SOUTH CAROLINA CONFERENCE OF
THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

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The following are notes from the discussions held prior to the Fall 2017 AAUP-SC business meeting.

1. **Relationships of faculty with administrators:** At USC-C, the chair of the faculty senate meets regularly with the president. At FMU, the president does not attend faculty senate meetings. USC-C has general faculty meetings at the beginning and the end of the academic year. Claflin has not faculty senate, but monthly general faculty meetings where the upper administration attends. FMU assumes the president should not attend since it is emphasized that the faculty makes the decisions. At CCU, the upper administration serves as a resource. Perhaps the AAUP-SC could produce a list of norms for attendance at faculty senate meetings, for example. Administrative reports might reduce time for deliberation. If university committees do most of the difficult work, the senate/faculty meetings need less time for deliberation. There is some value in having the administration at meetings, to enhance communication, and perhaps if there is pushback. At USC-A, reports are more announcements to the faculty meetings. Structural differences inform the relationships between faculty and administration. A trend in higher education administration is to remove faculty members from the upper administration councils. FMU administration funds AAUP forums where they engage in conversations with faculty. To what extent does the culture around faculty and administration communication depend upon the characteristics of the president? The dependence is reduced the more the faculty is trained in shared governance. The point of the university should be education, but seems more to be about revenue and about workforce training. Faculty feels they are being treated as the enemy. Claflin feels pressure to graduate students in three years, and their students are holding protests and it's expected that the faculty will be blamed. What is the level of cooperation between the university presidents? How can AAUP help in the relationship between faculty and administration? At CCU, AAUP can generate ideas and influence formal structures. Deans are much more varied in leadership style than upper administration. At USC-A, administration searches were not in compliance with AAUP guidelines, and there's a fear of backlash for speaking out and joining AAUP.

2. **The definition of shared governance:** AAUP can infiltrate shared governance. Administrators like term limits. Some committees should not have untenured faculty members, for their own protection from retribution. Untenured faculty members should feel empowered to say no to situations which might make them "tenure hostages," perhaps even if they are the most qualified. For some committees, representation from all groups is required. The P&T requirements should think about what amount of service is appropriate. Schools that are bottom-heavy in regards to tenure have challenges with service loads. AAUP can form a united front, to give tenured advocates for those without protection of tenure. Levels of service can be seen as different based on perspective. Be careful about non-faculty members being hired into

academic administration jobs. There is enormous variety in how appointments for associated faculty members are determined. Grievance rights are only extant during faculty members' appointments. Universities other than CCU have not heard about conversion.

3. **Contingent faculty:** Compensation for part-time teaching faculty varies widely among the schools.

4. **Survey of campus structures and common practices:** Members were encouraged to take information back to their individual campuses. The members suggested the creation of a survey of campus structures and common practices. Mark Blackwell will investigate if such surveys might exist. At the conclusion of the survey, a letter will be generated summarizing the results with the intention of sending the letter to the provosts and posted to the state website.