

## **USC Lancaster Faculty Meeting Minutes February 7, 2025**

Please note: Faculty Organization meetings are recorded. To access the recordings of previous Faculty Organization meetings, follow these steps:

1. Log into Blackboard and go to Organizations.
2. Select USCLFO.
3. Click FO Documents on the left-hand menu.
4. Click on the folder labeled "FO Meeting Documents and Recordings"
5. Select the date of the meeting.
6. View recording in browser or download mp4 file.

Please note that chat messages are preserved in the Teams meeting record but are not necessarily reported in the minutes. Minutes are not verbatim and as such, pronouns may be mixed in the comment sections.

### **PDF Index**

**[Faculty Meeting Minutes](#)**

**[Appendix 1 – Dean’s Report](#)**

**[Appendix 2 – Associate Dean for Academic and Student Affairs Report](#)**

**[Appendix 3 – Academic Success Center Report](#)**

**[Appendix 4 – Human Resources Report](#)**

**[Appendix 5 – Medford Library Report](#)**

**[Appendix 6 – Student Success and Retention Report](#)**

**[Appendix 7 – TRiO Programs Report](#)**

**[Appendix 8 – Columbia Faculty Senate Report \(December 4, 2024 & January 15, 2025, meetings\)](#)**

**[Appendix 9 – Athletics Advisory Committee Report](#)**

**[Appendix 10 – Evaluation Committee Report](#)**

## USC Lancaster Faculty Meeting Minutes February 7, 2025

**CALL TO ORDER:** 12:34 PM Dana Lawrence

**CORRECTION/APPROVAL OF MINUTES:** The minutes of the December 6, 2024, faculty organization meeting were approved.

### **REPORTS OF OFFICERS:**

*Director of USC Press* – Michael McGandy

Invitation to faculty and staff to reach out with ideas and questions about publishing with USC Press, especially with ideas for non-traditional formats. He wants to open conversations around the USC system. Peer reviewed and non-peer reviewed opportunities are available.

*Dean of the Campus* – Dr. Courtney Catledge, report submitted (**Appendix 1**).

Highlights from her report, including:

- Enrollment is strong compared to last year
- Open searches including Trades Specialist and Assistant Business Operations Manager that were just posted
- Faculty and Staff are encouraged to attend athletics events, including upcoming soccer and baseball games
- Our recent Guidance Counselor luncheon had strong attendance
- Recruitment (including non-degree seeking students from Sun City and Treetops
- Carolina Day
- Horizon Grant application due date is approaching
- Upcoming campus events including the Ivalas Quartet and *Loving* by the Lancaster Players
- Budget update from the Senate coming later this month

### **Questions and/or Comments:**

D. Lawrence – Are tickets required for the Ivalas Quartet concert?

C. Austell – Registering for tickets helps us keep track of attendance, so please do so.

*Associate Dean for Academic and Student Affairs* – Dr. David Roberts report submitted (**Appendix 2**).

Highlights from his report, including:

- Faculty reviews will go out soon (feedback is due on March 15)

- The Center for Teaching Excellence is offering several workshops on Universal Design for Learning
- Thanks to those who have used the Early Alerts system and reminder to do so if needed
- Travel Study requests for summer 2026 will be due in March
- The admissions office is going to make some changes, including shifting from paper to electronic. Reach out to Aubrey Stewart with questions and/or interest
- Spring Open House will be Saturday March 15
- Expect changes to New Lancer Orientation this year
- List of staff and faculty accomplishments – please see his report
- Upcoming campus events

Questions and/or Comments: None

***Academic Success Center*** – Dr. Patrick Lawrence, report submitted. (**Appendix 3**).

An update to his written report: Google Forms had stopped automatic updates. He corrected the issue, but please contact the ASC if you've expected updates about students who have not come in.

Questions and/or Comments: None

***Advancement Office*** – Shana Dry

- Screened a promotional video featuring several faculty testimonials.
- Give4Garnet fundraiser will be March 26. USCL has two matches for Athletics, so efforts will be focused there. Funds will support travel, meals, etc. Reminder that this fundraiser focuses on the number of donations, not the dollar amount, and that we raised over \$1,000,000 in 2024.
- Save the date for USCL's 65<sup>th</sup> anniversary celebration on March 27<sup>th</sup>

Questions and/or Comments: None

***Director of Institutional Effectiveness*** – Dr. Shemsi Alhaddad.

Shared updates about the faculty activities survey that she shared, including:

- Rationale: Survey captures faculty work beyond simple teaching load
- Goal of 100% participation
- Is used to show the work, accomplishments, and value of our campus
- A database option is being considered for future reporting so that faculty can enter accomplishments in real-time versus one survey at a fixed point in the year, so let her know if you have feedback

Questions and/or Comments:

S. Criswell – What is the difference between a “guest lecture” and a “public lecture” on the form

S. Alhaddad – There may be some overlap so find the best match for your situation and report only once.

*Human Resources* – Written report (**Appendix 4**)

*Medford Library* – Written report (**Appendix 5**)

*Student Success and Retention* – Written report (**Appendix 6**)

*TRiO Programs* – Written report (**Appendix 7**)

### **REPORTS OF COMMITTEES:**

#### **USC SYSTEM COMMITTEES:**

*Columbia Faculty Senate* – Written report for December 4, 2024 & January 15, 2025, Columbia Faculty Senate meetings (**Appendix 08**)

#### **LOCAL COMMITTEES:**

*Athletics Advisory Committee* – Written report (**Appendix 9**)

*Evaluation Committee* – Written report (**Appendix 10**)

*Free Speech Task Force* – Dr. Patrick Lawrence

Updates on the new Free Speech task force, which has met three times. They have found that Palmetto College campuses cannot set their own policy that diverges from the Columbia policy, so they are working to review and suggest revisions to the Columbia campus’ free speech and free expression policy. The task force is considering proposing a new permanent local committee that focuses on freedom of speech and academic freedom.

Questions and/or Comments: None

**OTHER SYSTEM COMMITTEES:** None

**UNFINISHED BUSINESS:** None

**NEW BUSINESS:** None

### **SPECIAL ORDERS:**

#### *Special Elections*

To fill vacancies on Dean’s Advisory Committee and USCL Local T&P Committee. Anonymous vote held via Blackboard.

Questions and/or Comments: None

**ANNOUNCEMENTS:**

- A. Pangburn – USCL Outdoor Club hikes:
  - February 14 at noon at Columbia Canal and Riverfront Park
  - February 22 at 11:00 AM at Chester State Park
- C. Austell – USCL Performance Series  
[https://www.sc.edu/about/system\\_and\\_campuses/lancaster/documents/random/lancaster\\_performance\\_series.pdf](https://www.sc.edu/about/system_and_campuses/lancaster/documents/random/lancaster_performance_series.pdf)
- S. Cruise – Looking for volunteer opportunities for Travel Study students seeking financial support.
- E. Moon-Kelly – Performance announcement: Charlotte Concert Band “Postcards” on Saturday, March 1, 2025, at 7:00PM at Myers Park High School.
- D. Lawrence – We will accept nominations for 2025-2026 Faculty Organization positions for next month.
- L. Cai – Email him if you need the campus description for tenure and/or promotion document preparations.
- C. Heinemann-Priest – If anyone has spare egg cartons, please reach out
- T. Rowell – The AOE Committee is working to support student-led cultural awareness activities and offer funds.
- C. Catledge – The Palmetto College Staff Senate has convened.
- M. Lemhouse – Reminder to sign the attendance sheet to be counted present; Medford Library is hosting Black History Month presentations by Connor Austell and Allison Jobe on February 24 and 25<sup>th</sup>.

**ADJOURNMENT:** 1:25 PM Dana Lawrence

**ATTENDING:**

Shemsi Alhaddad, Connor Austell, Christopher Bundrick, Li Cai, Jill Castiglia, Courtney Catledge, Stephen Criswell, Susan Cruise, Annette Duker-Golonka, Shana Dry, Elizabeth Easley, Pam Ellis, Lucius Stanley Emanuel, Danelle Faulkenberry, Amy Gerald, Darris Hassell, Claudia Heinemann-Priest, Allisa Kate Holland, Jason Holt (via phone), Amy Hood, Ernest Jenkins, Mary Allison Jobe, Christopher Judge, Dana Lawrence, Patrick Lawrence, McKenzie Lemhouse, Lynette Martek, Fernanda Marques Burke, Michael McGandy, Michelle Mellichamp, Tracey Mobley-Chavous, Erin Moon-Kelly, Angela Neal, Franklin Evan Nooe, Bettie Obi-Johnson, Allan Pangburn, Suzanne Penuel, Bridgett Plexico, Jeff Rammage, Kim Richardson, David Roberts, Deborah Rowell, Tyrie Rowell, Todd Scarlett, Asheley Schryer, Nahid Swails, Suzette Taylor, Brittany Taylor Driggers, Lauren Thomas, Jerrod Yarosh, Andrew Yingst

**ABSENT:**

Sahar Aghasafari, Marybeth Berry, Dwayne Brown, Steven Campbell, Logan Cocklin, Mark Coe, Walter Collins, Kimberly Covington, Maxie Ron Cox, Rebecca Freeman,

Garane Garane, Lisa Hammond, Howard Kingkade, Nicholas Lawrence, Tamika Lewis, Vincent Lewis, Brandon Newton, Phillip Parker, Leigh Pate, Peter Seipel, Sarah Sellhorst, Michael Sherrill, Richard Vanhall, Tania Wolochwianski

***Faculty Secretary:*** Document submitted by M. Lemhouse on February 19, 2025, for faculty and staff review.



UNIVERSITY OF  
**South Carolina**  
LANCASTER

**Dr. Courtney Catledge**  
**Regional Palmetto College**  
**Interim Dean**

**Report to the USC Lancaster Faculty Organization**  
**February 7, 2025**

## **People**

### **Enrollment**

As of February 4, 2025, Spring enrollment stands at 2334 up 13.90% from Spring 2024. We are again on the path to historic Spring semester enrollment. Thank you for your help with advisement and registration for the Spring semester.

### **Faculty/Staff searches in progress:**

- USCL Dean search committee interviews are scheduled over the next two weeks
- Chancellor's position interviews are scheduled for March 31 – April 4.
- Assistant Business Operations Manager
- Trades Specialist
- Instructor/Assistant Professor of Statistics

### **Athletics**

**Baseball kicked off the season with a home opener last weekend** against Catawba Valley Community College. Upcoming game schedule can be accessed at [this link](#).

### **Employee Support**

Please remember that **the university offers work-life balance and wellbeing support** through our [Employee Assistance Program](#) (EAP). These services are helpful in times of stress and adjustment.

## **USC Lancaster in our Communities**

Aubrey Stewart, Andrea Campbell, Dominique Waller, Dr. Sarah Sellhorst, Ken Cole, Breana Jones and Kasie Faulkenberry presented at the Guidance Counselor luncheon on January 31,

2025, and represented USC Lancaster well. 26 attended the luncheon with excellent feedback on the event.

We will connect with residents at **Sun City Carolina Lakes and Tree Tops later in February for registration for a second 8-weeks course.**

**TRiO OSP Annual FAFSA Financial Aid Day** was held on Thursday, January 30. Thanks to everyone who helped to organize and offer this important event.

USCL leadership and 13 students will be attending **Carolina Day** at the statehouse on **February 11<sup>th</sup>.**

#### **Other items...**

**Horizon Education Grants** were created to celebrate and support educators working with students PreK through college, in the communities of Great Falls and Fort Lawn, SC, and all of Lancaster County. They are designed with two primary goals in mind:

To tie innovative, collaborative teaching and learning to the goal of Building and Supporting a Healthy Community; To promote and support the development of our students' full potential to succeed as outlined in the "Profile of the SC Graduate."

Collaboration across grade levels, school campuses, and communities is highly encouraged. Every educator in our service area is eligible for both an individual classroom grant **AND** a team grant each year. The Spring 2025 deadline is March 2, 2025.

**W. Brent Burgin Lunch and Learn on February, 28 2025 at the NASC-** a lecture by Dr. Keith Ashley, Archaeologist and Associate Professor of Anthropology at the University of North Florida. "Virtual Excavation at Sarabay: Unearthing the Center of a Mocama (Timucua) Town"

**USCL Performance Series is hosting the first event of 2025 on February 14<sup>th</sup> at 7:30 pm in Bundy Auditorium, Ivalas Quartet.** This is a free event supported by the South Carolina Arts Commission and the City of Lancaster

There is an upcoming production by the Lancaster Players- "**Loving**" Come out and support on **February 21<sup>st</sup> and 22<sup>nd</sup> at 8 pm and February 23<sup>rd</sup> at 2 pm**

Representing the system campuses, **President Amiridis presented FY 2025 budget requests to the House Ways and Means Higher Education Sub-committee** (Jan 21, 2025). The meeting went well with great dialogue between the University and the house members.

Representing the system campuses, **President Amiridis will present FY 2025 budget requests to the Senate Finance Committee Hearing later this month (February 2025)**



### **Save the date – Give 4 Garnet 2025**

Give 4 Garnet is a one-day, eight-hour, and one-minute celebration of the University of South Carolina system that will begin at 5:59 a.m. on March 26 and end at 2 p.m. on March 27. It provides an opportunity for students, employees, alumni, family, and friends to come together virtually and demonstrate their support. Specific emphasis this year is USCL Athletics.

**Commencement 2025:** Planning is underway for an outdoor commencement ceremony on Saturday, May 3 at 11:00 am. **(Please note the morning time for this year.)** This year's speaker will be Ms. Harlean Carter, Retired Lancaster City Police Chief. The ceremony will take place just in front of the Crawford Rose Garden where we were last year. The pre-ceremony and post-ceremony receptions will both take place in the Arnold Special Events Room in Bradley.



# UNIVERSITY OF SOUTH CAROLINA LANCASTER

David Roberts, Interim Associate Dean for Academic & Student Affairs

## REPORT TO THE FACULTY ORGANIZATION February 7, 2025

- 1. Faculty Review Schedule for 2025-2026.** Faculty eligible for promotion and faculty required to undergo reviews will be notified by March 1. Review statuses will be verified on the Review Intent Form that is due by March 15.
- 2. If you have not yet filled out your online Professional Activity Form,** please do so as soon as possible.
- 3. Survey about USCL Faculty Service and Scholarship.** Shemsi Alhaddad, our USCL Director of Institutional Effectiveness and Research, has put out a call to complete a survey of faculty service and scholarship activities. The deadline is February 17th. It is open to all faculty (full time and part time, regardless of title or rank). We would like 100% participation from full-time faculty. The link is here:  
<https://forms.gle/14skRRb6cpUd2V9n7>.
- 4. The CTE has a new Universal Design for Learning (UDL) initiative,** to help faculty develop strategies to anticipate and support diverse learner needs, while promoting flexible teaching methods that accommodate different learning approaches. There are both short courses and UDL Workshops. Here is information related to these classes:

### Short Course

#### [UDL in Practice Short Course](#)

Application Deadline: February 13, 2025

Course Dates: Monday, March 17 – Monday, April 28 (6-week, fully online, asynchronous course)

Participants who achieve a “met” rating for all activities and assessments in the course are eligible to receive \$100 Amazon gift card.

## UDL Workshops

[UDL Principles in Design Practice](#)

Thursday, February 20, 1:15 - 2:30pm, Webinar

[Trauma-Informed Practice and the Ethics of Care](#)

Monday, March 31, 1:15 - 2:30pm, In-Person

[Universally Designed Assessments](#)

Tuesday, April 22, 1:15 - 2:30pm, In-Person

### 5. Thank you to everyone who has already submitted **early alerts** for the spring 2025 semester. We appreciate your commitment to student success!

To submit an alert, please complete [this form](#). If you have multiple alerts to submit, you can email Zoe Byrd at [zbyrd@email.sc.edu](mailto:zbyrd@email.sc.edu). In the email, please include the student's name, student ID, reason for alert, class name, and recommendation (contact Professor, tutoring, withdraw from class, counseling, etc.).

Below are resources and information frequently shared when contacting students for alerts:

- If a professor recommends a student withdraw from a course:
  - Remind student of the withdrawal date or direct to the [Academic Calendar](#) for important withdrawal deadlines.
  - Recommend student speaks with their academic advisor and Financial Aid. Withdrawing can have academic and financial impacts, so we always want to make sure students can make an informed decision when withdrawing.
- If a student is struggling with the course material or is scoring poorly on quizzes/tests:
  - Direct them to the [Academic Success Center](#).
    - The ASC offers in-person and virtual one-on-one appointments, as well as labs and studio drop-in hours. They also offer a great study strategies session that every student can benefit from.
  - Direct them to contact their professor with questions, concerns, or issues.
- Additional resources/quick links that are helpful to students
  - [Counseling Services](#)
  - [Student Disability Resource Center](#)
  - [Financial Aid and Veteran Affairs](#)
  - [Academic & Student Affairs](#)
  - [USC Lancaster Information Technology](#)
    - [Columbia DoIT Help Desk](#)
    - [Blackboard Support](#)
  - [Bookstore](#)
  - [Community Services and Resources](#)
  - [Student Food Pantry](#)

6. **Travel Study Requests.** The Student Affairs Committee reviews and recommends applications for travel study courses. Proposals for Summer 2026 courses are now being accepted. The deadline for submission is March 14, 2025. For more information please see this link: [Travel Study - USC Lancaster | University of South Carolina](#)
7. **Office of Admissions is in the process of automating the paper processes that are still being performed within the office.** This will streamline efficiency and also benefit the students because they will be able to submit information electronically. The test run will be conducted soon—before the busy period begins in May. This will include, but not be limited to: citizenship form & documentation, immunization forms & records, and Add/Drop forms for Dual Enrollment.

**Spring Open House** will be on Saturday, March 15<sup>th</sup>.

**Enrollment freeze** is Thursday, March 20<sup>th</sup>.

8. **New Lancer Orientation** dates are set.
  - Session I: Thursday, June 26th
  - Session II: Thursday, June 10th
  - Session III: Thursday, July 24th
  - Session IV: Thursday, August 7th
  - “Convocation”: Thursday, August 14thThe first session is starting later this year. Jeff has found that the early sessions have not been well attended for various reasons, and so he has decided to try a later date for Session I.

#### 9. **Faculty Search: STATS Search**

- a. Andy Yingst (MSNPH): Chair
- b. Annette Golonka (MSNPH)
- c. Evan Nooe (Humanities)
- d. Jerrod Yarosh (BBCEL)

#### 10. **Staff Recognitions:**

- a. **Jeff Rammage was recognized as a member of the “Top 10 Under 40” by the Lancaster Chamber of Commerce** on January 30<sup>th</sup>, 2025 during their Annual Winter Soirée
- b. **Bob Bowen, USC Lancaster Assistant Coach, was inducted into the North Carolina Soccer Hall of Fame!** This organization honors people who have made significant contributions to soccer in North Carolina. He is making the same contributions to the Lancers’ Program.

## 11. Recent Faculty Accomplishments.

- a. **Sahar Aghasafari Conference Presentation:** (February 2025). *Enhancing STEM Education for Special Education Students through Multimedia Arts Integration*. AESJ Art and Education for Social Justice Symposium, University of Georgia, Athens, GA.

**Exhibition Participation:** Participated in a group exhibition, *Art Educator Exhibition*, Historic Spring House, Lancaster (Jan.-Feb. 2025). [Exhibition Details](#)

- b. **Chris Judge.** Spoke at the 10<sup>th</sup> Anniversary Gala for the South Carolina Progressive Network's Modjeska Simkins School for Social Justice, at the Big Apple in Columbia (January 25<sup>th</sup>).

**Speaker and Panelist:** *Precontact Archaeology and Memory in South Carolina*. This was the "Memory and Material Culture: Archaeology and Artifacts" panel held at the College of Charleston (January 30<sup>th</sup>).

- c. **Andy Yingst.** Cowrote the *Wall Street Journal's* variety cryptic crossword for December (with Jess Shulman). <https://www.wsj.com/articles/loopholes-saturday-variety-puzzle-december-14-2e7a88cc>

- d. **Ernest Jenkins. Presentation:** "Gothic Features at Lancaster's Cultural Arts Center," the Lancaster Breakfast Rotary Club (January 15<sup>th</sup>).

- e. **Claudia Heinemann-Priest. Lecture:** "Krampus & Co.—Shadow Companions of Saint Nicholas." [https://youtu.be/j0iNlOmJ7uQ?si=EwQmY0A3O1n\\_fomY](https://youtu.be/j0iNlOmJ7uQ?si=EwQmY0A3O1n_fomY)

- f. **Evan Nooe. Dr. Nooe's book *Aggression & Sufferings* was awarded the "2024 Best First Book Award"** from Phi Alpha Theta, the National Honor Society! The competitive award is for first time authors, and open to any field/subject in history.

**Article Publication:** "Making History at Disney Springs: Florida's Past as Themed Tourism," *International Journal of Disney Studies*, 1.1 (2025): 71-90.

His work was featured on SC Public Radio with [Walter Edgar's Journal](#)

Invited to join an Advisory Council for SC250.

Served on an NEH review panel for grant proposals on K-12 education on Native American Boarding Schools.

Delivered a book talk with the Mount Holly Historical Society (Mount Holly, NC).

- g. Lisa Hammond. Paper Presentation:** “Partridge Pea, Headstones, Coke Bottles, and Quail: Poetry, Family History, and the Hammond Cemetery,” with Magdelyn Hammond Helwig (Furman University) and Laura Rashley (Forbes Books). At the Popular Culture Association in the South / American Culture Association in South annual conference (Greenville, SC: October 2024).

## **12. Upcoming Events.**

- a. Thanks to Connor Austell,** we have the inaugural performance of our new **Lancaster Performance Series:** it features the Ivalas Quartet, Bundy Hall on Friday, February 14th at 7:30 PM. Admission is free!

## Report to the USC Lancaster Faculty Organization

### Academic Success Center

*Pat Lawrence, Director*

#### Announcements

- Tutoring resumed at the ASC on January 13<sup>th</sup>. We are now open for all tutoring and studio services, including virtual appointments.
- Dual enrollment students may not know they are eligible to use ASC services. If you recommend the ASC to students, please emphasize that we're open to all students enrolled in USCL courses.

#### Recent and Upcoming Events Overview

You may have seen tutors Ann Garner and Kennedy Bumbrey in the Founders Hall atrium introducing students to ASC services and handing out literature. If you see our tutors out on campus again, please encourage students to stop by and ask about how we can help them and pick up some swag.

This spring, we welcomed Riwin Southworth to the ASC as our newest peer tutor. A student researcher and member of the Chemistry Club, Riwin is ready to tutor Chemistry, Spanish, study skills, and several biology subjects.

#### Summary of Tutoring Data

**Year-to-year trends:** our 33 visits during the partial month of January reflect a 6% increase over last year. Given that bad weather cancellations and tutor illness drove the total down, this reflects an encouraging trend. The fact that we saw a greater number of students in this period than the previous year may also signal broader demand for services than in years past, which may translate into more appointments down the road. We are stepping up promotions to keep this trend line positive.

**Session distribution trends:** Session distributions were similar to the past few months, with about 50% of contacts coming from STEM fields and about 9% of sessions from student athletes and 9% from dual enrollment students. One notable development in January was a high proportion of students choosing Math Lab services paired with strong demand for in-person tutoring in some courses that are typically not as popular. Students who were unable to secure one-on-one tutoring appointments due to schedule conflicts appear to have attended drop-in services as an alternative. Studio services are designed in part to accommodate such temporary surges in demand, but we have also changed how we schedule tutors to even out demand between session formats going forward.

(See charts below for data breakdown.)

#### Contact Information

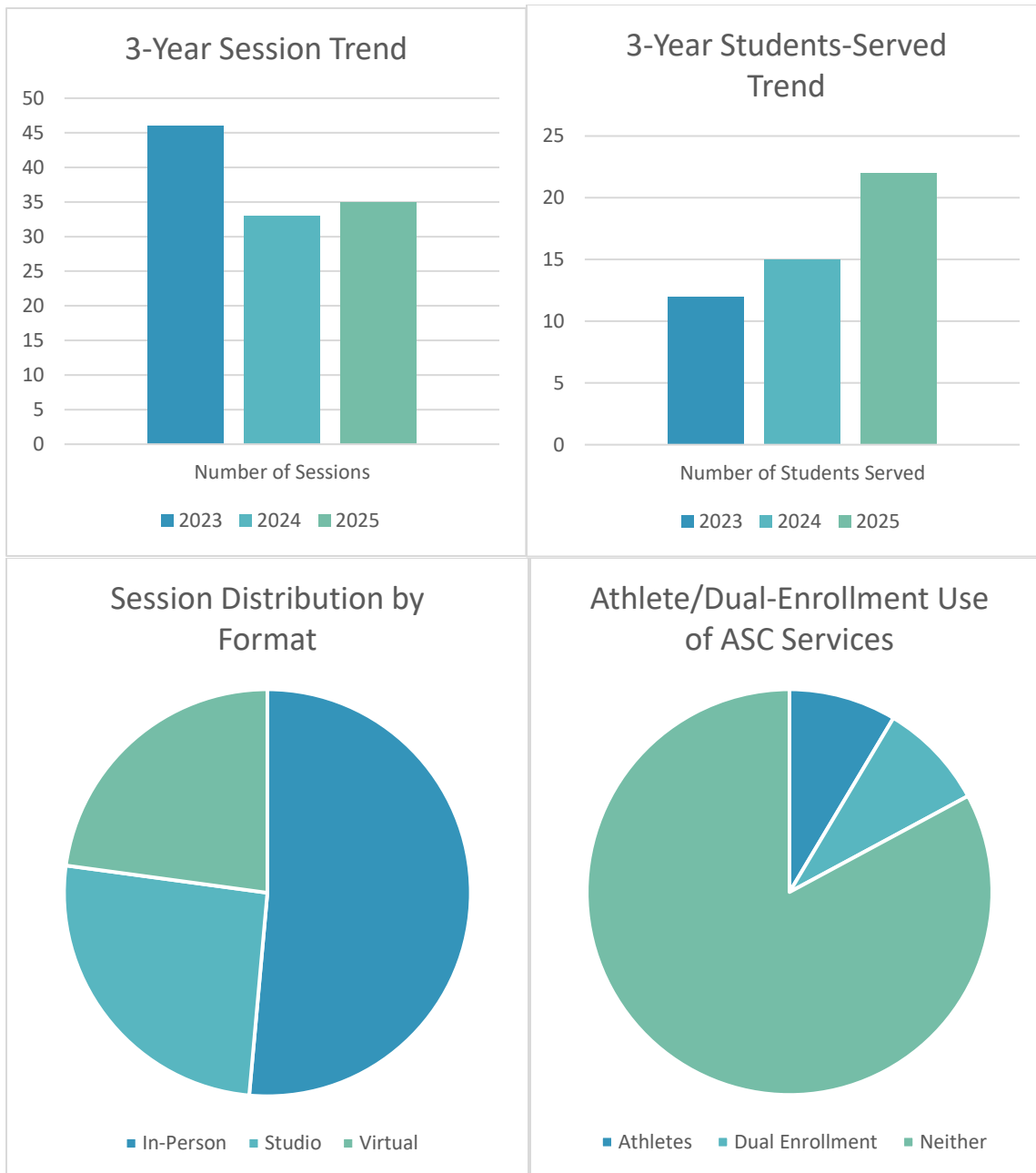
**Phone:** 803-313-7113

**Web:** [sc.ed/lancaster/asc](http://sc.ed/lancaster/asc)

**Patrick Lawrence, Director:** [pslawren@mailbox.sc.edu](mailto:pslawren@mailbox.sc.edu)

**Elaine Connor, Academic Success Coordinator:** [etconnor@mailbox.sc.edu](mailto:etconnor@mailbox.sc.edu)

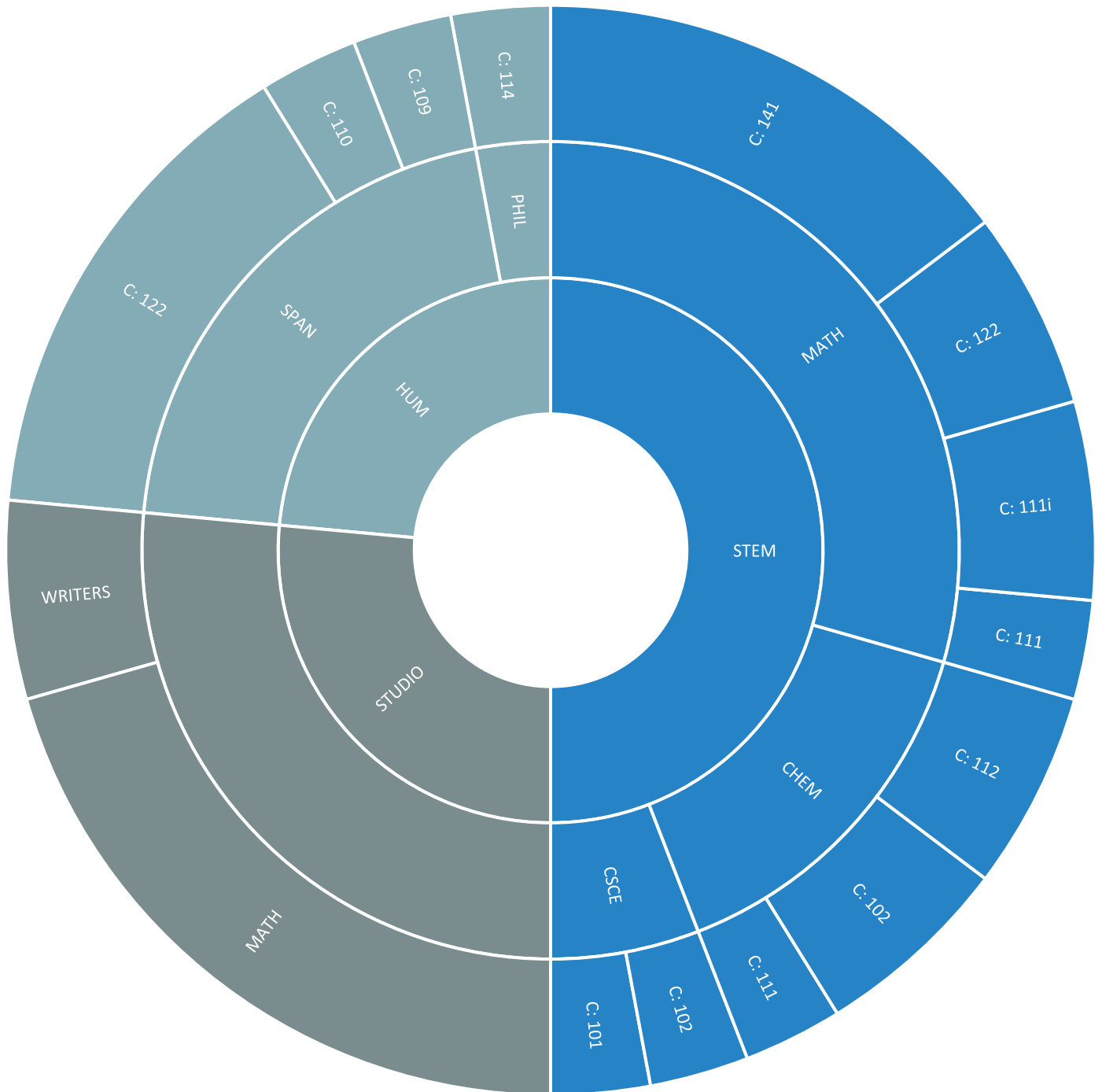
## Appendix: Summer Tutoring Data



<sup>1</sup> Note that the student-athlete and dual-enrollment data is only collected for conventional tutoring appointments, not for studio services. For this reason, the total number of sessions listed here excludes studio numbers.



Session Distribution by Field and Course



**FROM:** Tracey Mobley Chavous, PHR - Director of Human Resources

**MEETING:** Faculty Organization Meeting- February 7, 2025

**TODAY'S DATE:** February 4, 2025

**ATTACHMENTS: 0**

---

**INFORMATION ITEMS:**

**1) 2024 W-2**

W-2s for tax year 2024 were made available to employees on January 29, 2025.

If you elected to receive your W-2 electronically please take the following steps to review, print, or save your 2024 W-2.

- 1) Log into the HR/Payroll System [hcm.ps.sc.edu](http://hcm.ps.sc.edu)
- 2) On the Employee Self Service screen choose the Payroll tile
- 3) Select the W-2/W-2c Forms Tile
- 4) Ensure that the Tax Year is 2024
- 5) Select View Form
- 6) If you need instructions on filing your W-2 select the square under the heading filing instructions.

Those who did not choose to receive the 2024 W-2 electronically will receive their copy via mail. It will be mailed to the address that is stored in the HR/Payroll system.

Questions about W-2s should be directed to the USC Payroll Department via email [payroll@mailbox.sc.edu](mailto:payroll@mailbox.sc.edu). When communicating with the USC Payroll Department share your legal name and USC ID so that you may be easily identified and assisted efficiently.

**2) MoneyPlus Dependent Care Spending Account and Medical Spending Account**

Remember March 31, 2025, is the deadline to request reimbursement from 2024 funds in your Dependent Care and Medical Spending Accounts.

Any funds left in a Dependent Care Spending Account will be forfeited after the reimbursement deadline.

Money left in a Medical Spending Account on December 31, 2024, is eligible to be carried over. Up to \$640 of those funds carried over into the 2025 plan year.

Please contact AsiFlex with questions about Dependent Care and Medical Spending Accounts. <https://www.asiflex.com/scmoneyplus/>

### 3) 2025 State ORP Open Enrollment

Current participants of the State Optional Retirement Program (State ORP), administered by the SC Public Employee Benefit Authority (PEBA), may participate in the open enrollment period until March 1, 2025.

During the annual open enrollment, State ORP participants may either choose to change their State ORP service provider by logging in their [Member Access account](#) or change to the South Carolina Retirement System (SCRS) by contacting their campus Benefits Office to request an SCRS enrollment if it has been at least one year, but not more than five years since initially enrolling in State ORP. If State ORP participants change to SCRS, this decision is permanent and cannot be reversed.

The current [State Optional Retirement p](#)roviders are:

- [Corebridge Financial](#)
- [Empower Retirement](#)
- [TIAA](#)
- [Voya Financial](#)

Current State ORP participants need to determine how their contributions are to be invested and to designate a beneficiary for their State ORP account balance. Changes made during the open enrollment period become effective April 1, 2025.

Changes to the participants' status in Member Access will not be shown until PEBA processes the State ORP to SCRS open enrollment transactions in March.

After March, the individual's State ORP account will continue to reflect an active status, but an SCRS account will appear with an inactive status. After the second enrollment job runs in May, the individual's SCRS account will change to active, and the State ORP account will change to inactive.

For more information about options during this open enrollment period and how to make changes, please contact PEBA's Customer Contact Center at 803-737-6800, the [State ORP service providers](#) or [PEBA's website](#). For general information, please contact USC's Benefits Office at 803-777-6650 or [benefits@mailbox.sc.edu](mailto:benefits@mailbox.sc.edu).

#### **4) Applying for Extended Leave of Absence (Family and Medical Leave – FMLA)**

An employee should request an Extended Leave of Absence for absences that are greater than 3 days. Leave may be requested for an employee's own health condition or to provide care to an immediate family member.

Employees may submit these requests directly to the USC Benefits Department through the HR/Payroll System or the appropriate forms may be shared directly with me via email, fax, mail, or hand delivery and I will submit them for review on behalf of the employee.

Employees should request to receive the appropriate forms as soon as they become aware of the need to be away from work for more than 3 days. Division Chairs and supervisors may also request that forms be sent to an employee.

Notifying me via email or telephone will allow me to start the process.

For more details about Family and Medical Leave and other leave benefits please view this website

[https://sc.edu/about/offices\\_and\\_divisions/human\\_resources/benefits/time\\_away/index.php](https://sc.edu/about/offices_and_divisions/human_resources/benefits/time_away/index.php)

#### **5) Employee Assistance Program**

Please remember that the Employee Assistance Program (EAP) is a confidential resource provided by the University to help employees and their family members through difficult times.

Our EAP vendor McLaughlin Young Group (Mygroup) provides the following types of services: Counseling, Online Services, Legal and Financial Assistance, Savings Center, and Online Seminars.

Except for fees associated with the purchase of legal documents, the EAP provides up to six counseling sessions per person, per issue, per year at no cost to university faculty, staff, and their immediate household members.

Employees and their dependents have access to counselors 24 hours a day 365 days a year by calling 800-633-3353 or 704-529-1428. To access resources on-line, log into [www.mygroup.com](http://www.mygroup.com) and click on Current Participants and Employee Resources. Use the username "USC" and password "guest." You may also download the MyGroup app which is available at the Apple App Store and Google Play Store.

For more information about the Employee Assistance Program (EAP) please view this website [https://sc.edu/about/offices\\_and\\_divisions/human\\_resources/benefits/employee\\_wellness/eap/index.php](https://sc.edu/about/offices_and_divisions/human_resources/benefits/employee_wellness/eap/index.php)

# Medford Library Faculty Meeting Report

## February 7, 2025

### SERVICE STATISTICS AND PROGRAMS FOR FALL 2024

- 11821 unique visits
- 7273 LibGuide views
- 641 Study and Lounge Area Reservations
- 49 Conference Room uses
- 40 Computer Lab uses
- 49 Community computer uses
- 11 Instruction Classes
- 13 Book a Librarian

### CIRCULATION STATISTICS FOR FALL 2024

- 364 General collection items
- 4 AV collection items
- 3 Government Resource items
- 34 Graphic Novel items
- 49 Juvenile collection items
- 32 New Book collection items
- 15 Oversize collection items
- 17 On Display items
- 233 Special Collection items
- 7 Reserve items

### UPCOMING EVENTS

- Black History Month displays throughout the library in February
- Black History Month Presentations
  - February 24 at 12:30 – Connor Austell
  - February 25 at 11:00 – Allison Jobe

### GENERAL AND ADMINISTRATIVE ACTIVITIES

- Spring Break (March 10-14) Hours
  - Monday - Thursday 8 am to 6 pm
  - Friday 8 am to 2 pm
- Instruction classes are available in person and virtually. [Request a library instruction class today.](#)
- [Book a Librarian](#) is available for you and your students.

## PUBLISHED? LET US KNOW SO WE CAN BUY YOUR BOOK!

- [Request we purchase materials.](#)

## HELPFUL LINKS

- Place materials on [Reserve](#)
- Reserve the [library computer lab](#)
- Reserve the [library conference room](#)
- Document the impact of your scholarly activities with these [Tools for Tracking Tenure & Promotion.](#)
- Check out [resources for faculty and staff.](#)

# Student Success and Retention

## USCL Faculty Organization Report

February 7, 2025

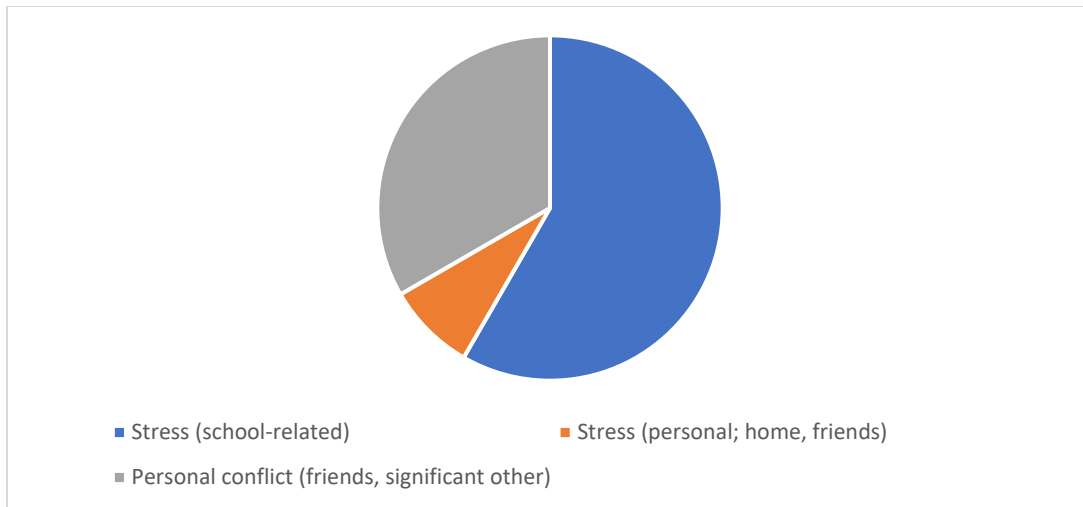
### Academic Advising

- Summer/fall registration opens March 17<sup>th</sup>.
- Registration save-the-dates will be sent to students beginning February 17<sup>th</sup>.
- Faculty advisors will be sent their advisee lists on February 17<sup>th</sup>.
- The scholarship application due date for continuing and transfer students is March 15, 2025. Please communicate this deadline with your advisees as appropriate.

### Counseling Services

*Monthly Status Report (December 2024/January 2025)*

As in the previous year, the number of students requesting counseling appointments has decreased throughout January. This will likely change as the semester goes on. While there were some students requested counseling because of school-related stress, many of the students who have requested sessions or dropped in are primarily due to personal stress.



FORMAT	
In-person	6
Tele-health	6
Phone	0
<b>Total</b>	<b>12</b>

TYPE	
Drop-in	0
Scheduled	12
<b>Total</b>	<b>12</b>

*\*Information provided by Tamika Lewis, MA, LPC, NCC*

## Early Alerts

Thank you to everyone who has already submitted early alerts for the spring 2025 semester. We appreciate your commitment to student success!

To submit an alert, please complete [this form](#). If you have multiple alerts to submit, you can email Zoe Byrd at [zmbyrd@email.sc.edu](mailto:zmbyrd@email.sc.edu). In the email, please include the student's name, student ID, reason for alert, class name, and recommendation (contact Professor, tutoring, withdraw from class, counseling, etc.).

Below are information/resources frequently shared when contacting students for alerts:

- If a professor recommends a student withdraw from a course:
  - Remind student of the withdrawal date or direct to the [Academic Calendar](#) for important withdrawal deadlines.
  - Recommend student speaks with their academic advisor and Financial Aid. Withdrawing can have academic and financial impacts, so we always want to make sure students can make an informed decision when withdrawing.
- If a student is struggling with the course material or is scoring poorly on quizzes/tests:
  - Direct them to the [Academic Success Center](#).
    - The ASC offers in-person and virtual one-on-one appointments, as well as labs and studio drop-in hours. They also offer a great study strategies session that every student can benefit from.
  - Direct them to contact their professor with questions, concerns, or issues.
- Additional resources/quick links that are helpful to students
  - [Counseling Services](#)
  - [Student Disability Resource Center](#)
  - [Financial Aid and Veteran Affairs](#)
  - [Academic & Student Affairs](#)
  - [USC Lancaster Information Technology](#)
    - [Columbia DoIT Help Desk](#)
    - [Blackboard Support](#)
  - [Bookstore](#)
  - [Community Services and Resources](#)
  - [Student Food Pantry](#)

*\*Information provided by Zoe Byrd, Academic Advisor for Arts and Business, Early Alert Coordinator*

## Leadership Distinction

### ***Celebration of Lancer Excellence***

The Celebration of Lancer Excellence will be held on Thursday, April 10 from 11:30-1:00pm in Medford Library. Please encourage your students to share their beyond the classroom experiences in research, internships, service, study abroad, peer leadership, and more! We are accepting applications for posters, oral presentations, and creative performances. Student may [sign up online](#).

### ***Discover USC***

Discover USC will be held on Friday, April 25, 2025, at the Columbia Metropolitan Convention Center. Registration for [presenters](#) and [reviewers](#) is open. Visitors who will not be serving in one of these roles are welcome to drop in without registering.

Registration deadlines:

- [Presenters](#): Wednesday, March 5, 2025
- [Reviewers](#): Friday, March 28, 2025

For more information, please visit [DISCOVER USC, Sponsored by the Office of the Vice President for Research -](#)



*\*Graduation with Leadership Distinction is a program through the Center for Integrative and Experiential Learning (CIEL) at Columbia, formerly USC Connect. Asheley Schryer and Dr. Liz Easley are the CIEL Fellows for the Lancaster campus.*

## **Student-Athlete Success Programming**

With the conclusion of the semester, several student-athletes had 3.0 or better and only a few student-athletes fell under the 2.0 GPA.

- Providing these students with support and resources they can utilize throughout the semester.
- Those student-athletes with a 2.0 or below (and not on probation) are to meet with Natalie Calhoun.
- Working with Danelle regarding any student-athlete on academic probation to make sure they meet with their academic coaches.

Baseball season begins February 1<sup>st</sup>, all faculty members were contacted if they have a baseball student-athlete in their classes.

- The baseball schedule was shared with the caveat of potential changes due to weather.
- Faculty is encouraged to keep open communication if a problem arises with a student-athlete.
- All baseball schedules are compiled in a spreadsheet that I reference to alert professors if any student-athletes will be missing class due to games.

Please feel free to contact me with any questions:

[https://sc.edu/about/system\\_and\\_campuses/lancaster/faculty\\_staff/calhoun\\_natalie.php](https://sc.edu/about/system_and_campuses/lancaster/faculty_staff/calhoun_natalie.php)

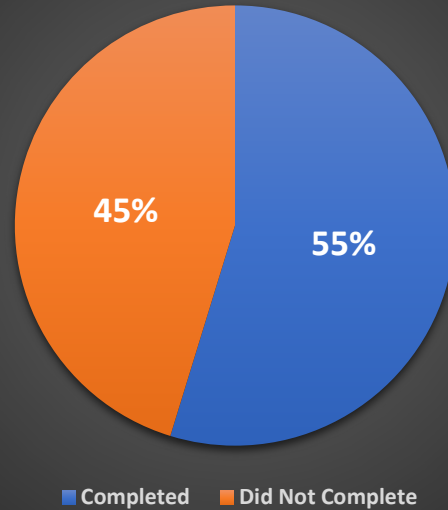
*\*Information provided by Natalie Calhoun, Student-Athlete Success Coordinator.*

## **Student Disability Resource Center**

### ***Testing Center Update***

- The MAP test will reopen March 15<sup>th</sup>.
- The Testing Center monitored 495 Lancaster students who were asked to complete four Community Education Modules using Vector Training. The four modules included Alcohol Education, Sexual Assault Prevention, Mental Well-Being, and Diversity, Inclusion and Belonging. Of the 495 students monitored, 271 students completed all the Modules prior to the Spring 2025 semester. Thank you everyone for encouraging the students to complete the modules! Students who completed the modules may pick-up their USCL T-Shirt Monday (2/10) and Tuesday (2/11) from 12:00-1:00 in Starr Hall Student Center.

## Community Modules Fall 2024



### ***Student Disability Resource Center***

- Disability Awareness Week will be March 3-7, 2025 from 12:15 to 1:00 in TRIO. Our theme is Awareness to Acceptance as we study the film, "Normal Isn't Real," a documentary about four disabled individuals who share their struggles and challenges as well as their accomplishments. The SC LEND class, taught by Dr. Obi-Johnson, will be facilitating the event.

*\*Information provided by Amy Hood, Student Disability Resource Center (SDRC) Coordinator*



**Matt Williamson**  
**Director and Principal Investigator**  
**Office of Federal TRiO Programs**

## **REPORT TO THE FACULTY ORGANIZATION**

### **Friday, February 7, 2025**

#### **OPPORTUNITY SCHOLARS PROGRAM**

##### **Enrollment Update**

- At present, we are officially serving 102 with three double-qualified applicants awaiting interviews and another five applicants on the waiting list to be entered into Blumen. We are slowly but surely getting closer to the mandated 165 students we are required to serve prior to the end of the grant cycle on August 31, 2025. We are enrolling as many as possible, double qualifiers so that we will have the required 2/3rds enrollment of Low-Income and First-Generation students. The TRiO staff are trying various recruiting methods to enroll students into the program.

##### **MLK Service Week at USCL**

- A total of 47 OSP students, nine faculty and staff participated in the MLK Service Week. Faculty, staff and students stopped by the TRiO Learning Resource Center (LRC) throughout the week to see and read about the life of Dr. Martin Luther King Jr., as well as write down their “**I Have A Dream**” message on a Post-it note and placed on a large whiteboard located near the TRiO LRC entrance. Also, everyone was encouraged to sit down and watch CDs on the Civil Rights movement to learn about the leaders who helped bring to light the dark horrors of Jim Crow laws in the deep South.

##### **MLK Community Scholarship Breakfast**

- The following six OPS students, **Emily Baker, Ebony Brown, DaRissa Izzard, Mary Mac Adamson, Landon Tidwell, and Jacob Woods**, attended the 22<sup>nd</sup> Annual Dr. Martin Luther King Jr. Community Scholarship Breakfast at the Lancaster High School Multi-Purpose Building, Monday, January 20. Guest speaker, “**Kwain Bryant**, a Philanthropist, National Speaker, Health Educator, and Certified Natural Movement and Fitness Coach and enthusiast, [talked on how] to motivate, educate, and empower individuals, organizations and communities to be their absolute best.”

##### **OSP Welcome Back Luncheon**

- We were so delighted to host our own **Bridgett Plexico**, Internship Coordinator, during the first OSP Luncheon the Spring 2025 semester on Tuesday, January 28. She talked about job interview preparations and how, with some practice, students can make a good first impression that may possibly lead to a second interview or hiring.



**TRiO Financial Aid Day**

- OSP students took advantage of the annual TRiO Financial Aid Day held in the TRiO LRC on Thursday, January 30. Students were able to gather information, on documents prepared by the Financial Aid and Veteran Affairs Office, about the various types of financial aid. Also, students had the opportunity to watch a power point on how to complete the Free Application for Federal Student Aid (FAFSA).

**Upcoming Activities and Events**

DATE	EVENT	TIME
02/05	<b>USCL's Annual Pre-Super Bowl Celebration</b>	11:30 AM to 1:30 PM
02/06	<b>Black History Month Popcorn and Movie Series (TBA)</b>	11:00 AM to 3:00PM
02/11	<b>Careers in Science Lecture: STEAM Research</b> with Dr. Sahar Aghasafari and Dr. Li Cai	12:15 PM
02/11	<b>Kingdom of God Church Afterschool Program</b> Group Tour and TRiO Presentation	4:00 PM to 5:00 PM
02/12	<b>D.E.F.I.N.E. Meeting</b>	12:15 PM
02/13	USCL Research Club Presents <b>Undergraduate Researchers Showcase Their Findings</b>	12:15 PM
02/17	USCL Cares Presents <b>Hope in Every Pack</b> with True Homes and the Women's Enrichment Center	12:15 PM
02/20	<b>Careers in Science Lecture:</b> Engineering with Jessie Gettliffe	12:15 PM
02/26	<b>OSP Luncheon</b> with Dr. Allison Jobe	12:15 PM
02/27	<b>SGA Discussions with Deans</b>	TBA

- All presentations will be in the TRiO Learning Resource Center.

**UPWARD BOUND PROGRAM**

**Upward Bound Enrollment Update**

- At present, we are officially serving 71 participants. This current enrollment number is nine over the mandated 62 which is a net positive for the program. The UB staff scored 12 points out of a possible 15 points on the Annual Performance Review (APR). The TRiO staff work very hard to help these First-Generation high school students achieve successes on and off campus.
- In addition to afternoon sessions the following events are scheduled for UB students:
  - March 7 – Charlotte Hornets Career in Sports Day
  - March 20 – Black College Expo (HBCU College Fair) at Johnson C. Smith University, Charlotte, NC.



## **LEGISLATIVE UPDATES**

### **Congressional Appropriations**

- Congress has passed a second CR that will extend the Fiscal Year 2025 (FY25) funding battle until early spring.

### **Supporting Federal TRiO Programs**

- There is much uncertainty in the air, concerning federally funded programs, with the new Administration in Washington, DC. With the budget likely to be voted on in the new Congress, the Council for Opportunity in Education (COE) continues to strongly encourage us to engage in advocacy. New Representatives and Senators are preparing to be sworn in, and many will have never heard of TRiO. It is our job to make sure they are supportive of TRiO by the time Congress votes on the final FY25 budget.
- Asking members of our legislative delegation to join the Congressional TRiO Caucus is a great way to foster support for Federal TRiO Programs.
- Your advocacy for TRiO can make a difference. If anyone is interested in learning how you may support bipartisan funding efforts to assist our TRiO grant projects at the USC Lancaster campus, please contact **Mark Ammons** at [rmammons@email.sc.edu](mailto:rmammons@email.sc.edu) or **Matt Williamson** at [mwilliam@mailbox.sc.edu](mailto:mwilliam@mailbox.sc.edu).

## **FACULTY SENATE MEETING NOTES**

**Wednesday, December 4, 2024**

**No report from the President.**

**Report from the Provost:** Provost Donna Arnett invites you to participate in the upcoming commencement ceremonies on December 16, 2024. Please [register online](#) by Dec. 10.

**Athletics (not originally on the agenda):** Program allows faculty to use Carolina cards for games (basketball, baseball, etc.).

### **Reports of Faculty Standing Committees**

**Committee on Courses and Curricula:** REPORT: COMMITTEE ON CURRICULA & COURSES approved. Link: [https://sc.edu/about/offices\\_and\\_divisions/faculty\\_senate/about/news/2024/ccdec2024.pdf](https://sc.edu/about/offices_and_divisions/faculty_senate/about/news/2024/ccdec2024.pdf)

**Instructional Development (InDev) Committee:** Report on Explorance Blue pilot program. Teaching assessment revision. Five departments opted in to participate in the pilot program in fall 2024. Lots of questions and discussions.

**Faculty Advisory Committee:** Committee on the Carolina Core approved/motion passed. Link: [https://sc.edu/about/offices\\_and\\_divisions/faculty\\_senate/about/news/2024/fac\\_11-6.pdf](https://sc.edu/about/offices_and_divisions/faculty_senate/about/news/2024/fac_11-6.pdf)

FAC Minor Amendments to the Committee on the Carolina Core Proposal approved/motion passed. Link:

[https://sc.edu/about/offices\\_and\\_divisions/faculty\\_senate/about/news/2024/fac\\_minor\\_amendments\\_ccc\\_draft.pdf](https://sc.edu/about/offices_and_divisions/faculty_senate/about/news/2024/fac_minor_amendments_ccc_draft.pdf)

First notice of proposal to create a Committee on Research, will discuss more in Jan. Link:

[https://sc.edu/about/offices\\_and\\_divisions/faculty\\_senate/about/news/2024/fac\\_committeeon\\_researchproposal.pdf](https://sc.edu/about/offices_and_divisions/faculty_senate/about/news/2024/fac_committeeon_researchproposal.pdf)

Committee presentation:

[https://sc.edu/about/offices\\_and\\_divisions/faculty\\_senate/about/news/2024/committee\\_research\\_dec4.pptx](https://sc.edu/about/offices_and_divisions/faculty_senate/about/news/2024/committee_research_dec4.pptx)

**Report of the Chair, Unfinished Business, New Business: N/A**

**Good of the Order:** Next Faculty Senate meeting: Wednesday, January 15<sup>th</sup>, at 3 p.m.

The documents used in the meeting are on the official site for [Faculty Senate Meetings](#).

## FACULTY SENATE MEETING NOTES

Wednesday, January 15, 2025

### Call to Order and Minutes Approval

The meeting commenced with the approval of the December 4, 2024, minutes. No corrections were raised, and the minutes were unanimously approved.

---

### Report from the President

President Admiris delivered a detailed report covering enrollment trends, faculty expansion, infrastructure projects, and advocacy efforts.

- **Enrollment Growth:** Applications for the upcoming academic year reached nearly 60,000, marking a 12% increase from the previous year. This growth reflects the university's rising reputation both within South Carolina and across the nation. Early-action applications rose by 15–20%, with many prospective students citing the university's academic strengths and campus environment. While maintaining an enrollment target of approximately 7,300 students, the President highlighted the importance of managing growth responsibly to ensure continued excellence.
- **Faculty Expansion:** The university is adding 50 new tenure-track positions this year, complementing 50 positions added last year. This marks the largest faculty expansion in over a decade, aimed at improving the student-to-faculty ratio and enhancing research and teaching capabilities. The President encouraged departments to move quickly in recruiting top-tier candidates, emphasizing the competitive academic job market.
- **Advocacy and Funding:** Advocacy efforts are focused on securing state support for key initiatives, including scholarships, internships, and infrastructure projects. Major funding requests include:
  - A **neurological rehabilitation hospital**, a first-of-its-kind facility in the state.
  - An **innovation building** to house interdisciplinary research teams and collaborative projects.  
The President also emphasized the importance of securing federal research funding, particularly in high-priority areas such as artificial intelligence, cybersecurity, and space exploration.
- **Infrastructure Projects:** Multiple construction and renovation projects are underway:
  - **Medical School:** Groundbreaking for the new facility in the Bull Street district occurred in January, with completion expected by summer 2027.
  - **Classrooms and Labs:** Renovations to academic spaces will add 16 classrooms and cutting-edge biology and chemistry labs by August.

- **Dining Facilities:** Improvements aim to address capacity concerns and reduce long wait times, with completion expected by the end of summer.
  - **Brain Health Center:** Renovations for a new neurological health facility are anticipated to be completed within the year.
  - **Student Affordability:** For the seventh consecutive year, the university plans to freeze tuition despite rising inflation. The President emphasized the importance of maintaining affordability and ensuring access to higher education for students and families.
  - **Federal Research Priorities:** The President encouraged faculty to align research proposals with anticipated federal priorities, including artificial intelligence, cybersecurity, and space exploration, to maximize funding opportunities.
- 

### Faculty Standing Committees Reports

- **Committee on Courses and Curricula:** Two new courses were approved with no major discussion. The committee noted challenges in processing course approvals efficiently and will explore ways to streamline the process.
  - **Faculty Advisory Committee:**
    1. A motion to remove general education requirements from the Instructional Development Committee's charge passed unanimously, following the establishment of the Carolina Core Committee.
    2. A motion to create a Faculty Committee on Research was approved. An amendment to ensure representation from performing and creative arts was also passed. This new committee will address research priorities across disciplines and enhance collaboration within the university.
- 

### Report of the Chair

The Chair provided important updates on faculty governance and operations:

- A **committee interest survey** will be distributed soon to gauge faculty interest in serving on the university's 18 standing committees. Newly created committees, such as the Carolina Core and Faculty Research Committees, will be staffed later in the year once approved by the Board of Trustees.
- Faculty were reminded to verify their inclusion on the Senate website's list of senators and to report discrepancies to the office.
- Recent **Senate meeting recordings** and other resources are now available on the university's updated platform, Canto. Faculty experiencing technical issues were encouraged to contact the Senate office.



---

## Teaching Best Practices and Syllabus Guidelines

The Chair emphasized several teaching guidelines to support student success:

- Faculty were reminded to post syllabi on Blackboard by the first day of class and consider adding them to the university's syllabus database for transparency.
- Early grades should be provided within the first month to help students gauge their performance and adjust study habits if needed.
- Assignments should be graded within two weeks of submission to provide timely feedback.
- Faculty were encouraged to direct students to mental health and academic advising resources to support their well-being.

---

## Announcements and Additional Updates

- **Explorers Blue Pilot Program:** Town hall meetings will be scheduled this spring to gather faculty feedback on teaching assessment practices and to refine the program.
- **Next Faculty Senate Meeting:** Scheduled for February 5, 2025, at 3 PM.

---

## Good of the Order

- The **AAUP Meeting** is scheduled for January 31 at 1 PM in Travelstead Room 125, with a hybrid option available. Topics will include state legislation affecting higher education and faculty advocacy strategies. Faculty are encouraged to attend, even if they are not AAUP members.
- A faculty member raised concerns about syllabus submission for courses with multiple sections, specifically distinguishing honors from non-honors courses. The Senate acknowledged the issue and promised to address it.
- Faculty were reminded of the importance of committee participation, as fully staffed committees are essential for effective governance and faculty representation.

---

## Adjournment

The meeting concluded with a reminder to check the Senate website for updates and materials for the next session. Faculty were thanked for their ongoing contributions and encouraged to prepare for a productive semester ahead.

---

Athletics Advisory Committee Report to Faculty

**February 7, 2025, 2024**

Submitted by Nicholas Lawrence, Committee Chair

The committee presents to faculty some information regarding student-athlete academic performance in Fall 2024. We emphasize that there is much cause here for pride in our student-athletes, coaches, faculty, and AD Nick Calhoun's overall program. Many special thanks to Natalie Calhoun, our Student-Athlete Success Coordinator, for gathering this information!

Fall GPA averages for each USCL Athletics Team:

**Baseball:** 21 student-athletes with 3.0 or better

6 student-athletes with 4.0

**M. Soccer:** 22 student-athletes with 3.0 or better

5 student-athletes with a 4.0

**W. Soccer:** 10 student-athletes with 3.0 or better

4 student-athletes with 4.0

**Volleyball:** 8 student-athletes with a 3.0 or better

After Fall 2024, we currently have 6 student-athletes on academic probation.

Natalie and Asheley Schryer are continuing to gather information about retention of student athletes from Fall 2024 to Spring 2025, as well as details about student athletes who made the Dean's and President's list with academic achievements (along with any other accolades or noteworthy accomplishments), and the committee expects to report that information for the March meeting.

Evaluation Committee Report  
2/7/25 Faculty Organization Meeting

1. Evaluation has been completing the tasks connected to the Post-Tenure Review process the FO adopted last semester. We have:
  - a. uploaded a copy of the process to the S drive (in a folder labeled “Post-Tenure Review Policy”)
  - b. published it on the USCL Faculty Resources Web Page  
[https://www.sc.edu/about/system\\_and\\_campuses/lancaster/internal/documents/faculty/post\\_tenure\\_policy.pdf](https://www.sc.edu/about/system_and_campuses/lancaster/internal/documents/faculty/post_tenure_policy.pdf)
2. Submitted it to the Manual Liaison so that they can update Appendix VIII of the faculty manual (pending, but it should go through during the next manual update)
3. Up next, we plan to look at the first-year review policy and propose clarifying revisions as needed, hopefully by the end of spring.