITTEES**

85 **Curricula & Courses Committee Report**

86 DR. SHARON GUMINA (ITEC) presented the C&C report. A total of 11 proposals were
87 presented:

- 88 • College of Education (n=6)
- 89 • College of Engineering (n=1)
- 90 • College of Arts & Sciences (n=2)
- 91 • College of HRSM (n=1)
- 92 • School of Music (n=1)

93

94 A vote was held for the proposals. The proposals passed.

95 **Faculty Advisory Committee**

96 FAC CHAIR BOB BROOKSHIRE (ITEC) presented a proposal based on feedback based on the
97 town hall meeting, email, and various conversations. The resolution is as follows:

98 WHEREAS the Ad hoc Committee on Freedom of Expression, responding to the charge
99 of the Faculty Senate, conducted a review of all existing university policies regarding
100 academic freedom and freedom of expression for students, faculty, and staff; and

101 WHEREAS that committee's May 13, 2022 "Report to the Faculty Senate of the Ad hoc
102 Committee on Freedom of Expression" recommends the adoption of a statement of
103 principles of academic freedom of expression, as well as the revision of key University
104 policies so as to establish explicit protection for academic freedom and free expression
105 for faculty, staff, and students;

106 THEREFORE, BE IT RESOLVED that the Faculty Senate of the University of South
107 Carolina affirms its support for the following "Statement of Principles of Academic
108 Freedom and Free Expression":

109 The University of South Carolina supports, encourages, and defends freedom of inquiry
110 for students, faculty, and staff and recognizes that academic freedom and free speech are
111 foundational to the work of a university. Academic institutions exist for the transmission
112 of knowledge, the pursuit of truth, the development of students, and the general well-
113 being of society. That mission takes place in physical and virtual campus spaces as well
114 as in the work done by our faculty, students, and staff beyond campus, and we affirm
115 academic freedom in all of these spaces.

116 Our identity as a public university also demands that we support free expression to the
117 fullest extent of the First Amendment, and we embrace that charge.

118 The University of South Carolina values the diversity of its community. Individuals of
119 many different ages, gender expressions, races, religions, nationalities, disabilities,
120 political perspectives, sexual orientations, and other diverse characteristics constitute the
121 University of South Carolina. Speech on campus comes from many kinds of speakers,
122 and many audiences hear it, and the university is committed to upholding the rights of
123 them all. We affirm that this diversity is a source of intellectual strength: because of it,
124 we learn more, produce more knowledge, enjoy greater creativity, and have a larger and
125 more positive impact on the state of South Carolina and on the world.

126 Both the principles of academic freedom and the constitutional protection of free
127 expression maintain that unpopular, distasteful, and even repugnant speech all deserve
128 protection. One's personal conviction that speech is false, misleading, or pernicious is no
129 reason to suppress it. We recognize that the protection of speech we disagree with is
130 fundamental to our own right to speak, teach and learn freely. Interfering with the speech
131 of others – the so-called heckler's veto – violates the rights of speakers and their
132 audiences and ultimately damages the environment for speech on campus for us all.
133 Fostering the capacity of members of the university to engage in debate with those with
134 whom we disagree is fundamental to the mission of the University of South Carolina.

135 However, nothing guarantees speakers an approving or even a passive audience.
136 Members of the university are free to express their disagreement with speech on campus.
137 The leadership of the university, speaking for the community as a whole, may also
138 express its disapproval of speech that violates the values of diversity, inclusion, tolerance,
139 and mutual respect expressed in the Carolinian Creed.

140 The freedom to debate and discuss the merits of competing ideas does not, of course,
141 mean that individuals may say whatever they wish, wherever they wish. The university
142 may restrict expression that violates the law, that falsely defames a specific individual,
143 that constitutes a genuine threat or harassment, that unjustifiably invades substantial
144 privacy or confidentiality interests, or that is otherwise directly incompatible with the
145 functioning of the university. In addition, the university may reasonably regulate the
146 time, place, and manner of expression to ensure that it does not disrupt the ordinary
147 activities of the University of South Carolina. But these are narrow exceptions to the
148 general principle of freedom of expression, and it is vitally important that these
149 exceptions never be used in a manner that is inconsistent with the University of South
150 Carolina's commitment to a completely free and open discussion of ideas.

151 Preserving academic freedom and other forms of free expression is the shared
152 responsibility of all members of the university community. Creating a culture of free
153 expression, respectful and productive engagement and disagreement on campus requires
154 on-going educational effort, not merely a mechanical application of rules. Nonetheless,
155 the university does have a duty to develop policies and procedures that safeguard this
156 freedom. The broadest possible participation of the members of the academic community
157 should shape both the formulation and the application of these policies and procedures.

158 AND, BE IT FURTHER RESOLVED that the Faculty Senate urges University
159 Administration to adopt the following recommendations for revision of the university
160 policy manual:

- 161 1. The ATHL policy division (ATHL 1.00) should refer to the UNIV 6.00 policy on
162 academic freedom described in item 6 below.
- 163 2. The Public /Media Relations policy (COMM 3.00), which currently requires faculty
164 to notify communications staff of all contact with the media and to provide them with
165 all articles or op-eds prior to publication and asserts that the communications staff
166 may edit that material “as necessary to conform to accepted journalistic style and
167 standards,” should be revised to accommodate the academic freedom rights of faculty
168 as described in the Faculty Manual, which states that, ““when faculty members speak
169 or write as citizens, they shall be free from institutional censorship or discipline.
170 They shall indicate that they are not speaking for the university.”
- 171 3. Equal Opportunities policies (EOP 1.00-1.03 and 1.06) should be updated to refer to
172 freedom of expression and academic freedom.
- 173 4. The “Conflict of Commitment” language in the “Outside Employment” policy (HR
174 1.30) should be revised to protect academic freedom and ensure that faculty remain
175 free, for example, to provide expert testimony. Because the definition of “conflict of
176 commitment” appears in more than one policy division, revisions should be
177 coordinated. Revisions should ensure consistency with “conflict of commitment”
178 language in ACAF 1.50 (“Outside Professional Activities for Faculty”), RSCH 1.06
179 (“Disclosure of Financial Interests and Management of Conflicts of Interest Related
180 to Sponsored Projects”), and BTRU 1.18 (“Conflict of Interest”).
- 181 5. Library policies should be revised to incorporate protections for academic freedom
182 and freedom of expression, including protections for non-faculty librarians whose
183 employment is not governed by the Faculty Manual.
- 184 6. UNIV 6.00: “Freedom of Expression and Access to Campus” should be revised to
185 expand the scope of the policy with a new statement of purpose:
- 186 This policy outlines academic freedom, speech and expression, as it relates to
187 access to campus for students, faculty members, staff members, and members
188 of the public as they participate in the teaching, research, or other official or
189 non-official functions of the University.”
- 190 The “Definitions” section of the policy should include, “Academic Freedom: the
191 freedom of instructors to investigate, discuss, teach and publish in their academic
192 fields, and the freedom of students to learn without interference from political
193 figures, boards of trustees, donors, or other entities.”
- 194 The first paragraph of the policy statement should be replaced with a version of
195 the above adopted “Statement of Principles of Academic Freedom and Free
196 Expression.”

197 AND BE IT FURTHER RESOLVED THAT no later than one year after the adoption of
198 this resolution, the Chair of the Faculty Senate shall report on the University’s progress
199 towards completing these recommended revisions.

200

201 SENATOR ERIK DOXTADER (English) inquired if quorum had been reached.
202 PARLIAMENTARIAN BILL SUDDUTH (University Libraries) confirmed that quorum was
203 checked at the beginning of the meeting.

204 SENATOR ERIK DOXTADER (English) made the following motion: to commit all current
205 university FAC sponsored proposals relevant to changes in the Faculty Manual which are
206 currently before the Faculty Senate, to commit those proposals for analysis and revision to
207 relevant committees with resubmission to the Senate no earlier than September 2023.

208 There was a second on the commit.

209 SENATOR LIAM HEIN (Nursing) stated that the information has been presented to Faculty
210 Senate during multiple meetings. Why would they go back to committee versus doing our
211 homework and/or going to town hall meetings?

212 SENATOR ERIK DOXTADER (English) responded that he has been thinking about basketball
213 and astronauts. He has been thinking about the USC women's basketball team's ability to move
214 through the air, the way in which they can jump, and the way astronauts can take pictures of the
215 pale blue dots. A pending bill in the Florida legislature says the following:

216 The Board of Governors shall align the mission of each constituent university with the
217 academic success of its students. Curriculum that promotes citizenship in a constitutional
218 republic. The state existing in an emerging workforce need. The Board shall periodically
219 review existing academic programs that each constituent university for alignment with
220 each university mission and provide direction with each constituent university and
221 remove any program from its major or minor that utilizes methodology associated with
222 critical theory, including but not limited to critical race theory, critical race studies,
223 critical ethnic studies, radical feminist studies, radical gender studies, queer studies,
224 social justice, or inter-sectionality as defined by the Board of Governors.

225 Another document read by SENATOR ERIK DOXTADER (English) was from Justice Felix
226 Frankfurter regarding the Sweezy versus New Hampshire. Justice Frankfurter articulates the four
227 essential freedoms of universities. "It is the business of a university to provide an atmosphere
228 which is most conducive to experiments and creation. It is an atmosphere (audio goes out....).

229 SENATOR ERIK DOXTADER (English) believes the following:

- 230 • This proposal is complicated and more needs to be discussed.
231 • The Faculty Manual is not being changed. What is being examined is how faculty view
232 themselves and what faculty do for Higher Education.
233 • The proposal must aspire and represent Higher Education.
234 • The proposals are not ready for debate.
235 • There is confusion and a lack of justification for the proposed changes.
236 • There is a lack of discussion with professional-track faculty.
237 • No justification exists for the recommended changes.
238 • Recommendations may be at odds with academic freedom standards.
239 • The recommended changes may be at odds and/or contradict well thought-out unit
240 policies.

- 241 • The recommendations may produce bizarre results by allowing the university
242 administration to vote for certain populations or constituents including tenure track
243 faculty.

244 Regarding the Freedom of Speech resolution, a lot of work has been accomplished.

245 SENATOR ERIK DOXTADER (English) believes the Faculty Senate is running away from
246 complexity. This resolution may result in bizarre results. There should not be aspirational
247 language in the resolution. This means the Carolinian Creed should be taken out to the Faculty
248 Manual. Everything is related and not yet justified. Senator Doxtader believes this proposal is a
249 premise for how tenure can be unraveled.

250 PARLIAMENTARIAN BILL SUDDUTH (University Libraries) reminded the Senators that the
251 items are on the agenda as individual items and not being presented as a package. SENATOR
252 ERIK DOXTADER (English) asked why the question was divided at the last meeting? At this
253 meeting, Senator Doxtader believes the information is being presented as a single file.

254 SENATOR ERIK DOXTADER (English) moves to commit this policy. There is a second.

255 SENATOR FRANK THORNE (Mathematics) believes that he has not seen the document
256 presented by Chair Brookshire. SENATOR CAROL HARRISON (History) clarified the
257 timetable. The items on the resolution are items presented to the Senate in May 2022, nearly one
258 year ago. This information was presented at the last Faculty Senate meeting and pulled out of the
259 committee report as actual resolution items that FAC would like to see implemented. As far as
260 Senator Harrison understands, there has been no action on these items in the past year.

261 SENATOR DAN BRACKMAN (Law) stated there was a motion for a resolution. This motion
262 went into discussion. There was then a second motion without doing anything for the resolution
263 motion. Where are we procedurally? PARLIAMENTARIAN BILL SUDDUTH (University
264 Libraries) stated that the original motion was made and seconded. Then a motion to commit was
265 made. A discussion is being made to commit. SENATOR ERIK DOXTADER (English) agreed
266 with Senator Brackman. This is not a proposal to change the Faculty Manual. This is a resolution
267 coming from FAC. Parliamentarian Bill Sudduth stated that the motion resulted from 1) the
268 unfinished business from the last Faculty Senate meeting and 2) the committee report of last
269 year. It was requested that FAC make the motion.

270 SENATOR MARK MACAUDA (Health Promotion, Education, and Behavior) stated that
271 SENATOR ERIK DOXTADER (English) inferred that Senators were under pressure to move
272 forward. Senator Macauda stated that we need to unpack that statement because it is unclear
273 what that statement means.

274 SENATOR ERIK DOXTADER (English) responded to Senator Macauda's comment. Senator
275 Doxtader stated that there is a whispering campaign. If we don't do something, someone else
276 will do it for us. That whispering campaign is persistent. There is perhaps friendly advice, or a
277 threat. If we don't do something here and now and soon, someone will do it for us, and we might
278 not like it. Senator Erik Doxtader believes it's real and he has been told it is real. Senator
279 Doxtader stated that he is not going home with a vote for academic freedom under a veil of
280 threat. It's inappropriate and dangerous; not with excellence initiatives, soccer programs,
281 presidents that are vetted through the backdoor, and not through founding documents. This is
282 about academic freedom and who we are. Faculty should have something in the Faculty Manual

283 about who we are and our power and our right to define who we are and what higher education is
284 in this state as that serves the constituents in the state.

285 SENATOR MARIANNE BICKLE (HRSM) comes from a family of non-academics. Her family
286 says that academics take a long time to get things accomplished. We like to think things over.
287 FAC has done a hard job at trying to improve the system. They have done a great job.
288 Throughout the discussions, there are some things to disagree about and some things to agree
289 about. Senator Bickle doesn't believe in a whispering campaign. Likewise, the senator doesn't
290 like it when generalizations are made such as "a lot of people say". Senator Bickle approves of
291 FAC and the amendments. If we don't move forward, we stay stuck in the mud. We can always
292 make changes in the future. There will never be a perfect document. FAC's hard work is to be
293 applauded. There is no secret society. We have a great job at a great university. Senator Bickle
294 was in a meeting; professional-track faculty talked about this document. They talked about the
295 level of excitement for this document. It was stated as very important for them.

296 SENATOR YENKEY (International Business) doesn't have an opinion regarding what is right
297 or wrong on this issue. There is a lot to unpack regarding if a university wants to get rid of
298 tenure, this would be the way. Senator Yenkey stated that he doesn't believe this is happening, it
299 simply caught "his ear" when SENATOR ERIK DOXTADER brought up the statement.
300 Recently, the College of Business had a contentious vote. This college was the last college in the
301 university system that did not have voting rights for professional-track faculty. This right was
302 voted down last fall. The reason it was voted down was because the faculty didn't trust the
303 dean's office, not because they didn't trust the professional-track faculty. Faculty in the College
304 of Business were told that they need to "hurry up" and pass the vote to allow professional-track
305 faculty the right to vote. The justification was because Faculty Senate was about to pass the vote
306 and the College of Business would look "really bad" if they had it imposed on them instead of
307 having them doing it themselves. This doesn't sit well with the college faculty. Senator Yenkey
308 is sensitive to the fact that there are consequences to the results of each vote.

309 SENATOR BRACKMAN (Law) discussed in favor voting for the way FAC presented the
310 information. When the Supreme Court investigates anything related to Academic Freedom, they
311 tend to look at Faculty Manuals, because it is like an employment contract. If we take the
312 aspiration language into the Faculty Manual, 1) it isn't necessary from a contractual point of
313 view, and 2) the more language you throw in that isn't necessary the more ability you are giving
314 a judge to run away with it because the verbiage was meant to be just aspirational, but the judge
315 will take it to be concrete. That is why Faculty Senate took the word "in principle" out of the
316 prior amendment. It is problematic for Faculty Senate to put aspirational statements into
317 something that may be interpreted as a contract. It is much better for us if we want to make these
318 statements, which is really a resolution asking the administration to do something, to put that
319 "stuff" here or to put information about our beliefs here and to leave the Faculty Manual as the
320 most solid contract because that is how we protect our academic freedom .

321 SENATOR SHARON GUMINA (ITEC) stated that she is professional track faculty and asked
322 how the section on professional faculty contributes to the unraveling on tenure. CHAIR-ELECT
323 OUTTEN stated that the question is not relevant to the discussion. The discussion is about the
324 motion to commit the resolution. The professional-track information has not yet been discussed.

325

326 SENATOR ERIK DOXTADER (English) stated that he understands the importance of speaking
327 for oneself and that Senators also speak for groups (e.g., faculty). Senator Doxtader agrees that
328 FAC and the ad hoc committee have done a lot of work. SENATOR CAROL HARRISON has
329 Senator Doxtader’s admiration. Senator Doxtader is puzzled that the ad hoc committee submitted
330 the report in June and Faculty Senate only saw evidence of the report in February. He stated that
331 he is unaware of significant changes in the draft presented that were made. The document is not
332 perfect; this is not the goal. The question is “is it reasonable enough to take it up with a package
333 of other items and debate. Senator Doxtader is asking “do we understand it”? Senator Doxtader
334 believes that we (the faculty) do not understand the document, nor how it works. It is unclear the
335 threshold between aspirational and contractual. The threshold between necessary and
336 unnecessary language is unclear. Senator Doxtader is in favor of 1-7 resolutions but not in favor
337 of the rest of the resolutions. There is a great deal of aspirational language in the Faculty Manual.
338 Senator Doxtader encourages all aspirational language be taken out of the Faculty Manual. There
339 are several warning signs that require this resolution needs additional work.

340 SENATOR CAROL HARRISON (History) clarified the timetable. The report was presented to
341 Faculty Senate in May 2022. Discussion was held in June 2022 Faculty Senate meeting. The
342 report was posted to the website. The report then was discussed in February 2023.

343 SENATOR MARK MACAUDA (Health Promotion, Education, and Behavior) addressed the
344 issue between providing professional-track faculty voting rights and the potential of destroying
345 tenure. In terms of “doing something before someone does it for you”, the answer depends on the
346 consequences of what happens if someone does it for you. If something is imperfect but we
347 participated in, is this scenario better than the other side of the coin.

348 SENATOR DAN BRACKMAN (Law) stated that the numbering of the items in the resolution is
349 incorrect.

350 *The motion to commit the resolution back to the committee was voted.*

351 *The motion to commit fails.*

352 SENATOR ED MADDEN (English) addressed the “whispering campaign”. On February 3,
353 2023, the Clemson Board of Trustees forced the university to take the Chicago Principles as their
354 standard for freedom of expression without consulting the Faculty Senate. Senator Madden heard
355 (although he admits he doesn’t know if this is fact) that this action was taken under pressure
356 from legislators. The reason this was taken up was persons at Clemson have made anti-trans
357 comments via social media. The university stated that these actions went against their code of
358 conduct. The result was the passing of the Chicago Principles. Senator Madden was concerned
359 because in his third year at USC, a radical Republican newspaper published his home phone
360 number and stated if you don’t like having an openly gay professor you may find him at This
361 took place in 1995.

362 SENATOR LINDA HASLETT (Epidemiology and Biostatistics) inquired about the diversity
363 statement. Specifically, does this document include persons with autism, intellectual disabilities,
364 and mental health disorders? FAC CHAIR BROOKSHIRE states that the resolution addresses
365 “other diverse characteristics”. Senator Linda Haslett does not believe the phrase “other diverse
366 characteristics” is being inclusive enough. An amendment was made to include the word
367 “disabilities” directly after the word “nationalities”.

368

369

The amendment passed.

370 SENATOR MICHAEL WEISENBURG (University Libraries) proposed an amendment. The
371 motion was to use the phrase “across physical and virtual campus spaces”. SENATOR MARK
372 MINETTE (English) asked if academic freedom also refers to our home office? SENATOR
373 JENNIFER MCGARL (Social Work) inquired where internships fit into the scenario? CHAIR-
374 ELECT OUTTEN (Chemistry and Biochemistry) stated that the question is valid and suited for a
375 second amendment. SENATOR PYLE (Education) reminded the Senate of the work faculty do
376 in schools and the community. The line becomes even more blurred. Chair-Elect Outten asked
377 Senator Weisenburg if the word “activities” could be used in the original spirit of the
378 amendment? PARLIAMENTARIAN SUDDUTH (University Libraries) stated that further
379 changes to the amendment need to be made in a new amendment.

380

A vote was held. The amendment is defeated.

381 SENATOR ERIK DOXTADER (English) asked about the relationship between a resolution and
382 the language in the Faculty Manual. Can the resolution “trump” the Faculty Manual? FAC
383 CHAIR BROOKSHIRE stated that the Faculty Manual is the governing document. Senator
384 Doxtader wanted confirmation that this resolution has no force and effect to the requirements
385 including the Carolina Creed (page 3) of the Faculty Manual. CHAIR-ELECT OUTTEN
386 (Chemistry and Biochemistry) confirmed this statement.

387 SENATOR YENKEY (International Business) asked for clarification on the statement in the
388 resolution regarding the word “false”. The resolution itself is valuable. Trying to distinguish
389 between facts and opinions is very important. Senator Yenkey asked the committee for
390 clarification.

391 FAC CHAIR BROOKSHIRE (ITEC) stated that the resolution is the work of many hands. Much
392 of the language of the resolution in this section has been developed from other statements of
393 academic freedom, freedom of speech, and freedom of expression that have been widely
394 published including the Chicago Principle and AAUP.

395 SENATOR KATHRYN WHITENER (Business) stated that as a resolution this document does
396 not have any binding issue on a contractual agreement. It does set forward the ambition for us to
397 charter our own path and define our own standard. Senator Whitener expressed her support for
398 this resolution.

399

400 SENATOR MARK MINETTE (English) proposed the following amendment: that mission takes
401 place in the physical and virtual campus spaces as well as the work done by faculty, staff, and
402 students done beyond the campus. We affirm academic freedom in all these spaces.

403

The motion was voted on and passed.

404 SENATOR CAROL HARRISON (History) recommended the amendment that now that the
405 word “disabilities” was added, the phrase “physical disabilities” could be stricken.

406

A vote was held and passed.

407

The resolution with the amendment was voted on and passed.

408

409 FAC CHAIR BROOKSHIRE (ITEC) presented proposed changes to Section 1. The motion is to
410 approve as submitted. SENATOR ERIK DOXTADER (English) moved to commit this
411 resolution back to FAC and Faculty Welfare for further analysis and revision with submission to
412 Faculty Senate no sooner than September 2023. SENATOR LIAM HEIN (Nursing) stated that
413 Faculty Welfare and the College of Nursing caucus is in full support of the change to Section 1.
414 Senator Doxtader inquired about the consultation to units that was conducted regarding this
415 issue. Senator Hein stated that Faculty Welfare has met and voted on this issue. Faculty Welfare
416 is an elected body from the Senate. The charge was not to consult with individual units. CHAIR-
417 ELECT OUTTEN (Chemistry and Biochemistry) confirmed that Senator Doxtader's question
418 (i.e., what units were consulted) is not germane to this discussion. Senator Doxtader asked,
419 "how many standing bylaws from departments, units, and colleges were evaluated by Faculty
420 Welfare and/or FAC in consideration of this proposal?" FAC Chair Brookshire stated the
421 proposed changes were discussed at town hall meetings. In addition, FAC heard from several
422 different units with varying opinions. Chair Brookshire stated that FAC did not specifically
423 consult individual unit criteria. Senator Hein stated that Faculty Welfare supports the welfare of
424 all faculty members, tenured and professional. This is the concept that the committee voted on.

425 SENATOR DICKER (English) asked a) Faculty Welfare if the committee is comprised of
426 members of Faculty Senate? And b) How many members on the Faculty Welfare committee are
427 professional track faculty? SENATOR HEIN (Nursing) stated that a check with the roster is
428 required. It is believed that a good percentage is comprised of faculty members represented from
429 both tracks (i.e., professional track, tenure track). Senator Dicker asked for a straw poll of the
430 number of faculty members in the room who are professional track; the approximate percentage
431 was 30%.

432 SENATOR BRETT ALTSCHUL (Physics and Astronomy) clarified that Faculty Welfare is not
433 a committee comprised of senators. Faculty Welfare is a committee comprised of faculty
434 members. The committee is logistically run out of the Faculty Senate, but the members are not
435 necessarily members of Faculty Senate.

436 SENATOR ERIK DOXTADER (English) stated that this proposal is being offered in the name
437 of advancing faculty interest, but it isn't clear that it accomplishes it. This consolidates the power
438 regarding who can vote. There are several units whose bylaws will be in contradiction with this
439 proposal. The contradiction is not necessarily in bad faith. It is more that units have thought
440 about the well-being and careers of its faculty. There has been no consultation with these units. It
441 is difficult to walk back a consolidation of power at the highest level of the university. Senator
442 Doxtader believes it is important to think about what this proposal means to academic freedom
443 and all levels of the department, units, and the college.

444 SENATOR MACAUDA (Health Promotion, Education, and Behavior) stated that a lot of
445 inequalities are couched in the phrase that "we need to do what is best for us". A class of faculty
446 needs to be treated equally across the university. It is not fair or reasonable to give differential
447 rights to people across different departments. It is important to be consistent across the units.

448 CHAIR-ELECT OUTTEN (Chemistry and Biochemistry) reminded the senators that the
449 discussion should focus on the motion to commit.

450 FAC CHAIR BROOKSHIRE (ITEC) responded to SENATOR ERIK DOXTADER'S (English)
451 question. The Faculty Senator chair (at the March 2023 meeting) asked all senators to take this
452 proposal back to the units and obtain input.

453

454 SENATOR DICKER (English) stated that he is a member of the English department and a
455 professional-track faculty member. In his contract language, he is required to teach; no service or
456 research. Through conversation with other professional-track faculty in other departments, the
457 requirements vary; some require service, other departments require research. When Faculty
458 Senate approach the question to have “all professional-track faculty members”, there will be
459 problems (in Senator Dicker’s opinion). In the beginning of this academic year, the English
460 department held a meeting. Voting rights were raised as a topic for discussion. A major concern
461 of the English professional-track faculty is the moment this faculty group earn the right to vote,
462 service will be expected for promotion and tenure. Other units were surprised that English was
463 not required to be engaged in service. This service will not be compensated for efforts rendered.
464 Senator Dicker believes Faculty Senate should delay in voting on this section.

465 SENATOR MARK MACAUDA (Health Promotion, Education, and Behavior) stated that there
466 is unpaid labor for everyone across the university. He doesn’t “buy the argument” that granting
467 people higher level of engagement hurts them. Using tenure-track as an example, they have a
468 right to be disengaged if they want to be disengaged. Anyone who has a vote has the right to be
469 disengaged or engaged. Senator Macauda believes that denying a group vote does not agree with
470 the logic presented.

471 SENATOR FRANK THORNE (Mathematics) stated that VICE PROVOST ADDY strongly
472 supports the expansion of voting rights. Based on today’s comments, this issue is controversial.
473 It is important that the Senate needs to understand what we are voting on.

474 SENATOR DICKER (English) stated that his comments are not whether professional-track
475 should have the vote. Senator Dicker agrees to send the proposal back to committee.

476 CHAIR BRIE DUNN (Pharmacy) stated that there is a proposed revision that was discussed at
477 the town hall. There is a reasonable expectation to participate in service in faculty governance.
478 Namely there is a baseline expectation of service.

479 SENATOR MARCO VALTORTA (Computer Science and Engineering) stated that the concept
480 of participation of service was discussed at length at a town hall and the during Committee on
481 Professional Track Faculty meeting. This led to the language that Senator Dunn read.

482 SENATOR ERIK DOXTADER (English) stated that this discussion is confirmation that this
483 proposal should be committed back to the committee.

484 **Old business:** none

485 **Good of the order:** none

486 The meeting adjourned at 5:03pm EST.

487