

**USC Lancaster Faculty Meeting Minutes
April 3, 2026**

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 – CPHE Standards and Procedures Working Group Timeline

Appendix 5 – Human Resources Report

Appendix 6 – Indian Land Campus Report

Appendix 7 – Lancaster Promise Neighborhood Report

Appendix 8 – Medford Library Report

Appendix 9 – UNIV 101/First Year Experience (FYE) Report

Appendix 10 – Proposed Revisions to Post Tenure Review Policy

Appendix 11 – Free Expression and Academic Freedom Committee Report

Appendix 12 – Hiring Priorities Committee Report

Appendix 13 – Psychology Search Committee Report

Appendix 14 – Tenure and Promotion Committee Report

Appendix 15 – Updated USC Lancaster Campus Description

**Appendix 16 – Motion to Transfer Dr. Deborah Rowell from the position of
Instructor to that of Tenure Track**

Appendix 17 – Approved ballot for 2026-2027 election

USC Lancaster Faculty Meeting Minutes April 3, 2026

CALL TO ORDER: 12:36 PM by Elizabeth Easley

CORRECTION/APPROVAL OF MINUTES: The minutes of the March 6, 2026, faculty organization meeting were approved.

REPORTS OF OFFICERS:

Dean of the Campus – Written Report (**Appendix 1**).

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

- Announced Spring Fling events including the Awards Banquet (food served at 5:00 PM; ceremony ~5:30 PM) and Celebration of Lancer Excellence.
- Announced a new USCL campus grant (working title “Advances in Teaching”): Up to four grants for teaching enhancement/innovation; details (course reduction or stipend) to be finalized; proposals will be due at the end of October. Division chairs will serve as reviewers.
- CCSSE survey participation update: 111 responses reported; goal to reach ~200; faculty encouraged to share survey link with online students.
- Commencement: Faculty asked to RSVP to Pam.
- Dual enrollment grades: Reminder to submit both numeric and letter grades to Dominique promptly.

Questions and/or Comments: None

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

- ASC experienced high usage (noted spike in dual-enrollment student use).
- Summer tutoring coverage planned through Summer 3 (until July 14); limited coverage for Summer 5.
- Recruiting tutors for fall; faculty asked to recommend strong students.

Questions and/or Comments: None

CPHE / Accreditation – Dr. Patrick Lawrence.

Summary of CPHE (new accrediting body) standards draft nearing finalization; final version expected soon. CPHE foregrounds student outcomes but includes protections for academic freedom and public-good outcomes. CPHE plans to apply for federal recognition in November; received a \$1,000,000 Department of Education grant. Faculty

were encouraged to monitor negotiated rulemaking and consider engagement (public comment, visiting teams). Timeline is included in **Appendix 4**.

Questions and/or Comments: None

Dual Enrollment – Dr. Dana Lawrence.

- Reminder: send final grades (letter + numeric) to Dominique.
- New partnerships: Fort Mill Pathways (summer; in-person at Indian Land site) and Rock Hill Middle College cohort (fall; in-person and online). Orientation dates noted.

Questions and/or Comments: None

Human Resources – Tracey Mobley Chavous, report submitted. (**Appendix 5**)

- Mandatory sexual misconduct training: Deadline May 1; contact **civilrightseducation@sc.edu** if link not received.
- Summer compensation limit: 33.33% of base salary (down from prior 33.85%); includes e-comm and instruction and division chair supplements. Exceeding the limit requires written chancellor approval; exceptions for teaching may be considered but not for e-comm. Personnel request forms required for any compensated grant/summer work.
- Payroll lag: Faculty hired before April 1, 2019 remain on current pay schedule (first paycheck Aug 31); hires after that date are on pay lag (first paycheck Sept 15). Offer letters and personnel forms procedures reviewed.

Questions and/or comments:

- N. Lawrence – A reminder that faculty should keep track of their own earnings proactively as division chairs and the HR office don't track your earnings for you.
- C. Bundrick – Just to clarify, you only need personnel requests for grants or that kind of thing if you expect to go over the limit?
 - T. Mobley Chavous: No, even if you're not going over the limit, I still need a personnel request for compensated grant/summer work.
- F. Evan Nooe – Do we need to send personnel requests, even if grant funding is used for travel?
 - T. Mobley Chavous - Only if it's for personnel or only if you are expecting to get compensation out of it. So if you're just purchasing materials or travel reimbursement, I don't need a personnel request for that. That's just a conversation between you and the business office.
- B. Obi Johnson – Why are we are paid on a lag?
 - a. T. Mobley Chavous – It works better for the payroll department's workflow/timeline that way

- P. Parker – Does the May paycheck come late because of the lag? (No).

Indian Land Campus – Written report (**Appendix 6**)

Lancaster Promise Neighborhood – Written Report (**Appendix 7**)

Medford Library – Written Report (**Appendix 8**)

PC Information Technology Consultant – Colby Jones

New USC Lancaster mobile app available for iOS and Android (QR code distributed). Features: Announcements, events calendar (integrates 25Live/Athletics/Handshake), push notifications, directory, department resources, and ticket submission for IT/maintenance. Faculty encouraged to submit flyers/PDFs for announcements and to promote the app to students. Push notifications can be scheduled for events.

Questions and/or comments:

- S. Sellhorst - Does the app send push notifications for events added to the campus calendar?
 - C. Jones – There is a notification center in-app, but event schedulers can request push notifications when setting up the event on the campus calendar.
- S. Sellhorst – Is the new Asset Works maintenance portal on the app?
 - C. Jones – No, but that is a great idea. We can add that.
- R. Freeman – How do you ensure that there's a flyer attached to the events on the calendar? And how do we request the push notification option?
 - C. Jones – There's several admins that'll manage the app (so don't just email Colby); Handshake events are automatically added to the calendar, and you can send an IT ticket request to ask for the push notifications for now. And for the PDFs and things, if you have an announcement, say, hey, I want this as an announcement on the homepage. You just send me the PDF, we upload it.
- F. Evan Nooe – So for the directory, when they click the e-mail, does that take them out to Outlook to send us a message, or are they sending a message from within the app?
 - Colby: The app will open in their native email app (Outlook, Yahoo, etc.)
 - Follow-up: Okay, so there's no way for them to message us inside the app?
 - Colby: Correct, it is not directly in the app. It will open the email app.
- F. Evan Nooe – How are users authenticated? Is it limited to USCL faculty, staff, and students?
 - Anyone can download it. It is not restricted to USC accounts, and the public can use it to stay updated on events in the community.

University 101 / First Year Experience Coordinator – Tracey Mobley Chavous, report submitted (**Appendix 9**)

- The USCL campus app will be promoted to new students and used in orientations and University 101.
- Early Start: Summer offerings and four sections planned for fall (instructors named); faculty encouraged to refer qualifying students (TRIO-eligible) to Andrea Campbell. Five students receive \$250 awards for their highest participation in the Lancer Experience program.

Questions and/or comments: None

REPORTS OF COMMITTEES:

USC SYSTEM COMMITTEES:

LOCAL COMMITTEES:

Access, Opportunity, and Engagement (AOE) Committee – Dr. Dana Lawrence.

Committee met March 23; will act in an advisory/administrative role to facilitate communication, identify gaps, and promote inclusive practices. Next meeting is April 13. Any questions for the committee can be shared with Dana Lawrence and/or Tyrie Rowell.

Questions and/or comments: None

Evaluation Committee – Dr. Kate Holland.

Discussed post-tenure review guidance to clarify file composition and expectations (A–F items (proposed changes included in **Appendix 10**); guidance for faculty without sabbatical. The committee plans to propose amendments in the fall and invite feedback. Clarifications made regarding student evaluation data availability and file components.

Questions and/or comments:

- A. Golonka – What is the rationale for the three-year period noted in these changes [opposed to five years]?
 - The change to the evaluation system means we are no longer guaranteed to have more than three years available at any time.
- C. Bundrick – Regarding the struck text: All the same information is required to the extent that anything was ever required. But the FIFs are no longer sufficient for that. So, people will have to make a list of courses and create their own sort of data from student course evals and make their own list of activities and so on.

- The intent is not to change anything in the policy at all, just to make it clear what is required.

Free Expression and Academic Freedom Committee – Dr. Patrick Lawrence, report submitted (**Appendix 11**)

Committee drafting local procedures to implement Palmetto College System free expression policy; will solicit public comment on draft in late April and seek ratification in the fall. Emphasis on broad protections for free expression while preserving campus mission and preventing unreasonable disruption. Coordination with system-level policy is ongoing.

Questions and/or comments: None

Hiring Priorities Committee – Written Report (**Appendix 12**)

Psychology Search Committee – Written Report (**Appendix 13**)

Tenure and Promotion Committee – Written Report (**Appendix 14**)

OTHER SYSTEM COMMITTEES:

UNFINISHED BUSINESS: None

NEW BUSINESS:

Updating and Approving Campus Description for External Reviewers – Rebecca Freeman, USC Lancaster Faculty Organization Vice Chair

- Proposed edits to campus description, divisions, degree listings, program names, and resources were presented and discussed (updates to Indian Land campus wording, division names, program listings, contact hours for natural sciences, library and gallery updates, vehicle access requirements, and enrollment numbers).
- **Motion:** Accept the proposed changes to the campus description. **Seconded.** Motion carried by voice vote. Approved document is included in **Appendix 15**).

Motion to move Dr. Deborah Rowell from Instructor to Tenure Track – Dr. Angela Neal, BBCEL Division Chair

- Dr. Neal explained the rationale and circumstances for the proposed change. A follow-up special meeting for tenure-track faculty (tenured and untenured) was held immediately after the full meeting to vote on Dr. Rowell's move to the tenure track.

- After brief discussion of Dr. Rowell's outstanding record of service to the University, the motion carried unanimously with strong faculty support. The approved motion is included in **Appendix 16**.

USC Palmetto College Mission Statement Revisions – Dr. Elizabeth Easley, USC Lancaster Faculty Organization Chair

System-proposed edits to the Palmetto College mission statement (removal/revision of certain language per executive guidance) were shared. Faculty expressed concern about the process and lack of faculty involvement; several members declined to register approval at this time. Dr. Easley (Chair) will follow up with Walt Collins and consider the next steps. No formal faculty approval was recorded.

SPECIAL ORDERS:

- Call for nominations for PCCFS open seat
- Voted unanimously to approve uncontested positions on the ballot for the 2026-2027 term. Faculty are reminded to vote via Blackboard organization for the contested positions (approved ballot is included in **Appendix 17**).

ANNOUNCEMENTS:

- Annette Golonka – April 20-24th\– The students in Genetics & Society (BIOL 206) are in the process of creating genetic-oriented infographic posters that will be displayed in the library after they are submitted. There are 30 students in the course and many of them are excited about these topics. Please come see them!
- Liz Easley – April 13, 12:15pm Research Club and Medford Library are co-hosting a Chat and Craft for “I Love Myself” binders. Student speaker: Gary Upton
- Lynette Martek – EARTH DAY OPEN HOUSE...Tuesday, April 21st 1:20-2:45 pm... Bradley Room 110 (Geology Room). Presented by Geology 103 students. Please stop by and vote for your favorite displays! Every effort helps as we work to Save the Earth!
- Erin Moon-Kelly – Upcoming performances:
 - INDIAN LAND COMMUNITY ORCHESTRA
 - AN AMERICAN CELEBRATION: USA'S 250th ANNIVERSARY CONCERT! APRIL 9, 2026 @ 7:00 PM. 7520 Charlotte Hwy, Indian Land, SC 29707. FREE ADMISSION AND PARKING!
 - Tuning up for Spring with PICTURES AND POSTCARDS!
 - APRIL 12, 2026 AT 3:00 PM. FIRST UNITED METHODIST CHURCH. 200 W. GAY STREET LANCASTER, SC 29720
 - CHARLOTTE CONCERT BAND: LET FREEDOM RING!

- Saturday, May 9, 2026 | 4:00PM Christ Lutheran Church 4519 Providence Road Charlotte, NC 28226
- McKenzie Lemhouse – Library wellness day (April 13) including yoga; Celebration of Lancer Excellence (volunteers requested) featuring student poster sessions.
- Rebecca Freeman – Donated books available for faculty to take; thanks to Liz Easley for her outstanding service as Chair this year.
- Brittany Taylor-Driggers – Art & Exhibits: Student exhibits and pop-up markets announced; Smithsonian traveling exhibits coming to the region (August onward). Faculty encouraged to consider class visits.

ADJOURNMENT: 2:13 PM

ATTENDING:

Sahar Aghasafari, Connor Austell, Christopher Bundrick, Li Cai, Jill Castiglia, Logan Cocklin, Stephen Criswell, Susan Cruise, Annette Golonka, Elizabeth Easley, Danelle Faulkenberry, Rebecca Freeman, Jose Guruceaga, Darris Hassell, Claudia Heinemann-Priest, Alissa Kate Holland, Jason Holt, Ernest Jenkins, Mary Allison Jobe, Christopher Judge, Dana Lawrence, Nicholas Lawrence, Patrick Lawrence, McKenzie Lemhouse, Tamika Lewis, Lynette Martek, Fernanda Marques Burke, Tracey Mobley Chavous,, Erin Moonk-Kelly, Angela Neal, Brandon Newton, Franklin Evan Nooe, Bettie Obi-Johnson, Phillip Parker, Suzanne Penuel, Bridgett Plexico, Jeff Rammage, Kim Richardson, David Roberts, Deborah Rowell, Peter Seipel, Sarah Sellhorst, Anita Sharma, Suzette Taylor, Brittany Taylor-Driggers, Lauren Thomas, Jerrod Yarosh, Andrew Yingst

ABSENT:

Shemsi Alhaddad, Marybeth Berry, Dwayne Brown, Steven Campbell, Courtney Catledge, Mark Coe, Walter Collins, Kimberly Covington, Maxie Cox, Lucius Stanley Emmanuel, Garane Garane, Amy Gerald, Lisa Hammond, Howard Kingkade, Vincent Lewis, Allan Pangburn, Leigh Pate, Michael Sherrill, Nahid Swails, Richard Vanhall, Tania Wolochwianski

Faculty Secretary: Document submitted by M. Lemhouse on May 6, 2026, for faculty and staff review.



Dr. Courtney B. Catledge
Regional Palmetto College Dean

Report to the USC Lancaster Faculty Organization
April 3, 2026

People

Enrollment

As for the enrollment freeze date in mid-March, official Spring enrollment stands at 2289. This reflects a strong enrollment for Spring 2026. Thank you for your help with advisement and registration for the Spring semester and thank you too for advisement and registration efforts for the coming Summer and Fall terms.

Faculty searches underway:

- Assistant Professor of Biology
- Instructor of Psychology
- Instructor of Sociology
- Assistant Professor or Instructor of Computer Science

Upcoming Searches Planned

- Executive Director of Enrollment Management – Spring/Summer 2026
- Custodian for Bradley Arts and Sciences Building – Spring/Summer 2026
- Director of Student Success and Retention – Spring/Summer 2026
- Associate Dean of Academic and Student Affairs – Fall 2026

Many thanks to all who are serving on these various search committees.

Congratulations and much gratitude to Dr. Liz Easley, Prof Rebecca Freeman, and Prof. McKenzie Lemhouse for their service this year as our **Faculty Organization's Executive Committee**. Please accept my most sincere expression of gratitude for guiding and leading our Faculty Organization this year. Likewise, thank you very much to all who have served on the other standing and ad hoc faculty committees this year. Shared governance enriches and strengthens our profession, and it is a privilege to work with all dedicated faculty on behalf of our students.

Athletics

Baseball games continue with home games tomorrow and Sunday against Florence-Darlington Tech. The 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

The Pathway to Possibilities event will be hosted by Trio, the Office of Admissions, and various other campus departments in collaboration with Lancaster Promise Neighborhood. The event will take place on Friday, April 24th on campus. The event will host 8th graders from AR Rucker.

Legislative Update

The House budget has been finalized and includes the following for USC Lancaster: \$320,000 in recurring funding for operations. \$1.15 million in non-recurring operating funds. This is a very preliminary look at what next year's allocation might be as the Senate is just beginning its work on the budget. There will be no tuition increase for students again next year. The Senate is projected to release their version of the budget in the coming weeks.

Other items...

A Pop-up Market at the Native American Studies Center is scheduled for April 18th from 10am-4 pm featuring Artists Sierra Cauthen, Catawba Nation Robbins Family Pottery, and Catawba Nation.

The next **Lunch and Learn at the Native American Studies Center** is scheduled for April 24 at noon with a talk entitled "The Wartime Experiences of Rev. William Martin" by Robert Ryals, Historian and Reenactor.

Native American Studies Spring Art & Craft Festival on Saturday May 16, 2026 from 9am-4pm in conjunction with See Lancaster's annual Red Rose Festival. Come out and shop for pottery, jewelry, baskets, beadwork, and more one-of-a-kind artwork from Native American artists around the region.

The **Lancaster Players will be presenting Moonlight and Magnolias** on April 24 and 25th at 8pm and on April 26th at 2 pm in Stevens Auditorium.

The annual USC giving day—**Give for Garnet**—was a huge success. Here are this year's Carolina Giving Day highlights. Overall, Palmetto College and our campuses raised a total of \$259,000 with matching gift reward bonuses –include USC Lancaster raised \$217,054 from 293 donors – No. 2 overall across USC! There were 511 total donations made to

Palmetto College. This year was the largest Give for Garnet amount raised for Palmetto College in its 9-year history with PC representing >20% of the giving to USC.

Celebration of Lancer Excellence. On Thursday, April 9 between 11:30-1:00 in Medford Library. This is the third annual event to celebrate student achievements pertaining to experiential learning in areas such as undergraduate research, travel study, leadership, and internships.

Commencement 2026: Planning is underway for an outdoor commencement ceremony on Saturday, May 2 at 11:00 am. This year's speaker will be Mr. Chad Douglas, Founder and Chief Executive Officer of Primary Talent Partners. 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.

Chancellor Investiture: Planning is underway for the **Chancellor Craig Wilson's** Investiture scheduled for May 12th in Bundy Auditorium on the USC Lancaster Campus. More information is forthcoming.

***"Wishing you a successful end to the Spring term
and a relaxing summer break ahead."***



UNIVERSITY OF
SOUTH CAROLINA
LANCASTER

David Roberts, Interim Associate Dean for Academic & Student Affairs

REPORT TO THE FACULTY ORGANIZATION

April 3, 2026

1. **2026 Spring Fling** will be held between Monday, April 6th through Thursday, April 9th. Students, staff, and faculty can expect fun games, good food, and memorable takeaways throughout the week.
2. **Banquet Award Ceremony for Teacher of the Year and Servant Heart Awards.** During the evening of Wednesday, April 8th from 5:30-7:30 PM all faculty, staff, and students are invited to an awards banquet. These will include faculty & staff awards, TRiO, Athletics, Lancer Ambassadors, and more. For more information, please contact Jeff Rammage: JRAMMAGE@mailbox.sc.edu.
3. **Celebration of Lancer Excellence.** Students will be presenting posters, presentations, and more on Thursday, April 9th in Medford Library. The event goes from 11:30 – 1:00. Please drop by to hear and see them!
4. **New USCL Campus Grant!** Tentatively titled the “Instructional Enhancement Grant,” this grant will provide time or funding to faculty for research into instructional innovation or enhancement (not to be used as prep for a new course). There will be up to four grants awarded during the Fall 2026 Semester. Although the processes and procedures of the grant have yet to be fully worked out, I am announcing it now to give faculty time over the summer to think about areas of instruction on which they would like to potentially do more research. I want to thank Pat Lawrence for envisioning this grant and working out many of its details, the Academic Advisory Council for their insight and suggestions, and Dean Catledge for her generous approval for up to four grants that can be awarded. We are excited about this grant and how it emphasizes USCL’s core value of teaching. I will be sending out more information over the summer as the details about the processes and procedures are finalized.

5. **CCSSE Survey:** We have begun our push for students to take the CCSSE Survey. We have just under a hundred; I would like to double that number. The students take the survey online, and they will receive a Chick-fil-A gift after they have completed it. I'm asking for faculty to post the CCSSE flyer into their Blackboard classes (the flyer was included in my FO Report email). This flyer has both the QR code and URL for taking the survey. A high response rate will help us keep this survey online, rather than having it switched to an in-person process in the future. Thanks for your help with this.
6. **Call for Commencement Participation.** USC Lancaster will hold its annual Commencement Exercises at 11:00 a.m. on Saturday, May 2nd, in the Starr-Hubbard Parking area near the Rose Garden. I am asking all full-time faculty to please notify the Office of Academic & Student Affairs of your attendance plans by Thursday, April 10th. Send your acceptance to Pamela Ellis (PELLIS@mailbox.sc.edu). On behalf of our graduates, I want to thank you for attending. Student-faculty connections at commencement are a vital part of its emotional core.
7. **Course Evaluations.** This is a reminder that all course evaluations for the full-term Spring 2026 semester will be sent out on April 13th and will close on April 27th at 11:59 PM (the last regular class day of the semester). Course evaluations for second-eight-week classes will be sent out on April 20th and will close on May 5th. Students will be prompted with reminders periodically during this time period. If you are teaching in a synchronous format, consider taking time during your class to have students access and complete the course evaluations.
8. **As Advisement Begins,** I encourage you to keep track of the number of advisees you see, as well as the time spent on advisement as a whole. Administration takes this as an important aspect of service and would appreciate it if you shared all you do in regard to advisement in your next Faculty Information Form. We want to make certain we can address how much we value the time and energy you put into this important aspect of service to our students and the campus.
9. **Finishing the Semester.** The last day of class for the 16-week semester is April 27th. Final exam week begins April 29th and ends May 6th. Final grades are due by Noon on May 10th.
 - a. Be sure to get the **numeric grades for your dual enrollment students** to Dominique as soon as possible as well.
 - b. End of term processing will run the morning of May 13, 2026. It is imperative that any known grade changes/make up grade forms be submitted no later than March 12, 2026, by 2:00 PM so there is time to get the forms processed before the end of term processing.
 - c. **Do not give a grade of "NR"** to your students. Instead, give a grade of "FN."

- d. When there are forms to be processed by the Registrar, but require other signatures, please send those forms to those who are required to sign the form rather than directly to the Registrar.

10. Recent Faculty Accomplishments.

- a. **Congratulations to Dr. Debbie Rowell** on the successful defense of her dissertation: “Behind the Badge: Phenomenological Insights Into the Lived Realities of Policing.”
- b. **Dr. Sahar Aghasafari:**
 - i. **Peer Reviewed Publication:** Aghasafari, S. & Needles, T. (2026). *Enhancing STEAM Education Through Media Arts: A Multidisciplinary Approach*. Arts Education Policy Review, 1-7.
<https://doi.org/10.1080/10632913.2026.2640349>
 - ii. **Student Exhibition Organizer:** Sahar organized the Graphic Design student exhibition titled *Concept & Creativity*, which will be held from April 1-30 in the Founders Art Gallery.
- c. **Christopher Judge:**
 - i. **Lecture:** Chris presented a lecture at the Cheraw Arts Commission, “Gathering up the Fragments: The Elusive Cheraw Indians,” presented on March 13, 2026
 - ii. **Lecture:** Chris presented “Connecting the Smithsonian’s Traveling Exhibition Americans to our Native American Neighbors in South Carolina” for the SC Humanities Planning Program for Six host communities that will mount the exhibit Fall 2026 to June 2027. Presented on March 20, 2026.
 - iii. **Lecture:** “Native Society in Revolutionary War South Carolina.” Lecture Series A Glorious Cause: South Carolina and the American Revolution: A Public History Initiative of the Georgetown County Library. March 25, 2026.
- d. **Dr. Evan Nooe:**
 - i. **Authored a Review Essay**, “Spain and England in Native America,” of Bradley J. Dixon’s *Republic of Indians: Empires of Indigenous Law in the Early American South* (University of Pennsylvania Press, 2024) for the journal *Diplomatic History* (March 2026).
<https://doi.org/10.1093/dh/dhag012>
 - ii. **Paper Presentation:** “Crafting a Landscape of Dispossession: Historical Memory & the 1776 Cherokee War in Upstate South Carolina,” at the 21st Annual Southeast Native Studies Conference, UNC Pembroke, March 20, 2026.

- iii. **Appearance in the televised documentary**, *Our Story, Too: Women, Native Americans and African Americans in the Revolutionary War*, on March 19, 2026. This was produced and distributed by South Carolina ETV and available online at https://youtu.be/Fn222S1ns_I?si=fEoauy7Lw8iEcTn
- e. **Dr. Allan Pangburn: Publication of Doctoral Work**: Pangburn, A & Arslan-Ari, I. (2026). *Embedded Self-Regulated Learning Strategies in an Online Homework Platform in a Blended Math Course: An Action Research Study*. *The Journal of Applied Instructional Design*, 15(1).
https://jaid.edtechbooks.org/jaid_15_1/rccrxouome



Monthly Status Report: March 2026

Tamika Lewis, PH.D., LPC, NCC | Director of Counseling Services

Appointments

Session Type	Count
In-Person	10
Tele-Health	6
Total Sessions	16

Presenting Concerns (Chart Data)

The following table presents the distribution of student presenting concerns during March 2026, as reflected in the pie chart embedded in the original document.

Presenting Concern	Number of Students
Stress (school-related)	7
Stress (personal: home, friends)	3
Personal conflict (friends, significant other)	6

March Counseling Services Update – USC Lancaster

During the month of March, Counseling Services supported students primarily experiencing stress related to personal concerns, particularly family and relationship dynamics, as well as academic pressures.

In sessions, students were introduced to practical strategies such as mindfulness, journaling, and emotional awareness techniques to help manage stress and improve overall well-being.

Additionally, the USCL Mental Health & Wellness Club hosted a campus conversation, “Coping with Perfectionism and People Pleasing,” which provided students with tools to better

understand and manage common stress patterns. Building on these efforts, the “Paints & Poems” event held in February offered students a creative outlet to decompress and engage in stress-relieving activities.

Overall, these initiatives reflect ongoing student needs and reinforce the importance of continued campus-wide support for student well-being and academic success.

Report to the USC Lancaster Faculty Organization

Academic Success Center

Pat Lawrence, Director

Announcements

- ✓ The last day for spring tutoring will be May 4; **summer tutoring** will begin on May 11 and go through the end of summer III on July 14.
- ✓ Please make time to participate in the **Celebration of Lancer Excellence**. Student posters will be on the second floor of Medford Library, including in the ASC Gallery on April 9.
- ✓ The ASC is actively **recruiting peer tutors** for the fall, especially in non-nursing Chemistry, Biology, and other science subjects. Please send your recommendations!

Recent and Upcoming Events

March was a very dynamic month at the ASC. Members of the ASC staff participated in, facilitated, or presented more events than can be detailed with any depth, so a list will have to suffice:

- Pat Lawrence (director) held the first-ever outdoor Writers' Studio on the Medford Library patio on 3/4.
- Medford Library and DEFINE hosted three events in the ASC to celebrate Women's History month: "Frida Kahlo & the Arts" with Dr. Aghasafari (3/19), "SC Women & Social Justice" with Dr. Gerald (3/25), and "The Poetry of Joy Harjo" with Prof. Heinemann-Priest (3/31).
- Pat Lawrence (director) introduced prospective students and their families to our services as a tour location for USCL's Spring Open House on 3/21.
- Phyllis Jarvis (professional tutor) offered our first-ever Monday Writers' Studio on 3/16. [We are now offering this service twice a week \(M/W 11-1\).](#)
- Eileen Hernandez-Romero (peer tutor) promoted our services in the Founders Hall atrium on 3/25.
- Charis Grabbe (professional tutor) presented an interactive study-skills workshop on 3/26.
- Pat Lawrence (director) met with USCL's PALS on 3/27 to inform them about ASC services as they prepare to welcome visitors and students this summer.
- Kennedy Bumbrey (peer tutor) led a review and support session for students in BIOL 244 on 3/30.

Summary of Tutoring Data

Year-to-year trends: Tutoring overall and the number of students served at the ASC were both up slightly over 2025, which was itself up substantially over 2024. This reassures us we are bouncing back from the still-unexplained slump in fall 2025, and we welcome the increased traffic.

Session distribution trends: Course distributions are especially high in introductory courses. Studio services saw increased demand in March, with all services seeing consistent use. We also experienced a spike in dual enrollment students, which we attribute to increased outreach.

(See charts below for data breakdown.)

Contact Information

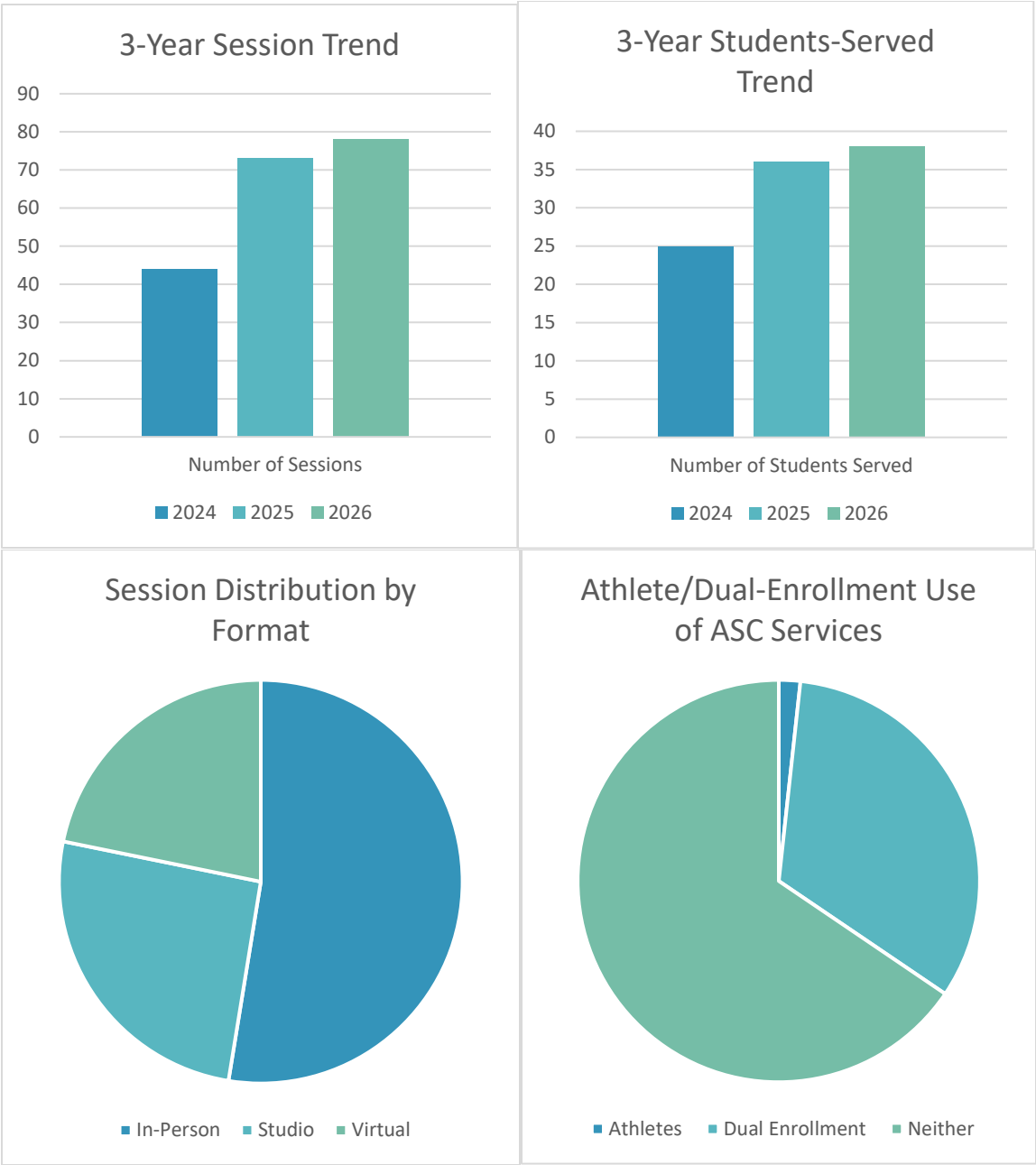
Phone: 803-313-7113

Web: sc.ed/lancaster/asc

Patrick Lawrence, Director: pslawren@mailbox.sc.edu

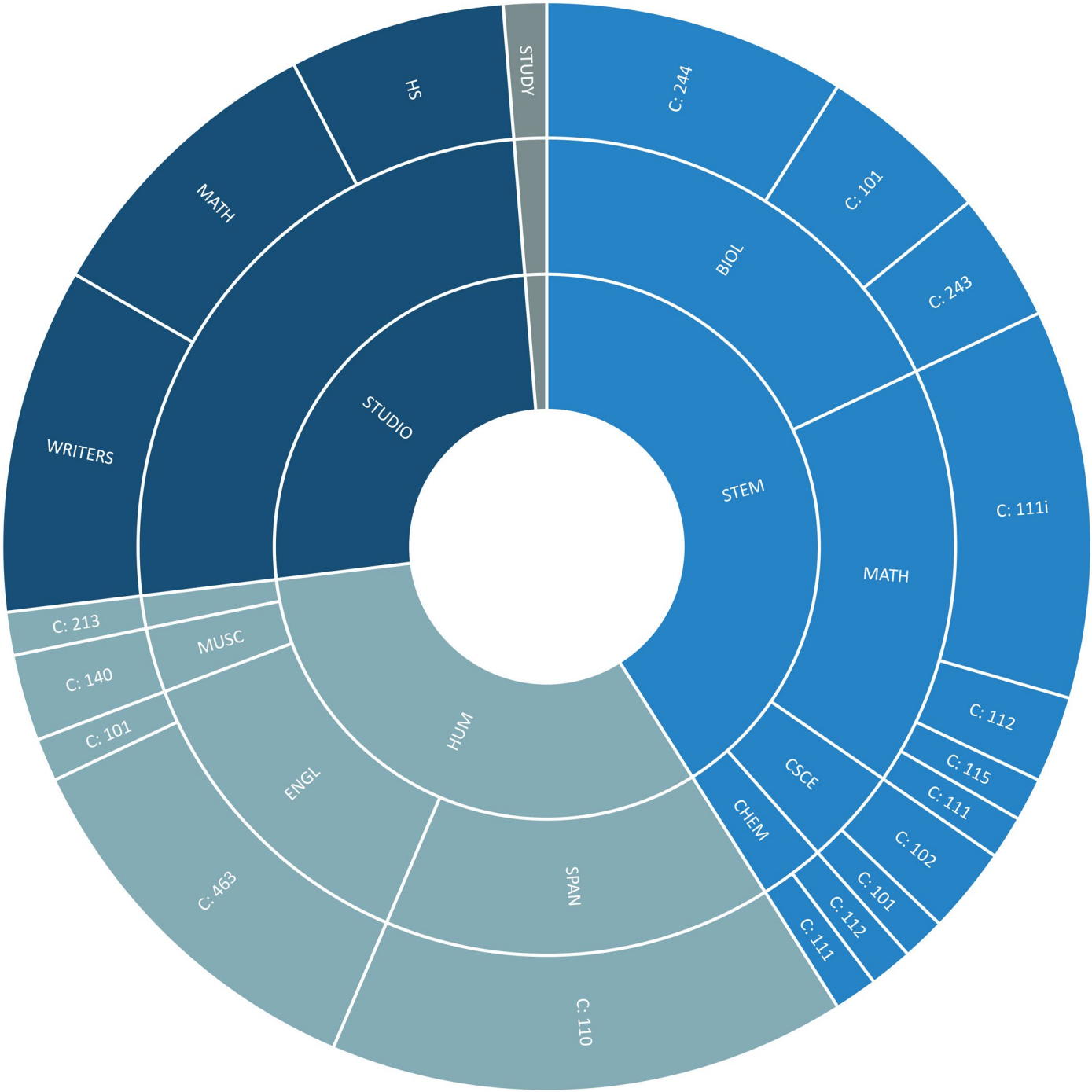
Elaine Connor, Academic Success Coordinator: etconnor@mailbox.sc.edu

Appendix: October Tutoring Data



¹ Note that the student-athlete and dual-enrollment data is only collected for conventional tutoring appointments. For this reason, the total number of sessions listed here excludes studio numbers.

Session Distribution by Field and Course



UPDATES

Tentative calendar

- May 2026
 - Receive self-studies from selected institutions
 - Open application window for new institutions to be accredited
 - Orient/train CPHE Peer Visiting Teams
- June 2026: CPHE Board of Directors elects CEO
- June/July/August 2026:
 - Conduct site visits
 - Orient/train CPHE Accreditation Advisory Committee
- September 2026
 - CPHE Peer Visiting Teams report recommendations to CPHE Accreditation Advisory Committee
 - CPHE Accreditation Advisory Committee convenes
- October 2026: CPHE Board of Directors issues accreditation decisions
- November 2026: CPHE files for recognition



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

MEETING: Faculty Organization Meeting- April 3, 2026

TODAY'S DATE: April 1, 2026

ATTACHMENTS: 0

INFORMATION ITEMS:

1) Annual Sexual Misconduct Training

You should have received the email below from the Office of Civil Rights & Title IX advising of the annual sexual misconduct training as directed by the university.

This training is required for faculty, staff, student employees, and graduate assistants. The deadline for training completion is May 1, 2026.

A separate email with the subject line: Vector LMS, Higher Education Edition Online Training has the information that you need to log into the system to complete the training.

If you have questions about the training or need further assistance, please contact civilrightseducation@sc.edu.

2) Summer Compensation Webinar

The Division of Human Resources will host the Summer Compensation Webinar on April 2, 2026. I will provide an update to the information shared in the March 2026 report during the meeting on April 3, 2026, and via email.

3) Reminder: First Paycheck of the Academic Year

The academic year for 9-month faculty runs from August 16 – May 15.

Employees hired prior to April 1, 2019, are paid on a current schedule; therefore, their first paycheck of the academic year is issued on August 31.

Employees hired on or after April 1, 2019, are paid on a lag schedule, therefore, their first paycheck is issued on September 15.

4) 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 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/wellbeing-and-support/eap/

5) Campus Closure: Official University Holiday

Our campus will be closed on Monday May 25, 2026, in recognition of National Memorial Day.

- Student assistants and temporary employees should not report working hours in the Time and Absence System on this day unless they actually work.
- The campus will officially reopen on Tuesday, May 26, 2026.



Bernard Totten
Director of Corporate and Community Outreach /
Coordinator of USCL Indian Land Location

REPORT TO THE FACULTY ORGANIZATION

Friday, April 3, 2026

NON-CREDIT OFFERINGS:

Ed2Go Program Update

Current enrollment data shows continued demand for short-term certification programs, particularly in aligned fields. Healthcare remains the highest volume category, followed by behavioral support and entry level professional certifications.

Education and school aligned programs also show meaningful activity, with a clear trend toward roles that support K–12 staffing needs.

Key Education Related Enrollments:

Registered Behavior Technician Training – 8 enrolled
Peer Support Specialist – 3 enrolled

(Continued)

Child Development Associate – 2 enrolled
Teacher's Aide with ParaPro Prep – 1 enrolled
Mental Health Technician – 1 enrolled
Career Counselor and Life Coach – 1 enrolled

Highlights and Insights:

Behavior support training shows the strongest demand. Registered Behavior Technician is the top education aligned program and connects directly to special education and classroom support needs.

Student support and mental health related programs continue to gain traction. Peer Support Specialist and Mental Health Technician align with growing needs in schools.

Early childhood and paraprofessional pathways are present but underdeveloped. Child Development Associate and ParaPro prep indicate opportunities for growth.

Opportunity Moving Forward:

These trends present an opportunity to position USC Lancaster Indian Land as a regional hub for school workforce development.

Focus areas include

Paraprofessional certification pathways
Behavior support staff training
Early childhood educator development
Student support and mental health training

Next steps include exploring partnerships with local school districts to offer cohort-based training programs and aligning offerings with principal and district needs.

Full Enrollment Breakdown by Program:

Medical Billing and Coding – 12 enrolled
Registered Behavior Technician Training – 8 enrolled
Microsoft Excel Certification Training – 4 enrolled
Entry Level Driver Training – 4 enrolled
Certified Medical Administrative Assistant – 4 enrolled
Digital Court Reporting / Legal Transcription – 3 enrolled
Peer Support Specialist – 3 enrolled
Professional Life Coach – 3 enrolled
Human Resources Professional – 2 enrolled
Certified Clinical Medical Assistant – 2 enrolled

Child Development Associate – 2 enrolled
(Continued)

Sterile Processing Technician – 2 enrolled
Certified Phlebotomy Technician – 1 enrolled
Professional Interpreter – 1 enrolled
AutoCAD Certification Training – 1 enrolled
Certified Supply Chain Professional – 1 enrolled
QuickBooks Bookkeeping – 1 enrolled
Freight Broker Agent Training – 1 enrolled
Career Counselor and Life Coach – 1 enrolled
Teacher's Aide with ParaPro Prep – 1 enrolled
Mental Health Technician – 1 enrolled
HVAC Certification – 1 enrolled
Electrical and Electronics Technician – 1 enrolled
Travel Agent Training – 1 enrolled
Veterinary Assistant – 1 enrolled
Professional Recovery Coach – 1 enrolled
Certified Residential Interior Designer – 1 enrolled

IN PERSON NON-CREDIT COMMUNITY OFFERINGS:

Planning and coordination continue with the Sun City, Tree Tops, and Greenway Square communities to expand noncredit course offerings.

MEDFORD LIBRARY SERVICES AT INDIAN LAND

Medford Library services are now available at the Indian Land campus to support students, faculty, and staff. During scheduled service hours, library faculty provide walk up Ask a Librarian support, reference help, book pickup and delivery, and laptop access. These services are open to all currently enrolled USCL students as well as faculty and staff. The goal is to increase access to academic support and strengthen engagement at the Indian Land site. Special thanks to Rebecca and Mckenzie for their flexibility.

Here are the remaining library service dates and times for 2026 academic calendar:

Friday, April 10, 9:00am to 1:00pm
Tuesday, April 14, 9:00am to 11:00am
Thursday, April 16, 5:00pm to 7:00pm
Friday, April 24, 9:00am to 1:00pm

INDIAN LAND ADVISORY BOARD

We hosted our Advisory Board meeting on March 4. Dr. Norris Williams, now officially Superintendent of Lancaster County School District, provided a strong district update centered on One Lancaster and overall growth across the county. He highlighted the scale of the district with over 15,000 students and more than 2,000 employees, along with continued academic progress including gains in ELA, math, and science. He also shared updates on academic initiatives such as early learning expansion, literacy and numeracy focus, and career readiness programs that continue to move the district forward.

Dan Roberts (Palmetto) shared updates on Palmetto College and how those offerings continue to support workforce and adult learners through flexible degree pathways.

Ken Cole (USCL) provided an admissions update with a focus on enrollment trends and pipeline growth. He shared that Dual Enrollment continues to be a major driver, along with an increase in admitted students for Fall 2026. He also highlighted continued efforts around recruitment, application growth, and engagement with prospective students.

Bridgette P. (USCL) and Nathan M. (SC Works) joined remotely and shared outcomes from the recent Career Fair. The event included 30 employers, 57 student check-ins, and 71 community members. They emphasized continued collaboration to connect students and community members to workforce opportunities, while also supporting individuals interested in continuing their education.

COMMUNITY ENGAGEMENT

Indian Land Fall Festival:

USCL Indian Land participated in the 2025 Indian Land Fall Festival, connecting with residents, students, and local business leaders. Our presence at the event increased community awareness of USCL's educational and workforce initiatives, while reinforcing our ongoing partnerships in the area. 2026 Indian Land Community Festival. We are excited to share that the 2026 Indian Land Community Festival, hosted by the Rotary Club of Indian Land, is officially approved and scheduled for Saturday, April 25, 2026, from 10:00 AM –8:00 PM at Indian Land Middle Schools. This year's festival will feature more vendors, sponsors, and activities. Festival information and sponsorship links are available at <https://indianlandcommunityfestival.com>.

DINING AROUND INDIAN LAND:

Planning continues to move forward for Dining Around Indian Land. The event is scheduled for Saturday, August 22, 2026. The Rotary Club of Indian Land has secured 20+ vendors for the inaugural event, showing strong interest and support from the local business community.

Vendors will compete in categories including Best Appetizer, Best Entrée, Best Dessert, and Best Presentation, with winners earning community recognition and year long bragging rights. Attendance will be limited to approximately 250 guests.

More details will be shared as we get closer to the event.



Current plans:

- ✕ Event's Title Sponsor - **TBD**
- ✕ Max of **250** tickets to be sold
- ✕ Ticket Cost:
 - **\$35** per person in advance
 - **\$45** per person at the door
- ✕ Only **25 Food vendors/caters** via exclusive invitation only
- ✕ Drinks extra via donation
- ✕ Best Presentation Award
 - **Best Presentation** - 3 judge panel
- ✕ Ticket holder, Food Vendor awards:
 - **Best Appetizer, Entrée and Desserts**



LEADERSHIP LANCASTER

Leadership Lancaster Arts Day took place on March 4 and focused on arts, culture, and community engagement across the county. The day included sessions at the Lancaster County Council of the Arts, hands-on activities, and site visits across downtown Lancaster including our very own Native American Studies Center. A highlight of the day was the Andrew Jackson High School choir, (below) which stood out and left a strong impression on the group.



The next Leadership Lancaster meeting will be City/Council Government Day and is scheduled for April 8, 2026.

FACILITIES UPDATE

Nothing to report currently.



**Mark Ammons, Principal Investigator
Lancaster Promise Neighborhood**

REPORT TO THE FACULTY ORGANIZATION

Friday, April 3, 2026

PROJECT SUMMARY

Lancaster Promise Neighborhood (LPN) encompasses a continuum of programs from early childhood to career readiness, catering to residents within the attendance boundaries of **Clinton Elementary School, A. R. Rucker Middle School, and Lancaster High School.** Situated in the most economically disadvantaged area of Lancaster County, LPN aims to address the needs of this community comprehensively.

USC Lancaster is LPN's HEI partner. Through our partnership, USCL serves LPN participants through a series of strategic initiatives designed to make higher education more accessible to this population. Our shared goal is to ensure that more participants from the LPN attendance zone not only enroll in college but persist and graduate with the tools they need to thrive.

UPCOMING INITIATIVES

Spring 2026 ACT / SAT Test Preparation Workshops

- These upcoming workshops are scheduled for April 17, April 24, May 8, and May 15. Each session will be held from 12:00 Noon to 4:00 p.m. in the Bradley Arts & Sciences Building.
- Instruction will include an overview of content and test formats, practice drills, and test-taking strategies and tips.
- **Dr. Dwayne Brown** and **Dr. Pat Lawrence** will once again serve as lead facilitators.
- A copy of the flyer with the QR code is below.

ACT/SAT Test Preparation Workshops

Register today!



Workshop dates:

April 18 and 25

May 9 and 16

Note: For full program experience students must attend all four sessions.

12:00 PM - 4:00 PM

BRADLEY BUILDING AT USC LANCASTER

Content includes:

- Overview of test formats and content
- Test-taking strategies and tips
- Practice Drills

**Snacks and
lunch included!**

For more information, contact
Dwayne Brown at 803-313-7037
or dwayneb@mailbox.sc.edu



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USCL Pathways to Possibilities

- The Pathways to Possibilities initiative is being modeled after the University of South Carolina's "University of Possibilities," and seeks to strengthen Lancaster through boosting economic potential and education for underrepresented students residing in LPN's service area. Our purpose is to promote higher education as an accessible option and provide support for those interested in a USC education to ensure they not only know how to prepare, but graduates prepared for well-paying jobs in their chosen fields. Educational activities, engaging interactions, as well as helpful information and resources will be provided for each participant.
- 170 eighth-grade students from **A. R. Rucker Middle School** as well as 10 principals and teachers will be visiting USC Lancaster on Friday, April 24 for an interactive day of educational activities.
- Thank you to everyone who is serving on our planning committee or is volunteering to assist with this event: **Mark Ammons; Marybeth Berry; Natalie Calhoun; Dr. Courtney Catledge; Ken Cole; Samantha Etim; Rebecca Freeman; Kaela Healey; Dr. Bettie Johnson; Chris Judge; Jeff Rammage; Dr. David Roberts; Tyrie Rowell; Brittany Taylor-Driggers; and Matt Williamson** – as well as our amazing Lancer Ambassadors, PALs, and student-athletes.
- Following an opening pep rally with Dr. Catledge and the PALs, concurrent sessions will be held with (1) Chris Judge and the Native American Studies Center, (2) Dr. Johnson and the USCL Chemistry Club, (3) the Founders Hall Art Studio, (4) the iCarolina Lab, (5) Medford Library, (6) Natalie Calhoun and the student-athletes, (7) the Nursing Simulation Lab, and (8) the USC Lancaster Players.

Lancer Family Fun Day

- Plans are tentatively being made to hold this year's Family Fun Day recruitment initiative at the **Lancaster County Community Center** (aka Barr Street) on Friday, June 12.
- This dynamic recruitment initiative is designed to increase the enrollment of LHS students from disadvantaged backgrounds at USCL. The event will provide an engaging, family-friendly atmosphere where prospective students and their families will be able to connect with faculty, staff, and current USCL students. Participants will learn about academic programs, financial aid opportunities, and support services available at USCL. Its goal will be to empower and inspire students to pursue higher education and see USCL as their pathway to success.

Medford Library Faculty Meeting Report

April 3, 2026

SERVICE STATISTICS AND PROGRAMS FOR February 2026

- 1648 LibGuide views
- 86 Study and Lounge Area Reservations
- 2 Conference Room uses
- 17 Computer Lab uses
- 1 Quiet Wellness Room use
- 9 Community computer uses
- 6 Book a Librarian

CIRCULATION STATISTICS FOR February 2026

- 41 General collection items
- 5 Graphic Novel items
- 1 New Book collection items
- 6 On Display items
- 98 Special Collection items

UPCOMING EVENTS

- Celebration of Lancer Excellence (April 9)
 - 11:30 am – 1:00 pm
 - All faculty and staff are invited
 - Food provided
- Yoga at Medford Library ft. Sabina Fernandez (April 13, 12:15-1:00 PM, Medford Library Glass Room)
- “I Love Myself” Binder Chat & Craft with Research Club (April 13, 12:15-1:00 PM, Academic Success Center Studio)
- Study Snacks (April 20-23)
 - Open to all students, faculty, and staff

GENERAL AND ADMINISTRATIVE ACTIVITIES

- 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](#).

FROM: Tracey Mobley Chavous, PHR – UNIV 101 and FYE Coordinator

MEETING: Faculty Organization Meeting- April 3, 2026

TODAY'S DATE: April 1, 2026

ATTACHMENTS: 0

INFORMATION ITEMS:

1) UNIV 101

An Early Start section of UNIV 101 will be offered this summer from July 20 – August 7, 2026, with additional coursework continuing through Fall I 2026. Andrea Campbell is currently recruiting participants and welcomes referrals of any student who may be interested in enrolling in Early Start.

A total of four sections of UNIV 101 are scheduled for Fall 2026 on the Lancaster campus. To accommodate students' schedules, the sections will be offered at varied times and days.

- Monday & Wednesday: 9:30 AM – 10:45 AM – Jeff Rammage
- Monday & Wednesday: 11:00 AM – 12:15 PM – Nick Calhoun
- Tuesday & Thursday: 9:30 AM – 10:45 AM – Tracey Mobley Chavous
- Tuesday & Thursday: 11:00 AM – 12:15PM – Jerrod Yarosh

2) First-Year Experience (FYE)

- Every new student will be encouraged to download the USCL App. This will put upcoming events, contact information, and other resources at their fingertips.
- My Lancer Experience encourages students to stay engaged by earning points for attending campus events and participating in high-impact experiences such as research, internships, and study abroad. This marks the first full academic year that My Lancer Experience has been implemented. The five students who earned the most points during the academic year will receive awards of \$250 during Spring Fling.
- A special thank you to Jeff Rammage, Director of Student Life, Jose Guruceaga Burgos, Student Life Coordinator, and Bridgett Plexico, Internship Coordinator and all faculty and staff members who advise student organizations, host events, and encourage our students to participate in student activities. These efforts truly enhance the first-year experience.

USCL Post-Tenure Review Process

Purpose

1. Post-Tenure Review is required by state law (see Section 59-103-30), which makes the Commission on Higher Education responsible for tracking a number of “critical success factors and performance indicators,” one of which is “post-tenure review for tenured faculty”
2. Because review procedures already in place provide detailed annual evaluation of faculty performance, the post-tenure review process at USCL serves primarily as a way to satisfy the requirements of Section 59-103-30 by periodically assessing tenured faculty’s work within the context of preexisting evaluation.

Procedures (from the Palmetto College Faculty Manual)

1. Once every six years, tenured faculty members (of any academic rank) shall undergo a process of review of the previous six years of work: the criteria for tenure and promotion will be used as a basis for this review. The file will be submitted to and reviewed by the local tenure and promotion committee. The file is not subject to external review and the faculty member is not required to include the compiler’s summary of teaching evaluations. The “highly effective” record as listed in the Palmetto College Campuses Faculty Manual on pages 8 - 11 is not required for this review. The results of this review will be provided to the faculty member and forwarded to the local campus dean.
2. When a post-tenure review receives an overall rating of unsatisfactory, the faculty member will be referred to a local campus committee which will work with the faculty member to develop a plan and timetable for correcting deficiencies. Within budgetary constraints, the local campus will provide reasonable fiscal support for the implementation of such plans.
3. The procedure which governs “termination for cause” of any tenured faculty appointment is clearly articulated in the Palmetto College Campuses Faculty Manual and no process of outcome associated with post tenure review shall supersede the guidelines established by these provisions.

File Composition

Post-Tenure Review Files must include ~~(a compilation of the FIFs from the period under review could satisfy a-d):~~

- a. A list of all courses taught during the period under review or for librarians, a list of all applicable duties during the period under review
- b. Data from of the student course evaluations for courses taught during the previous three years (this can be a summary or the raw evaluations) (not applicable for librarians)
- c. A list of scholarly activities conducted during the period under review.
- d. A list of service activities conducted during the period under review
- e. Copies of annual performance evaluations (peer and Administrative) for the review period
- f. A copy of the official report of sabbatical activities (if applicable)

Note that for faculty who did not take a sabbatical in the review period: a compilation of the FIFs from the period under review, copies of annual performance reviews (both peer and administrative) and three years of student evaluations would be sufficient.

¹ For full-time administrators with tenure and faculty rank and who report directly to the Palmetto College campus dean or directly to the chancellor of Palmetto College, participation in the post-tenure review process is suspended throughout the duration of their administrative appointment. Upon return to full-time faculty responsibilities, the post-tenure review

1. Post Tenure Review Files are due to the USCL Tenure and Promotion Committee on January 31
 - a. For a faculty member's first post-tenure review, this will be due five years (and a couple months) after the tenure file was submitted and will cover the five and a half academic years following the period covered by the tenure file. Faculty who apply for promotion before their post-tenure review is due, will restart their post-tenure review clocks at that point². (For second-semester appointments who submit a tenure file on March 31, the post-tenure review will cover the five calendar years following the period covered by the tenure file.) Post-tenure reviews after the first will be submitted every five years and will cover the preceding five calendar years.
 - b. The Associate Dean's office will maintain the post-tenure review calendar. Extensions to the post-tenure review clock are available via the Associate Dean in line with the Provost policies on extensions (ACAF 1.31)
2. For purposes of post-tenure review, an effective rating (as described in the manual) in teaching, scholarship and service will result in an overall satisfactory post-tenure review and a rating that scores one or more of the areas ineffective will result in an overall unsatisfactory post-tenure review
 - a. Satisfactory Review
 - i. If the overall post-tenure review is "satisfactory," the evaluation of the faculty member is concluded with a report from the committee.
 1. The report might be a simple paragraph, such as: "On behalf of the USC Lancaster Tenure and Promotion Committee, I am pleased to inform you that the committee has met and completed our review of your post tenure file. I am also very pleased to inform you that we were unanimous in our decision of **satisfactory** upon review of your file. Congratulations on successfully completing the post tenure review process."
 - ii. A copy of the post-tenure report will be sent to the Associate Dean.
 - b. Unsatisfactory Review
 - i. If the overall PTR Committee evaluation of the faculty member is **unsatisfactory**, the local Tenure and Promotion Committee shall establish a development plan designed to restore the faculty member's overall performance to a satisfactory level. The plan shall include the appointment of a unit development committee (if necessary) to assist the faculty member in improving performance. The development plan will form the timeline and basis for evaluations of the faculty member until satisfactory performance is restored.
 - ii. A copy of the development plan will be sent to the Associate Dean.

Approved by USCL FO: 12/6/24

Report of the Free Expression and Academic Freedom Committee

To the USC Lancaster Faculty Organization

April 3rd, 2026

Committee Members Kennedy Bumbrey
Logan Cocklin
Amy Gerald
Claudia Heinemann-Priest
Patrick Lawrence (chair)
Allan Pangburn
Mattherline Williamson

Re: Development of Procedures to Implement PCC Free Expression Policy

Summary FEAFComm has been working to compose a set of draft procedures implementing PCC UNIV 6.00. We expect to solicit feedback on this draft by the end of the spring semester, incorporate feedback over the summer, and pursue ratification of a revised draft in the fall of 2026.

Background

The Free Expression and Academic Freedom Committee of the USCL Faculty Organization is charged with writing Lancaster-campus procedures for implementing the Palmetto College free expression policy, which was originally drafted substantially by the USCL Free Speech Task Force.¹

Past Work and Recent Progress

Pursuant to that charge, the members of this committee have worked throughout the spring to collaboratively compose and edit a draft set of procedures that incorporates basic time, place, and manner guidelines modeled on the policy for the Columbia campus, while including what we hope are comprehensive provisions for the specific practices on our campus. We have also solicited input from and held formal and informal meetings with multiple offices on campus, including Human Resources and Security.

In keeping with the policy they address, these procedures require ideologically neutral implementation of all space reservations, security interventions, and other institutional actions regarding public expressive activities, while ensuring the widest possible scope for free expression on campus. Alongside this, the provisions of the draft reflect the need for USCL to balance the free exchange of ideas as a healthy and vital part of democratic society—and university life in particular—with the institution’s pursuit of its educational mission in a way that is free from unreasonable disruption.

Upcoming Actions of Note to the Faculty Organization

Comment Period:

The committee expects to complete a full working draft of these procedures by the end of the spring semester, likely in late April. Because the procedures touch many areas of campus and involve issues that the committee cannot foresee, we will solicit feedback from the university community, to include faculty, staff, and students. Members of the public are also welcome to submit feedback.

¹ This policy is currently being revised by a committee of the Palmetto College Campuses Faculty Senate.

We are aware that this timeline means that the public comment period will occur when many people are or soon will be off campus or off contract. If you have concerns you would like incorporated before the draft is released, please feel free to submit them via email to pslawren@mailbox.sc.edu or to speak to any member of FEAFComm.

Revised Draft to FO:

Once comments are received, the committee will meet again to incorporate the feedback into a final draft. We will aim to meet this summer or early in the fall, depending on committee member schedules. This final draft will be presented to the faculty organization, and we will seek ratification of the procedures at that time, continuing likely through the fall and potentially spring semester.

Hiring Priorities Committee Report: Spring 2026

Membership: Jerrod Yarosh, Suzanne Penuel, Li Cai, Rebecca Freeman, Bettie Obi-Johnson, Sahar Aghasafari, Tracey Mobley Chavous

Current considerations:

Currently there are several ongoing searches for an Instructor of Sociology with a focus on DE students as well as an Instructor of Psychology with a DE focus. Additionally, there are two tenure-track faculty searches happening as well for Biology and Computer Science. The committee hopes that all these searches are successful. These positions are considered high priority given the need and if any of these searches are not successful the HRP committee should consider these first in any upcoming semesters.

Future considerations:

In the Fall 2025 report by the HRP there were several areas of possible future need in the 3+ year range. These positions are still of interest and should be assessed on a yearly basis to adjust their priority (see past report).

New Considerations:

The committee had two new considerations during the spring semester:

First, is that of a Technical Director position in Theatre. Given the investment put into the Stevens Theatre on campus and the uniqueness of the offerings compared to other schools in the area, it is seen as a unique opportunity to draw students to USCL and foster community engagement. Thus, the committee is in support of further investigating the demand for related courses. The committee's main concern is that of a robust enough enrollment to have someone fill the position full-time. It is the committee's suggestion to explore the possibility of having some of the courses such as THEA 288, 283, 221, and 225 offered in upcoming semesters to see if they make and provide evidence of sustained support for a hire. The committee does not want to put someone in a disadvantageous position where classes are not sufficiently filled each semester and where employment is possibly tenuous.

The second consideration is that of a full-time hire for teaching Speech courses. The committee discussed the possible need and reviewed current enrollments in speech courses. While many students are required to take Speech courses as part of their major and there are high enrollments for some of the sections, other sections continue to have room for additional students to meet any near-term demand and does not require immediate attention. Thus, it is the committee's suggestion to continue to monitor these enrollments closely and be prepared to review the need in upcoming semesters.

General Considerations:

The committee also inquired about candidate pools and while the quality is high, there does seem to be a trend in fewer applicants applying to the recent positions. Additionally, the possibility of increased fees for H-1B visas is something to consider as well for future hiring priorities.

Psychology Search Committee

Update For April Fo Meeting

Date: April 3, 2026

Report Prepared By: Debbie Rowell, Committee Chair

Committee Members

Steven Campbell, Rebecca Freeman, Debbie Rowell, Nahid Swails. Also present for meetings: Tracey Mobley Chavous, EEOC Officer

Actions

The committee reviewed the 22 applicants for the Psychology Instructor position and selected 7 candidates to interview. Of those, five responded affirmatively to schedule interviews, which were conducted virtually on March 31 and April 2, 2026.

Next Steps

The committee will meet shortly to review the results of the initial interviews and select candidates for on-campus interviews, which will include teaching presentations.

USCL Tenure and Promotion Committee

Report to the Faculty Organization

4/3/2026

Submitted 3/31/26 by Brittany Taylor-Driggers, chair

2025-26 USCL T&P Committee members: Steven Campbell, Susan Cruise, Kate Holland, Kim Richarson, Peter Seipel, and Brittany Taylor-Driggers

Update:

Between March 16th and March 30th, the committee met online once while also discussing PRNs via email to finalize the evaluation narratives.

Peer evaluations reviewed by the T&P committee were submitted to the Faculty via email on 3/31/26. Please remember the read receipt for this email counts as your signature for receiving the evaluation.

This concludes this year's business for the committee. If you have any questions or concerns, please email me.



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Campus Description for External Review of Tenure and Promotion Applications

Purpose: The 2025 *Palmetto College Campuses Faculty Manual* requires each regional campus to provide a campus description as part of the external review process. Specifically, the manual contains the following statement:

By **April 15**, each Palmetto College Campus Faculty Organization will provide the Office of the Palmetto College Chancellor a campus description of that Palmetto College Campus and the following information:

- a. normal teaching load per semester
- b. local funding and course relief for research and scholarship
- c. description of facilities
- d. availability of mentors or colleagues with similar interests
- e. availability of students to participate in research and scholarship

The faculty organization will review the campus description annually, updating and approving it through official channels as needed.

Campus Description

Physical Location and Size

The University of South Carolina Lancaster (USCL) is a regional campus of the University of South Carolina that was established in 1959. The campus is in a rural area, approximately thirty-five miles south of Charlotte, NC. USCL currently consists of seven modern buildings that house classrooms, faculty and administrative offices, laboratories, auditoriums, an academic success center, computer labs, athletic facilities, a campus bookstore, and a library. Through community support, the USCL campus continues to grow. In Fall 2012, the USCL Native American Studies Center opened in downtown Lancaster, adding classroom, archive and lab space, as well as establishing a public gallery.

In Fall 2018, USCL opened an extension site in Indian Land, which is in the growing panhandle region of Lancaster County. The Indian Land campus (30 minutes from the main campus) provides access to those seeking higher education at a location closer to work and home furthering the mission of the university. Starting in Fall 2023, courses are offered with instructional methods employed for the courses typically consisting of traditional in-class, on-site instruction, with USC-approved faculty members traveling to the site and teaching their classes.

USCL Faculty, Academic Divisions, and Disciplines

In Fall 2024, the total institutional faculty headcount was 114 ([Statistical Abstract](#), 47th Edition, 2025), consisting of 52 full-time faculty members, 14 other full-time faculty, and 48 non-ranked part-time faculty. USCL faculty members are grouped into three categories, with some faculty teaching courses in more than one division.

- **Division of Business, Behavioral Sciences, Criminal Justice, Education, and Library Science.** This division consists of Accounting, Anthropology, Business, Business Administration, Criminal Justice, Economics, Education, Psychology, Sociology, and Technology Support & Training Management. Faculty librarians are also part of this division.
- **Division of Humanities.** This division consists of African American Studies, Art, English, Foreign Languages, History, Journalism, Music, Native American Studies, Philosophy, Political Science, Religion, Speech, Theater, and Women's Studies.

- **Division of Mathematics, Science, Nursing and Public Health.** This division consists of Astronomy, Biology, Chemistry, Computer Science, Exercise Science, Geography, Geology, Mathematics, Nursing, Physical Education, Physics, Public Health, and Statistics.

Degree Programs

USCL awards the following four associate degrees: Associate in Arts, Associate in Science, Associate in Science in Business, and Associate in Science in Criminal Justice. Students can earn three bachelor's degrees on the USCL campus: Bachelor of Arts in Liberal Studies (BLS) and Bachelor of Arts in Organizational Leadership (BOL) through Palmetto College, and Bachelor of Science in Nursing (BSN) through the USC Columbia College of Nursing.

USCL offers the first two years of coursework for students pursuing Associate and Baccalaureate degrees. USCL also offers support for Palmetto College, the organization of two-year campuses and online bachelor's degree completion programs in the University of South Carolina system, where, in addition to the BLS and BOL degrees, students may earn bachelor's degrees in the following majors:

- | | |
|--|------------------------------------|
| • Applied Computer Science—Cybersecurity | • English |
| • Business Administration—Management | • Health Informatics |
| • Business Administration—Accounting | • Hospitality Management |
| • Communication | • Human Services |
| • Communication—Public Relations | • Information Management & Systems |
| • Criminal Justice | • Nursing |
| • Criminal Justice—Crime Analysis | • Pre-Law (minor) |
| • Elementary Education | • Psychology |
| • Emerging Media | • Public Health |
| • Engineering Technology Management | • Sociology |
| | • Special Education. |

Student Profile

In Fall 2020, our incoming students had an average SAT score of 1001 and an average ACT score of 17.9. USCL has been SAT- and ACT-optional since Fall 2020. In Fall 2025, new freshmen

maintained a GPA of 3.0 (B) while dual enrollment students had an overall average of 3.5 (B+) on a 4-point scale. Most USC Lancaster students come from towns and cities across the central Piedmont region of the Carolinas, one of the fastest-growing populations in South Carolina. USCL awards financial aid to most enrolled students, including full-time, part-time, BOL, and BLS students. In Fall 2024-Spring 2025, 99.4% of Dual Enrollment students received aid, and 94.68% of traditional post-high school students received aid.

Enrollment Numbers

Over the past ten years, full-time equivalent enrollment (FTE) has increased by 38.6%, from 1,178 in Fall 2015 to 1,633 in Fall 2024. It grew by 18.2% over the one-year period from 2023 to 2024. In Fall 2025, the official freeze headcount was 2,510 students, including 1,775 dual enrollment students, reflecting a 3.13% decrease from the previous fall freeze. Of these, 1,482 were part-time students, and 1,028 were full-time students. These numbers exclude students who are on campus working on Palmetto College bachelor's degrees in liberal studies or organizational leadership or bachelor's degrees through USC Columbia's College of Nursing, who are counted as students enrolled at USC Columbia or one of the system's three other four-year campuses.

Normal Teaching Load per Semester

USCL's Definition of a Normal Workload

The base teaching load for full-time teaching faculty is determined by the total number of credit hours taught over the nine-month contract period of Fall and Spring semesters. Librarians are employed on a 12-month basis, and their normal workload is determined by the number of hours worked each week. The normal workload for each category of faculty is as follows:

- Division of Business, Behavioral Sciences, Criminal Justice, Education, and Library Science: 24 credit hours (8 courses).
- Division of Humanities: 24 credit hours (8 courses).
- Division of Mathematics, Science, Nursing and Public Health:
 - Mathematics and Computing: 24 credit hours (6-8 courses).
 - Natural Sciences: usually 12 contact hours (3 hour lectures, 1 hour recitation, 2-3 hour labs).
- Librarians: 37.5 working hours per week.

Additional Duties for Teaching Faculty

Academic Advising

Faculty members generally serve as academic advisors, along with staff. Many faculty members advise in majors outside of their own, and some faculty advise students in more than one major. Advising loads are not uniform, as there is often a significant difference in the number of advisees in the various majors and degree programs.

Labs, Recitations and Grading

USCL is in a rural area, making it difficult to hire part-time instructors, teaching assistants, or tutors in most subjects. There are no graders or teaching assistants. Each faculty member is solely responsible for all grading, regardless of the enrollment size in their courses. Some faculty members who teach courses with a mandatory laboratory or recitation component may be responsible for lab preparations and may have up to six additional contact hours per year over the normal 22 hours.

Distributed Learning and Off-Campus Courses

Except during the COVID-19 pandemic, most classes have been taught face-to-face on campus between 8 a.m. and 8:30 p.m. In Fall 2025, of the 301 regular USCL classes, 51.2% were delivered through traditional face-to-face instruction, while the remainder were online or had an online component. Approximately 2% of Lancaster classes (6 out of 301) were offered at the Indian Land site in Fall 2025. USCL faculty members also teach dual-credit courses at high schools throughout the service area, which may require up to a two-hour round-trip commute. In Fall 2025, 158 classes were taught at high schools (available only to high school students), with approximately 73.6% conducted through traditional face-to-face instruction.

Librarians

Librarians are fully engaged in user services, outreach and student engagement, programs and events, information access, acquisition and organization, information literacy instruction, scholarship curation, promotion and tenure support, management/administration, and technology in addition to balancing their faculty obligations of scholarship and service.

The Native American Studies Center W. Brent Burgin Archive is organizationally under the purview of the library and the archivist is listed as one of the librarians.

On average, librarians served over 800 patrons a week in the library during Fall 2025. Instruction includes formal information literacy instruction and embedded librarianship for discipline-specific courses and individualized intensive research consultations for faculty and students.

All librarians are responsible for maintaining and augmenting the collections via the identification and purchasing of print and electronic resources that support USC Lancaster academic programs of study. As a Federal Depository for US government documents, librarians adhere to the collections maintenance guidelines for these resources, as outlined by the US Government Publishing Office. Librarians perform periodic deselection of materials to ensure academic relevancy and appraise the historical value of Medford Library resources.

Librarians work internally and closely with academic units and other departments to provide student and faculty-focused programs in the library. These events promote collections, highlight library services, and allow librarians to engage with students and faculty in a personalized manner that encourages these groups to collaborate with librarians and use resources more effectively.

Medford Library's faculty librarians are some of the few USCL faculty members employed on a 12-month basis yet are involved in significant scholarship and service endeavors in addition to their normal year-round library responsibilities. Service engagement is encouraged in the USCL mission, and librarians are engaged in committees, task forces, and leadership positions at the campus, local, state, regional, and national levels.

Local Funding and Course Relief for Research and Scholarship

Local Funding

Research and Productive Scholarship Grants

The Research and Productive Scholarship (RPS) grant program is a local, competitive program, funded by the campus dean and judged by an administratively appointed committee. This program is designed to encourage and support faculty and professional staff in their efforts to pursue productive research and scholarship. The anticipated outcomes of the grants include publications, presentations, creative exhibitions, performances, or other formats suitable to the discipline. Since Fall 2022, the campus dean has allocated \$50,000 to the program annually and typically the entire allocation is awarded.

Travel Funding

Priority for travel funding on the USC Lancaster campus is given for conferences or events at which a faculty member is disseminating research. Funding is limited and is awarded based on

the merit of the proposal. Typically, funds are not allocated for longer-term travel, such as to summer workshops or to meet with collaborators.

Course Relief

The Redefined Teaching Load Program

Tenured and untenured tenure-track faculty may apply for a redefined teaching/librarianship load for one semester during the academic year. Untenured tenure-track faculty are awarded a redefined teaching/librarianship load automatically, upon request. The yearly redefined teaching/librarianship load is as follows:

- Division of Business, Behavioral Sciences, Criminal Justice, Education, and Library Science: 21 credit hours (7 courses).
- Division of Humanities: 21 credit hours (7 courses).
- Division of Mathematics, Science, Nursing and Public Health:
 - Mathematics and Computing: 21 credit hours (6-7 courses).
 - Natural Sciences: 9 contact hours.
- Librarians: 30 working hours per week for one semester of the fiscal year. The faculty's redefined teaching load policy was extended in 2014 to include librarians, giving them one day per week release for one semester per year to pursue research and scholarship.

Sabbatical Leave

Tenured associate professors and full professors may request sabbatical leave that allows them relief from all University duties during the sabbatical. According to the Palmetto College Campuses Faculty Manual, "A sabbatical leave provides half pay for a full academic year or full pay for half an academic year. Because the granting of sabbatical leaves is dependent on the budget, workloads, and other considerations, it is a matter of administrative discretion."

Description of Facilities

Library and Library Services

Medford Library at USC Lancaster employs two faculty librarians, has collections numbering roughly 70,000 book volumes, and is a US Government Federal Depository library.

Through local subscriptions, consortia and cooperative arrangements, and the affiliation with the greater USC system, the library provides subscription access to over 200,000 electronic book titles and over 190 web-based aggregated article databases, reference titles, and individual e-journals. Almost all contain scholarly research articles with full text. In addition, Medford Library actively facilitates faculty research through Interlibrary Loan (ILL) and PASCAL (Partnership

Among South Carolina Academic Libraries) Delivers, a South Carolina-based service in which books are borrowed from other in-state academic libraries, often with two-day delivery.

Electronic and print subscriptions, along with general publishing costs, continue to rise annually, which affects the budget reach of materials purchasing – a phenomenon that occurs with many academic librarians, and in which small and rural libraries (like Medford Library) are affected more deeply. As a result, many faculty members purchase their own journal subscriptions or books. Also, despite the library's readily available print and electronic materials, there can be a delay in getting research materials through ILL and books through PASCAL Delivers compared to campuses where collections are larger, and materials are more conveniently available.

While steady increases in resource costs have made it difficult for the library to keep up with resources for scholarly faculty research, recurring funding for electronic resources, instituted in 2014 by the broader Palmetto College administration, has improved access to scholarly sources for all faculty and students from here on.

Archive and Archive Services

The Native American Studies Center W. Brent Burgin Archive employs one faculty archivist and houses the University Archives and the Native American Studies Collection.

Through donations and purchases, the archive provides access to archival resources in physical and digital formats. The archive works with local agencies to host digitized collections and to make them accessible. The Native American Studies Center W. Brent Burgin Archive actively facilitates faculty, student, and community research through access to archival resources.

Technology, Lab Equipment, and Lab Space

USCL is a student-centered campus, and as such, the priority for local, revenue-based funds is to support teaching. Specifically, teaching needs take precedence when purchasing software and equipment and when scheduling laboratory time. Teaching equipment and technology are generally up-to-date, meeting or exceeding the standards for a two-year campus. Faculty engaged in research generally use a combination of the following to fund their projects: teaching resources, local funding, grants, and personal funds. While tenure-track faculty are engaged in productive scholarship as it is broadly defined in the faculty manual, the scope of the projects may be limited by the availability of time, equipment, and lab space.

Art and Theatre Resources

In Fall 2014 Founders Hall opened. It includes a well-designed teaching studio and student gallery. The Native American Studies Center offers rotating exhibits which at times includes student work when specific to the mission of the Center.

USC's theatre program continues to grow, and renovations to Stevens Auditorium, which include new seating, technological upgrades, and other upgrades began in December 2022.

In Fall 2022, a STEAM project combining art and science with a focus on Chemistry was launched. This project highlights interdisciplinary collaboration, enhancing student engagement through innovative research aimed at publications and presentations on STEAM. This novel initiative showcases our commitment to innovative education and interdisciplinary research.

Vehicle Access

Faculty and staff have access to several vehicles for university-associated events, such as meetings at other campuses, scholarly activities, and classroom events. Prior driver license approval is necessary, and usage depends on vehicle availability.

Availability of Mentors or Colleagues with Similar Interests

There are more tenured faculty members than untenured tenure-track, so there is the potential to find a mentor in some disciplines. However, on this small campus, finding mentors or colleagues with similar interests in a specialized research area may not be possible. Some faculty members prefer to work in their own area, while others have conducted interdisciplinary projects or collaborated with faculty at other universities.

Availability of Students to Participate in Research and Scholarship

The availability of students to participate in research and scholarship varies by discipline and by project. In recent years, the increased proportion of students under 18 has limited the ability of some faculty to do research involving human subjects. In some disciplines, students have contributed to projects that were disseminated on a professional level, while in others the results were disseminated in undergraduate research venues. In the less accessible disciplines, faculty provide opportunities to enhance student understanding of research, such as training students to use specialized equipment, teaching them analytical reasoning, or taking students to scholarly conferences. In recent years, both internal and external grants supporting faculty-mentored undergraduate research have increased, providing students with project funding and

valuable experience in grant writing. In 2025, faculty members mentored 115 students. The Medford Library also curates student research on its local repository, [Lancer Scholar Square](#).

Motion to transfer Dr. Deborah Rowell from the position of Instructor to that of Tenure-Track – Angela Neal, Division Chair of BBCEL (see ACAF 1.18 in the Appendix). A special meeting will be after this one to discuss and vote on this motion.

Motion: This is a motion to transfer Dr. Deborah Rowell from Instructor to Tenure Track, proposed by Angela Neal as the Division Chair for BBCEL.

Rationale for Motion: Please see the section from the *Policy and Procedures Manual* that relates to this change (ACAF 1.18). The faculty are simply following a step in the procedures for this process by taking a vote, and so nothing is being changed in terms of rules or procedures. The pertinent procedure is on page 3, under B.1, which is the first step in seeking a change to Deborah's status at USCL; Dr. Neal does not believe the motion is substantive, but the Chair of the FO makes the final decision. This change was made with several faculty (i.e., A. Biggs, E. Jenkins, and D. Lawrence), was ruled as non-substantive, and so the vote was taken on the day of the motion. Also, due to the policy, this is a strictly tenured and tenure-track faculty vote, and so voting will not include instructors.

Finalized Election Results: April 2026 Faculty Organization Ballot

Executive Committee

Faculty Chair: **1**

- Deborah Rowell

Faculty Vice-Chair: **1**

- Rebecca Freeman

Faculty Secretary: **1**

- Chris Bundrick

Local Campus

Compiler: **1**

- Jerrod Yarosh

Dean's Advisory Council: **3**

- Dana Lawrence
- Liz Easley
- Brittany Taylor-Driggers

Instructor Peer Review Committee: **6**

- Claudia Heinemann-Priest
- Jill Castiglia
- Allan Pangburn
- Darris Hassell
- Phillip Parker
- Tania Wolochwianski

Local T&P Committee: **6**

- Li Cai
- Brittany Taylor-Driggers
- Annette Golonka
- Steven Campbell
- Kate Holland

- Kim Richardson

Local Welfare and Grievance Committee: 4

- Evan Nooe
- Liz Easley
- Fernanda Marques Burke
- Stephen Criswell

Palmetto College Campuses

PCC Faculty Senate – Senators, 3-year term: seven spots total: 2

- Allison Jobe
- Anita Bhandari Sharma

PCC Faculty Senate – Alternates, 1-year term: 1 or more

- Evan Nooe
- Nahid Swails

PCC Advisory Committee, 2-year term: 1

- Jerrod Yarosh

PCC Research and Productive Scholarship Committee, 2-year term: 1

- Stephen Criswell

PCC T&P Committee: 2

- Chris Bundrick
- Dana Lawrence

PCC Grievance Committee: 1

- Fernanda Marques Burke

Provost's PCC Advisory Council: 1

- Stephen Criswell

PCC Policy Advisory Committee: 1

- Suzanne Penuel

Columbia Campus

Columbia Faculty Senate, 3-year term: 2

- Jerrod Yarosh
- Anita Bhandari Sharma