

## ***CR 2.8 - Faculty***

The number of full-time faculty members is adequate to support the mission of the institution and to ensure the quality and integrity of its academic programs.

### **Compliance Finding: In Compliance**

#### **Narrative:**

The University of South Carolina Beaufort (USC Beaufort) has a faculty comprised of qualified and dedicated educators and scholars. As of fall 2007, there were 53 full-time faculty and 72 part-time faculty. USC Beaufort conducted an extensive review of faculty credentials in relation to specific teaching fields; 100% of full-time faculty are fully credentialed in the areas of their teaching assignment. Of the full-time teaching faculty, 69% hold the doctorate in their field of teaching. The credentials and course assignments are detailed in the Faculty Roster [\[i\]](#).

Teaching faculty are defined as faculty who have teaching as their primary responsibility. It does not include those who hold faculty appointments such as the Chancellor and the Executive Vice Chancellor for Academic Affairs but whose primary responsibility is academic administration. Full-time teaching faculty hold nine-month appointments. The full-time faculty teaching load is 12 credit hours per semester; department chairs receive one or more course releases in order to ensure the quality and integrity of the academic programs within their department. Evaluation of faculty teaching, research and service is accomplished by annual review by the Department Chairs and Executive Vice Chancellor. Because USC Beaufort strives to have a low student/teacher ratio (Fall 2007 15/1), recent intensive hiring has allowed USC Beaufort to retain this 15/1 student/teacher ratio. (The student/faculty ratio is the ratio of full-time equivalent students [full-time plus 1/3 part-time] to full-time equivalent instructional faculty [full time plus 1/3 part-time]; this is based on a national definition used in the Common Data Set reporting).

Adjunct faculty members are appointed on a semester by semester basis and instructors are given full-time appointments with an annual contract. Because the majority of the adjunct faculty have been teaching at USC Beaufort for a considerable length of time, there is little turnover among the part-time faculty. For example, one adjunct faculty who teaches only on Parris Island is a nationally recognized historian and author, who is the curator of the Parris Island Museum and has been teaching for USC Beaufort for some 20 years. There are other distinguished adjuncts who teach on the military bases as well as both campuses. One is the Robert Penn Warren Scholar from the University of Tennessee and a nationally recognized author. When an opening exists, USC Beaufort is in the enviable position of having a high quality applicant pool from which to recruit adjunct faculty. Located in a highly desirable retirement area, USC Beaufort receives a steady stream of applications from academically and professionally qualified individuals seeking to teach part-time.

For Fall 2007, 16 new and replacement hires were added to the full-time ranks. The new hires for Fall 2007 and Spring 2008 are in the following fields: Hospitality Management, Art History, Art Studio, Business Management (2), Computer Science, Biology, Spanish, Nursing, as well as Library Director and Executive Vice Chancellor for Academic Affairs (the EVCAA holds a faculty appointment in Education). Ten new and replacement faculty positions are scheduled to be filled in Fall 2008. A search for a permanent Education Department Chair has not yet been completed. All new tenured or tenure-track faculty are prepared at the doctoral level. In addition the following instructors were hired: 2 in Mathematics (one with doctorate), Marketing/Management (one near

completing the Ph.D.), and Biology (also completing the Ph.D.). With these new full-time faculty, program quality will be strengthened and the institution will be poised for future growth. Given the new full-time faculty hires in both Mathematics and Spanish the number of adjuncts in these areas have decline.

The addition of new faculty supports the mission of teaching, research and service at this rapidly growing institution. All faculty are hired according to the USC Beaufort Faculty Manual [ii] and USC Beaufort Faculty Hiring Procedures [iii]. New and continuing faculty have sufficient resources for fulfilling their teaching, research, and service activities. For example, faculty have ample opportunity for faculty development through an award of monies annually distributed competitively through the Faculty Development Committee and the office of the EVCAA, as well as grants competitively awarded through other agencies and the Columbia campus. Faculty are provided annual updates and workshops on technology and share ongoing research through the monthly Brown Bag Luncheon series [iv]. These internal workshops and seminars complement those provided by visiting scholars brought to campus for specific reasons.

The number of full-time teaching faculty is adequate for USC Beaufort to achieve its mission. This determination is concluded from various reviews. One is from reviews of faculty rosters [v] to assess the ratio of full-time to part-time faculty. Another is from the South Carolina Commission on Higher Education (SCCHE) and their guidelines for New Program Approval [vi]. And finally, from specialized accreditation requirements, such as NCATE for education and CCNE for nursing. A breakdown of Spring 2007 and Fall 2007 classes taught by full-time (FT) and part-time (PT) faculty at the various locations is provided.

**Table 1 Courses Taught by Full-Time and Part-Time Faculty**

<b>Spring 2007</b>	<b>FT</b>		<b>PT</b>		<b>Total Courses</b>
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	
<b>North</b>	81	79%	21	21%	102
<b>Internet</b>	14	70%	6	30%	20
<b>MCAS</b>	4	29%	10	71%	14
<b>Parris Island</b>	3	25%	9	75%	12
<b>South</b>	99	63%	58	37%	157
<b>Grand Total</b>	<b>201</b>	<b>66%</b>	<b>104</b>	<b>34%</b>	<b>305</b>
<b>Fall 2007</b>	<b>FT</b>		<b>PT</b>		<b>Total Courses</b>
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	
<b>North</b>	76	78%	22	22%	98
<b>Internet</b>	14	64%	8	36%	22

<b>MCAS</b>	5	36%	9	64%	14
<b>Parris Island</b>		0%	4	100%	4
<b>South</b>	103	59%	72	41%	175
<b>Grand Total</b>	<b>198</b>	<b>63%</b>	<b>115</b>	<b>37%</b>	<b>313</b>
<b>Spring 2008</b>					
	<b>FT</b>		<b>PT</b>		<b>Total Courses</b>
	#	%	#	%	
<b>North</b>	57	71%	23	29%	80
<b>Internet</b>	13	65%	7	35%	20
<b>MCAS</b>	5	36%	9	64%	14
<b>Parris Island</b>	2	22%	7	78%	9
<b>South</b>	126	67%	61	33%	187
<b>Grand Total</b>	<b>203</b>	<b>65%</b>	<b>107</b>	<b>35%</b>	<b>310</b>

As this analysis indicates, the majority of classes at both Parris Island and MCAS are taught by adjunct faculty. Although the adjunct faculty are fully credentialed the number of courses taught by Full-time faculty must be increased. In order to respond to the need for more full-time faculty USC Beaufort has added a full-time faculty member to teach an English course on Parris Island for Spring II 2008. The Fall 2008 schedule will also reflect additional full-time faculty members teaching at these sites. All future course schedules will reflect an incremental increase in full-time faculty teaching at these two sites.

Additional data is provided for Spring 2007[[vii](#)], Fall 2007 [[viii](#)], and Spring 2008[[ix](#)] regarding courses taught by full-time and part-time faculty by location and discipline (course acronym).

### Supporting Documentation

- [i USC Beaufort Faculty Roster](#)
- [ii USC Beaufort Faculty Manual](#)
- [iii USC Beaufort Faculty Hiring Guidelines](#)
- [iv USC Beaufort Brown Bag Luncheon Schedule](#)
- [v USC Beaufort Faculty Roster](#)
- [vi SCCHE Guidelines New Program Approval](#)
- [vii Spring 2007 Courses by Location and Discipline](#)
- [viii Fall 2007 Courses by Location and Discipline](#)
- [ix Spring 2008 Courses by Location and Discipline](#)