

A. Dean Samuels addresses faculty about CAS goals for the Opportunity Hire**B. Announcements/Informational items**

- 1) **Congratulations** again to John Doering-White for being awarded a Wenner-Gren Post-Dissertation Grant!
- 2) April 26th –is that Wednesday evening a good time for **“Partying with Our Parting People”** event?
- 3) **Remember:** Celebration of Drue Barker’s Life April 28th 5-8 PM – Whaley 701.
- 4) **Departmental Administrative Appointments 2023-2024.** Pending CAS Dean’s approval, **Terry Weik** will serve again as **Graduate Director** and **Carlina de la Cova** has agreed to serve a **new term as UG Director.**
- 5) **Call for nominations:** Chair of T&P (3-year term) to fill the vacancy beginning AY 2023-2024. Must be tenured faculty whose tenure home is Anthropology.
- 6) **April 15th deadline for Fall textbooks.** Input at least one required book into the electronic adoption system link embedded in RESERVATIONS TEXTBOOK email notifications.
- 7) **161 lab summer work [GIA needs]?**
- 8) **CAS Dean’s Office notes from March 27th and April 13, 2023 meeting:**
 - a. Raises to salaries granted centrally to all Professional Track Instructional Faculty as of April 1 to be commensurate with Richland County 1 school teachers with MAs and PhDs. Senior Instructors may already earn above that new baseline rates, so CAS will review existing appointments and attempt to top up salaries – but it will be done on a case-by-case basis.
 - b. Administration expects that the State Legislature will grant either 3% or 5% cost of living raises beginning the new fiscal year to all FTE state employees, July 1, 2023. Anyone who earns below 83K will likely get a flat rate of 2,500 (=3%).
 - c. April 19th – Give 4 Garnet campaign.
 - d. **Residual Lab Facilities Issue - Jones 4th Floor** – Terry are there any more things of yours that that need to be removed? Gail still does from the Mulberry project and all of that will have to be moved before Dec 2023 as the last part of that space will be taken back over for the mechanical building system.
 - e. Incoming Freshman appear to be declaring CAS majors at a higher % than in the past -24.3% [but this is before the May 1st decision deadline, when those numbers drop]. Over the years, it has been flat. Means more demand for sections of certain majors [Biological Sciences, Criminal Justice, Molecular Bio & Bio Chem...]
 - f. Looking over proposed new Certificates to see if we have courses that might work.
 - g. **Eric (& may be Terry)**- Regarding a March 14th email I forwarded from Bryan Gentry... have you both identified potential alumni to send the survey to? If you can’t find the email I can resend the links. Gentry just sent an email that has the preferred date as this Friday, but with a fallback of April 21.

C. Reports and discussion:

1. **AGORAE Representative – McGraw**
2. **DEI Representative – Goldberg**
3. **T & P Chair –DeWitte**
 - a. AR & Promotion Criteria Prof. Track Faculty – Passed

- b. **CAS Annual Review of Chair – T&P subcommittee & survey based on a 2-page summary of Chair activities.** CAS behind, should have started the week after Spring Break. So keep an eye out for correspondence about that and a survey.
 - c. Table: Formation of a T&P subcommittee to review PTR (Sharon, + 2)
- 4. **UG Director – Jones**
 - a. New policy for DURT/distinction student reporting to college
 - b. Fieldschools (internal promotion, and external heads up for unaffiliated programs)
 - c. Assessment reminder
 - d. Overall program update for end of the year
- 5. **Graduate Director – Weik**
 - a. **Admissions updates**
 - b. **Funding**
 - c. **Advising**
 - d. **Annual Evals - Scheduling Faculty Meeting for End of Year Grad Evaluations – Week of May 1st (before commencement) or May 8th (after commencement)?**
 - e. **Grad School/CAS Memos & Meeting notes**
- 6. **Faculty Senate – Simmons**
President Amiridis: Did not attend.

Provost Arnett: Announced an increase in grad student pay to \$14/hour; small fixes to infrastructure, but also admitted there's still much work to be done with regard to facilities; focus on strengthening retention of faculty and staff; she also mentioned that a summary of the data captured during the Imagine Carolina will be made available.

The bulk of the meeting was taken up with discussion/dissent around the proposed changes to the faculty manual, mainly around the status of professional track faculty. The major contention was that there hadn't been enough consultation with various stakeholders to ensure the recommended changes were indeed sound. I'm not quite sure what this will mean for these changes passing a vote (as they're currently worded), and I suspect the FAC will be asked to do some additional work on the recommendations.

- 7. **By-Laws Ad Hoc Committee – Reynolds**
- 8. **Hiring Business – Executive Session**
 - a. Arch Search Deliberation Round 2
 - b. B2F Postdoc Campus Visits – planning for but not yet confirmed: April 20-21 (Jazmine Exford), April 24-25 (Santiago Gualapuro Gualapuro), April 27-28 (Velda Khoo)
 - c. Hiring Plan Submitted for 2023-2024

C. Old Business

D. New Business

CAS Performance Expectations for Evaluating the Chair (Nov. 18, 2022)

Chair, School Director, and Academic Program Director Performance Expectations Department chairs, school directors, and program directors are expected to:

1. Conduct themselves in a manner that reflects favorably on the University of South Carolina, exhibiting high ethical standards and integrity in professional behavior.
2. Provide professional leadership to the unit and foster among its members a sense that they are a community of scholars.
3. Display a sound understanding of administrative responsibilities. Keep abreast of major issues and policies affecting areas of responsibility through interactions with the Office of the Dean, other units and programs within the College, and other University of South Carolina colleges, offices, and campuses.
4. Work collegially with other administrators as well as with faculty, staff, and students.
5. Communicate effectively with the Office of the Dean, reporting and explaining University and College policies to the unit, while representing unit perspectives and needs to the College
6. Exercise sound administrative judgment, efficiently and thoroughly making wise use of financial and human resources in achieving academic unit goals while staying within the unit budget.
7. Promote an atmosphere conducive to the professional growth of others. Nurture junior faculty by providing opportunities and guidance.
8. Offer support and guidance for all full-time faculty, both non-tenure-track and tenure-track alike.
9. Promote intellectual diversity among unit faculty.
10. Foster an inclusive sense of community among faculty, staff, and students at all levels.
11. Promote diversity and equal opportunity in employment and educational decisions in the areas of responsibility under their supervision.
12. Act fairly and objectively in decisions about salaries, evaluations, and promotions.
13. Confront difficulties in a positive manner and display the ability to mediate and resolve conflict and to accept advice and suggestions from others.
14. Encourage excellence in graduate and undergraduate program curriculum, activities, and assessment.
15. Promote the unit and its members on the national and international stages to reflect credit on the University of South Carolina. Serve as effective liaison and contact with other institutions, the broader academic community, and the public.
16. Maintain a research and/or teaching career in the discipline.

E. Good of the Order