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Academic and Student Affairs Committee, May 3, 2012

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**Minutes
Coastal Carolina University
Board of Trustees**

**Academic & Student Affairs Committee
E. Craig Wall Sr. School of Business Administration Building, Board Room
May 4, 2012**

Committee Members Present: Dr. Larry L. Biddle, Mr. Samuel H. Frink, Dr. Oran P. Smith, Mr. Eugene C. Spivey, Dr. Samuel J. Swad and Mr. William E. Turner III

Committee Member Not Present: Mr Daniel W. R. Moore Sr.

Other Board Members Present: Mr. Gary W. Brown, Ms. Natasha M. Hanna, and Mr. D. Wyatt Henderson

Others Present: Ms. Stacie Bowie, Mr. Josh Chesson, Dr. Debbie C. Conner, Dr. David A. DeCenzo, Mr. Taylor Eubanks, Ms. Haven L. Hart, Dr. Tom Hoffman, Mr. Matt Hogue, Ms. Martha S. Hunn, Mr. Derek Frompong, Dr. Keshav Jagannathan, Mr. Mark Kelly, Mr. Tom Kelly, Mr. Tim Meacham, Dr. Michael Ruse, Dr. Rob Sheehan, Mr. Greg Thornburg, Dr. Charmaine Tomczyk, Dr. Judy W. Vogt, Ms. Jennifer Packard and Ms. Chyrel Stalvey

(In accordance with the requirements of the South Carolina Freedom of Information Act, the news media were notified of the time, location, and agenda for the meeting. Ms. Heather Gale of The Horry Independent was in attendance.)

Chairman Oran Smith brought the meeting to order at 8:33 a.m.

Mr. Sam Frink moved to approve the February 16, 2012, Academic & Student Affairs Committee minutes. Mr. Will Turner seconded and the motion carried.

Dr. Keshav Jagannathan, Faculty Senate Chair, discussed the major changes in the revisions in the faculty manual of which 74.9 % of faculty have voted in favor of the changes.

Dr. Sam Swad moved to accept the revisions to the Faculty Manual which includes the addition of external review in the process of promotion to full professor/librarian and the addition of an "exceptional" rating at post tenure review for associate professors/librarians. Mr. Frink seconded and the motion passed (Motion 12-13).¹

¹ Corrected version from 7/19/12 meeting.

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Dr. Jagannathan also reviewed the faculty compression salary study which included: how to combat compression and inversion; goals to protect academic reputation by retaining competitive, energetic and vibrant faculty; enter into partnership with the Administration to review the issue of faculty salaries; and take pride in and share responsibility for the retention of our students.

He suggested a five-year pilot plan including: merit adjustment to reward deserving faculty for past years of meritorious performance and switch to a system of merit bonuses; budgeting faculty salary increase including flat sum of \$1.5M (except years of state mandates) in which a flat dollar amount of \$1,000 given to all faculty as cost of living, merit bonus up to 30% of full time teaching faculty with the rest applied to decompressing the “competitive” faculty. Not everyone will qualify as competitive faculty. This plan should not be funded by continued growth and increased retention and not by tuition increases. The three-year average should rise above first year student retention rate of 62% to make faculty accountable.

Dr. DeCenzo proposed having a retreat this summer with the Board, the Faculty Senate’s Executive Committee and the administration to further review salary compression.

Dr. Oran Smith expressed appreciation to Dr. Jagannathan for the excellent beginning study. Because of budget constraints, Mr. Henderson cautioned putting a dollar amount on the merit adjustment. He suggested quantifying the faculty members directly affected by this and then go on a case-by-case basis. Dr. Jagannathan responded that 180 of the 221 faculty are “competitive.” It will be difficult to tie retention into the equation.

Ms. Hanna added that Clemson is also preparing a merit-based faculty salary compensation and perhaps we could review their plan.

President of the Student Government Association, Taylor Eubanks, expressed appreciation to the Board of Trustees for their support during his two-year tenure. He introduced the 2012-2013 President, Desmond Wallace.

Dr. Smith congratulated Mr. Eubanks on his upcoming graduation. His accomplishments have had a tremendous impact on student life at Coastal Carolina.

Dean Haven Hart stated that students feel we have been heavy handed in the Alcohol Policy and the administration agrees. The sanctions are being reviewed and more information will be brought to the committee at a later date.

Since the Virginia Tech campus shooting, we now have an annual Day of Remembrance and will be holding a 5-year remembrance. In addition, steps have been taken on campus which include a more visible Students At-Risk committee. Campus security will begin active shooter training, and a notification system implemented where the switchboard operator is trained to send out notification of security risks, an outdoor siren system which will be installed within the next year to project verbal warning, and all new buildings will have an internal siren.

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Dr. Sheehan noted that SACS has come and gone. They were very positive and have issued an informal approval. In the fall, we will receive the official response. In five years there will be a QEP report on the ten-year program. Dr. Sheehan received a round of applause for shepherding the process.

After the completion of the retention review, five task forces have been established to improve advising, First Year Experience and the orientation experience.

Mr. Gene Spivey moved to go into Executive Session to discuss personnel issues. Upon reconvening, it was noted that no action was taken.

As there was no further business, the meeting adjourned.

Respectfully submitted,

Chyrel Stalvey
Larry L. Biddle for
Secretary/Treasurer