

CALL TO MEETING AND AGENDA

Date: May 14, 2019

Time: 2:30 p.m.

Location: 118 Academic Success Center

FREE SPEECH

Faculty Petition on Salaries – Walt Hunter, Assistant Professor of World Literature; Matt Hooley Assistant Professor of English; David Coombs, Assistant Professor, Literature and History of Technology; Angela Naimou, Associate Professor of English

CALL TO ORDER – Welcome, Introduction and Recognition of Guests

1. APPROVAL OF MINUTES: Faculty Senate Meeting Tuesday, April 9, 2019

2. SPECIAL ORDERS

- a. Jim Clements, President – State of the University

3. REPORTS

- a. TBD, Executive Vice President for Academic Affairs & Provost

b. Standing Committees

- i. Finance and Infrastructure Committee – Chair Elliot Jesch
- ii. Policy Committee – Chair Kimberly Paul (Thompson Mefford and Krista Oldham to provide report in Paul’s absence)
- iii. Research and Scholarship Committee – Chair Patrick Warren
- iv. Scholastic Policies Committee – Chair Peter Laurence
- v. Welfare Committee – Chair Betty Baldwin

c. University Committees/Commissions

- i. Committee on Committees – Chair Mary Beth Kurz

d. Special Reports

- i. Faculty Representative to the Board of Trustees – Joseph Ryan
- ii. Immediate Past Faculty Senate President – Jan Holmevik

e. President’s Report

4. UNFINISHED BUSINESS

- a. TBD

5. NEW BUSINESS

a. Approval of non-Senate members to Faculty Senate Committees:

- i. Finance Committee
 1. Jim Liddle, Delegate
- ii. Policy Committee
 1. Tania Houjeiry, Delegate
- iii. Scholastic Policies Committee
 1. Jonathan Maier, Delegate
 2. Richelle Miller, Delegate
- iv. Welfare Committee
 1. Terri Teramano, Delegate

ADJOURN

ANNOUNCEMENTS:

1. Faculty Senate Advisory Committee Meeting: May 28, 2019, 2:30 p.m., Cooper Library, 416 (Brown Room)
2. Faculty Senate Executive Committee Meeting: June 4, 2019, 2:30 p.m., Cooper Library, 201A
3. Full Senate Meeting: June 11, 2019, 2:30 p.m., ASC 118.

Faculty Petition on Salaries

The recent COACHE survey inarguably demonstrated that the faculty here at Clemson University are deeply demoralized, and the single highest-ranked source of discontent is the University's practices and policies of faculty compensation. Clemson has been undergoing a moment of unparalleled growth, during which the athletic teams have new state-of-the-art facilities, and key administrators and football coaches recently received significant pay raises of between seven and twenty-five percent. The university has undertaken major fundraising efforts (bringing in \$109 million last year, according to the Anderson-Independent) on the strength of faculty excellence. But the faculty itself has been largely excluded from the benefits of the university's current expansion and prosperity. Cost-of-living adjustments are rare, and meager, and the process by which merit in research and teaching translate into salary increases is disorganized, inconsistent, and opaque. Many extraordinary researchers and teachers go on year after year with no change in base salary to reflect their work. We believe that the issue needs to be addressed promptly, and by more than a token gesture.

What follows are 3 theses detailing the problems with the university administration's current approach to faculty compensation.

- 1) Faculty compensation increases should be distributed to address the deplorably low pay of lecturers, especially in CAAH, and the inequities in special faculty compensation between Clemson's colleges.
- 2) Salary increases should be clearly and consistently tied to merit, and cost of living increases should be awarded regularly. Most R1 universities of the type Clemson hopes to emulate distribute cost-of-living raises based on a consistent salary scale in addition to merit-based raises awarded by department chairs. Neither system exists at Clemson. Instead, university departments have spent the last two years creating specialized rubrics that would theoretically determine merit-based pay increases, but these rubrics have been so far used only for faculty evaluation without any connection to pay increases. The university currently adheres to a retention-based model of awarding raises with which there are two significant problems: a) faculty are rewarded for their efforts to leave the university, rather than improve it; and b) the inherently ad hoc nature of a retention-based approach leads to waste and wildly inconsistent salaries, increasing salary compression. It also leads to the appearance, if not the fact, of raises being distributed through shady backroom deals. We note here that in the event that the university begins distributing merit-raises under the newly approved specialized rubrics, such raises must be given regularly to meaningfully address these inconsistencies and inequalities.
- 3) Merit-based compensation should be distributed in a way that addresses salary compression and better gender equity. The current haphazard system of compensation has led to a situation in which faculty salaries are lopsided in ways that systematically disadvantage Clemson's women faculty. We have been told informally by the Provost that clear cases of gender discrimination are exceedingly low at Clemson: we look forward to seeing the results of the analysis of salary equity commissioned by Clemson from a private law firm. As yet those results and supporting data have not been released. In the experience of many colleagues is that gender bias affects salary at the Associate rank, even when it does not meet the threshold of gender discrimination as defined in the

private study. Other universities have devised formulae by which merit-based raises can simultaneously be awarded to reduce compression. Clemson should adopt such a system.

We hope the administration will recognize the legitimacy of our concerns. Only by acting urgently to address them will Clemson make progress towards achieving its full potential as a university and a community.

1 **Faculty Senate Resolution 2019-XX**

2 **Policy Committee approval: April 2019**

3 **Topic:** “Faculty Manual Consultant Amendment”

4 **Whereas,** Clemson University makes provision for faculty participation in planning, policy-
5 making, and decision-making with regard to academic matters; and

6 **Whereas,** the University also provides for such participation in matters of faculty welfare and
7 general university concern; and

8 **Whereas,** the *Faculty Manual* refers to a faculty member resource, appointed by the Provost, to
9 aid in the review of university policy matters titled “Faculty Manual Editorial Consultant”; and

10 **Whereas,** there exists no description of the position or means by which the faculty member is
11 selected in the *Faculty Manual*; and

12 **Whereas,** such a position, and its explicit duties and responsibilities, should be described fully in
13 the *Faculty Manual* as a reference for all faculty and administrators; and

14 **Whereas,** the Policy Committee has concluded that this position is more than an “editor”; it is
15 therefore

16 **Resolved,** that the *Faculty Manual* be amended to **insert** the proposed language as Appendix B;
17 and it is

18 **Resolved,** that *Faculty Manual* be amended to **strike out** all existing references to the “Faculty
19 Manual Editorial Consultant” and **insert** “Faculty Manual Consultant”.

20 *This resolution will become effective upon approval by the Clemson University Executive Vice*
21 *President for Academic Affairs and Provost and its inclusion in the 2019-2020 Faculty Manual.*

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1 Proposed Language

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3 **APPENDIX B: FACULTY MANUAL CONSULTANT**

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5 **A. Overview**

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- 7 1. The Faculty Manual Consultant is responsible for:
- 8 a. Reviewing departmental TPR documents, departmental and college bylaws for
- 9 conformance to the *Faculty Manual*;
- 10 b. Providing interpretations of the *Faculty Manual* for university constituents;
- 11 c. Reviewing Faculty Senate resolutions for impact on the *Faculty Manual* and providing
- 12 feedback;
- 13 d. Initiating the process for Executive Vice President and Provost approval of proposed
- 14 amendments to the *Faculty Manual*;
- 15 e. Serving as non-voting chair for the University’s Committee on Committees;
- 16 f. Vetting faculty status of candidates for the Faculty Representative to the Board of Trustees.
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18 **B. Selection Procedures**

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- 20 1. The selection committee will solicit nominations to fill the position 60 calendar days before
- 21 the end of the term or upon notification of vacancy. The nominating period will be open for no
- 22 less than 30 calendar days and for as long as necessary for the committee to recommend a
- 23 suitable candidate. The Provost is the appointing authority for this position.
- 24
- 25 2. Selection Committee:
- 26 a. President of the Faculty Senate;
- 27 b. Vice-President of the Faculty Senate;
- 28 c. Faculty Senate Policy Committee Chair;
- 29 d. Immediate Past President of the Faculty Senate;
- 30 e. Chair of the Organization of Academic Department Chairs; and
- 31 f. The Vice President for Academic Affairs and Provost, or designee, will serve as non-
- 32 voting chair.
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- 35 3. The Consultant will serve a three-year renewable term or until recalled by the Provost.
- 36 a. If during the term of office, the Faculty Manual Consultant assumes primarily
- 37 administrative duties, a replacement will be selected using the above procedures.
- 38 b. The newly selected Faculty Manual Consultant will serve a full three-year term.
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Policy Committee approval: April 16th, 2019

Topic: “Grievance Consultant Amendment”

Whereas, Clemson University makes provision for faculty participation in planning, policy-making, and decision-making with regard to academic matters; and

Whereas, the University also provides for such participation in matters of faculty welfare and general university concern; and

Whereas, the reimbursement of faculty members chosen to carry out year-round consulting work on behalf of the university Grievance Board can be interpreted to represent a buyout; and

Whereas, the intent of the reimbursement was to supplement the base salary of the consultant; it is therefore

Resolved, that Chapter VC4m be amended to **strike out** the word “faculty”, to **insert** the word “base” between the words “Consultants” and “salary”, to **strike out** the words “~~or if preferred by the Consultant,~~”, to **insert** the words “in the form of a salary supplement” between the words “salary” and “or”, and to **insert** the words “as preferred by the Consultant” at the end of the sentence.

Proposed Language

CHAPTER V. CLEMSON UNIVERSITY DISPUTE RESOLUTION

C. Clemson University Faculty Grievance Procedures and Information

4. Grievance Consultants

m. The Provost’s Office will provide five percent of the non-administrator Consultants’ ~~faculty base salary or if preferred by the Consultant,~~ **in the form of a salary supplement** or unrestricted development funds **as preferred by the Consultant.**

This resolution will become effective upon approval by the Clemson University Executive Vice President for Academic Affairs and Provost and its inclusion in the 2019-2020 Faculty Manual.

1 Faculty Senate Resolution 2019-XX

2 Policy Committee approval: April 16th, 2019

3 Topic: “Clarification of the service requirement for promotion to Senior Lecturer”

4 Whereas, Clemson University makes provision for faculty participation in planning, policy-
5 making, and decision-making with regard to academic matters; and

6 Whereas, the University also provides for such participation in matters of faculty welfare and
7 general university concern; and

8 Whereas, the current language for service requirement can be misinterpreted to mean promotion
9 eligibility for lecturers is in the third year; and

10 Whereas, the intent of the service requirement for promotion to Senior Lecturer is for eligibility
11 to occur after four full academic years of service at Clemson University; and

12 Whereas, FSR 2019-04 introduced clarifying language in the *Faculty Manual* to the requirement
13 of service at Clemson University required for promotion to Principal Lecturer that is suitable; it
14 is therefore

15 Resolved, that Chapter IIID2iv(3) be amended to **strike out** the words “may be attained” and
16 “who applies for promotion to senior lecturer” and to **insert** the words “is the special faculty
17 rank that may be applied for” between the words “Lecturer” and “after”.

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19 **Proposed Language**
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21 CHAPTER III. THE FACULTY

22 D. Faculty Ranks

23 2. Special Faculty Ranks

24 iv. Lecturers

25 (3) **Senior Lecturer** is the special faculty rank that may be applied for ~~may be attained~~
26 after four full academic years of service, by a lecturer ~~who applies for promotion to senior~~
27 ~~lecturer~~; equivalent experience at Clemson may be counted towards the four-year service
28 requirement. Senior lecturers shall have no administrative duties inconsistent with those of
29 regular faculty.
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31 (4) **Principal lecturer** is the special faculty rank that may be applied for after four full
32 academic years of service by a senior lecturer; equivalent experience at Clemson may be
33 counted towards the four-year service requirement. Principal lecturers shall have no
34 administrative duties inconsistent with those of regular faculty.
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36 *This resolution will become effective upon approval by the Clemson University Executive Vice*
37 *President for Academic Affairs and Provost and its inclusion in the 2019-2020 Faculty Manual.*