

MINUTES
FACULTY SENATE MEETING
MAY 14, 2013

1. Call to Order: The Faculty Senate Meeting was called to order at 2:33 p.m. by President Kelly Smith.
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated April 9, 2013 were approved with corrections to the attendance record.
3. “Free Speech”: None
4. Special Order of the Day: R. Larry Dooley, Interim Vice President for Research postponed his presentation regarding Clemson University’s national research reputation.

Josh Brown, HR Lead Recruiter reported that Clemson now has the tools to search for the best posting venues and track their performance in an effort to expand search efforts beyond people familiar and focused on employment with Clemson. Josh Brown is available to assist any department free of charge (jbrow22@clemson.edu) and hopes that this will decrease the need for external search firms. President Smith suggested that this information be presented during the Provost’s next meeting of department chairs. As part of the 2020 plan to recruit top talent, HR is developing a formal spousal employment assistance program.

Jackie Todd, Director of Internal Communications summarized the findings of the internal communications survey results sent to all employees on February 25, 2013. There was a 25% response rate including approximately 300 faculty and 750 staff. Few employees knew little of faculty and staff webpage and respondents requested better tools, usage criteria, and a way to customize information received. Many preferred receiving emails of necessary information only (e.g. policy changes/benefit updates, closings) and using the calendar to advertise events. Jackie Todd is looking for faculty interested in serving on an informal advisory board (jtodd3@clemson.edu).

5. Committee Reports:
 - a. Senate Committees:
Scholastic Policies – Chair John Leininger
Finance – Chair Feng Chen
Research – Chair Jim McCubbin
Welfare – Chair Diane Perpich
Policy – Chair Mary Beth Kurz
 - b. ad hoc Faculty Senate Committees

Budget Accountability Committee – Chair Bill Pennington

- c. University Commissions and Committees:
- 6. Old Business: None
- 7. New Business:
 - a. Complete University Committee ballots to fill vacancies
 - b. A proposed draft Resolution of thanks and appreciation to President James F. Barker, who will retire as the 14th President of the University, was passed unanimously.
- 8. President's Report: President Smith announced the following:
 - a. the SACS visit is complete and we are awaiting final report
 - b. he recommended recognizing at convocation those promoted to senior lecturer
 - c. he will provide a short written summary of senate tasks and accomplishments following each senate meeting for senators and delegates to present at any faculty meetings they attend
 - d. much of the administration will be transformed in the next 1-2 years with a new president, provost, vice president for research and several deanships
 - e. he is still soliciting presidential search feedback related to desirable characteristics and possible candidates. Send your input to facsen@clermson.edu.
- 9. Announcements:
 - a. Summer Schedule:
Senate: June 11, no July mtg, August 20 (3rd Tuesday of the month)
EAC: May 28, June 25, no July mtg, August 6 & 27
- 10. Adjournment: President Smith adjourned the meeting at 4:20 p.m.



Alan Grubb, Secretary



Monica A. Patterson, Program Coordinator

Also present: Amy Apon (School of Computing), Nadim Aziz (Associate Provost for Faculty Development & Support), Dave Blakesley (Faculty Representative to the Board of Trustees), Scott Dutkiewicz (Alternate), Leslie Gonzales (Alternate), Renee Hahn (HR Dir. Organizational Development). Gordon Halfacre (Ombudsman for Faculty and Students), Jeremy King (Immediate Past President), Courtney Madden (Faculty Senate Alan Schaffer Undergraduate Intern), Fran McGuire (Parliamentarian & Editorial Consultant of the *Faculty Manual*), John Mueller (HR Director of Customer Service), Monica Patterson (Faculty Senate Program Coordinator), Jackie Todd (Director of Internal Communications), John Wagner (Alternate)

Absent: R. Baldwin, F. Chen, J. Gaubert, W. Goddaard, R. Hardwick, R. Hewitt, L. Howard, J. Judson, J. Leininger, C. Marinescu, M. Mowrey, J. Northcutt, D. Perahia, D. Perpich, C. Sawyer, J. Summers, P. van den Hurk, N. Vyavahare, A. Winters

MINUTES
FACULTY SENATE MEETING
JUNE 11, 2013

1. Call to Order: The Faculty Senate Meeting was called to order at 2:35 p.m. by Vice President/President-Elect Antonis Katsiyannis.
2. Approval of Minutes: The May 9, 2013 General Faculty Meeting minutes and May 14, 2013 Faculty Senate meeting minutes were approved as distributed.
3. “Free Speech”: None
4. Special Order of the Day: None
5. Committee Reports:
 - a. Senate Committees:

Scholastic Policies – Chair John Leininger submitted and outlined the Scholastic Policies Committee Report dated June 11, 2013. The Executive/Advisory Committees recommended the option for allowing to round up or down as the University transitions to iRoar from a credit to class maximum Redemption policy. Outstanding issues from the last SP Committee include: (1) review of the department chair survey results regarding student teaching evaluations - Tenure, Promotion and Review committees may be surveyed this year; (2) Bridge Program student performance; (3) new articulation agreement with two-year colleges with 200 level classes; and, (4) who has final authority regarding course substitution decisions. New business of SP includes: (1) considering whether there is a fair way for students, with outstanding fines and ePortfolio concerns to participate in graduation; (2) whether there is a violation of the *Faculty Manual (Part IX, Section D. 11)* and the Graduate Advisory Committee’s desire to change the standard university evaluation form for 400/600 level classes; and, (3) conversion, with Interim Provost collaboration of TPR paperwork to online submission.

Finance – Chair Feng Chen

Research – Chair Jim McCubbin submitted and outlined the Senate Research Committee Report dated June 6, 2013. Interim Vice President for Research, Larry Dooley discussed results of the Senate Research Committee Survey of Institutional Support for Research with Executive/Advisory Committee on May 28, 2013. A similar presentation will be made at the August 20th senate meeting. Research Committee Chair McCubbin and Senate President Kelly Smith met with University General Counsel Chip Hood, Vice President for Operations and Finance Brett Dalton and Interim VPR Larry Dooley on June 6th to draft a new comprehensive University Policy on Conflict of Interests. Senate President Smith and Research Committee Chair McCubbin spoke with Human Resources Director of Customer Service John Mueller on June 6th to discuss the hiring “policy” of requiring new hires to present Social Security cards, which is more stringent, yet less secure than requirements for the federal I-9 forms. HR is in the process of purging this inappropriate, costly and time-consuming practice from Clemson University hiring procedures. Next, the committee plans to investigate the new purchasing policy that

disallows reimbursement of faculty research supplies purchased on personal credit cards and requires the use of departmental credit cards.

Welfare – Chair Diane Perpich

Policy – Chair Mary Beth Kurz outlined the Policy Committee Report dated May 21, 2013. Several modifications were proposed to the *Faculty Manual*, which were discussed under New Business.

b. ad hoc Faculty Senate Committees

Budget Accountability Committee – Chair Bill Pennington

c. University Commissions and Committees:

6. Old Business: None

7. New Business:

a. Jeremy King was elected as one of the Open Forum editors for 2013-14. Kelly Smith was elected to serve as the second editor during Rob Baldwin's sabbatical this fall.

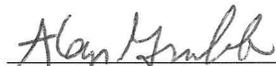
b. Proposed *Faculty Manual* changes:

i. A modification was proposed to *Part II. Introduction, Sections A. The Nature and Function of this Manual and C. Procedures for Updating the Manual*, changing the effective and publish dates of the *Faculty Manual* to August 1st of each year. Following discussion, the vote to accept the change proposed by Executive/Advisory Committee passed, none opposed.

ii. A modification was proposed to *Part V. Grievance Procedures, Sections E. 1, H. 2 and I. 2* to define the summer term as between May 17 and August 14 to coincide with most faculty contracts. This does not change when a petitioner can file a grievance or the Provost's authority to deem a matter of sufficient urgency and thus require a hearing during the summer months/term. Following discussion, the vote to accept the change proposed by Executive/Advisory and Policy Committees passed, none opposed.

iii. A modification was proposed by Executive/Advisory and Policy Committees to *Part V. Grievance Procedures, Section F. 1 and H 1 & 2*, changing to submission location. Petitioners who choose Grievance Board review would submit their original petition to the Faculty Senate Office instead of routing it through the Provost's office. This would more clearly indicate that determinations of the Grievance Board are a peer process made by faculty. Provost Helms voiced some concerns: two submissions locations may confuse petitioners, the Provost would need immediate notification when a petition is filed, that the Provost's office administers all appeals processes and houses the original files, and the Provost has historically decided when simultaneous petitions are filed by the same petitioner, which to hear first. A motion was made, seconded and approved to send this item back to the Policy Committee for further consideration.

- iv. A modification was proposed to *Part III. The Faculty, Section E. 3* changing the definition of adjunct faculty to include individuals with no other Clemson University faculty appointment (regular or special) and require that adjunct faculty be approved and reviewed by the departmental Tenure, Promotion and Reappointment committee. Following discussion, the vote to accept the change proposed by Executive/Advisory and Policy Committees passed, none opposed.
8. President's Report: Vice President/President-Elect Katsiyannis announced the following:
- a. President Smith is still soliciting faculty feedback regarding the June 4 "Dear Faculty" email. Please send your response to facsen@clemsun.edu no later than 10am on Monday, June 17.
 - b. President Smith is asking all faculty to attend the Tuesday, June 18 1:30-3pm presidential search open forum where the Board of Trustees will solicit campus feedback. An Inside Clemson announcement and "Dear Faculty" email will be sent soon with further details. Senators should attend and bring a non-Senator colleague.
9. Announcements:
- a. Fall 2013 Meeting Schedule:
Senate (2nd Tuesday/month) - Aug 20, Sept 10, Oct 8, Nov 12, Dec 10
EAC (last Tuesday/month) - Aug 6 & 27, Sept 24, Oct 29, Nov 26, Dec 17 (3rd Tues.)
10. Adjournment: Vice President/President-Elect Katsiyannis adjourned the meeting at 3:20 p.m.



Alan Grubb, Secretary



Monica A. Patterson, Program Coordinator

Also present: Nadim Aziz (Associate Provost for Faculty Development), B. Baldwin (Alternate), Scott Dutkiewicz (Alternate), Gordon Halfacre (Ombudsman for Faculty and Students), Dori Helms (Provost), Debbie Jackson (Vice Provost for Institutional Effectiveness), Jeremy King (Immediate Past President), Courtney Madden (Faculty Senate Alan Schaffer Undergraduate Intern), Fran McGuire (Parliamentarian & *Faculty Manual* Editorial Consultant), Monica Patterson (Faculty Senate Program Coordinator), John Wagner (Alternate)

Absent: R. Baldwin, M. Che, F. Chen, S. Griffin, C. Marinescu, M. Mowrey, J. Northcutt, J. Ochterbeck, D. Perahia, D. Perpich, M. Powers, C. Sawyer, D. Smith, K. Smith, J. Summers, C. Tong, N. Vyavahare, D. Warner, A. Winters, J. Gillespie, R. Hardwick, L. Howard, J. Judson

MINUTES
FACULTY SENATE MEETING
AUGUST 20, 2013

1. Call to Order: The Faculty Senate Meeting was called to order at 2:33 p.m. by President Kelly Smith.
2. Approval of Minutes: The June 11, 2013 Faculty Senate Meeting minutes were approved as distributed.
3. “Free Speech”: None
4. Special Order of the Day: R. Larry Dooley, Interim Vice President for Research postponed his presentation regarding Clemson University’s research until the September 10th Faculty Senate meeting.

Cathy Sams, Chief Public Affairs Officer, introduced the 2013-2015 integrated marketing plan and highlighted the efforts that have been made to enhance the academic brand of Clemson University. She announced the launch of a brand campaign focused on Clemson University’s ability to address problems “Head On” through innovation and research. Sams also gave examples of how Clemson University was enhancing both internal and external research communications. For more information contact Cathy Sams (864-656-4233).

L. Jerry Knighton, Director of the Office of Access and Equity and Clemson University’s Title IX Coordinator reviewed faculty responsibility in Title IX compliance. Any supervisor or University official, including faculty senators, must report sexual harassment to the Office of Access and Equity even if the victim has requested that the matter be kept confidential and that no action be taken. Knighton discussed resources available to victims of sexual harassment or assault and reviewed the complaint processes for students and employees. Any questions or concerns regarding the processes or resources described should be directed to Jerry Knighton, Title IX Coordinator at knightl@clemson.edu or call 864-656-3181.

Erin Earl, Director of HR Employee Relations, spoke on the Employee Assistance Program and gave a report of the services available to Clemson faculty, staff, and their dependents. These services include five short-term counseling sessions free of charge per year, work-life services including childcare and parenting tips, legal and financial services, and health and wellness coaching. These four areas encompass many services for faculty and staff to encourage a healthy lifestyle in the workplace and at home. All of the services and resources provided through the Deer Oaks EAP Program are confidential and the names of the faculty and staff are not recorded for research purposes. For more information contact Deer Oaks (866-327-2400).

5. Committee Reports:
 - a. Faculty Senate Committees

Policy: Chair Mary Beth Kurz

The Policy Committee held a special meeting on August 15, 2013 to discuss the implementation of the eTPR process. The committee will continue to monitor the process to ensure that it is consistent with the procedures established in the *Faculty Manual*.

Scholastic Policies – Chair John Leininger

The Scholastic Policies Committee announced seven items that the committee would address in the coming year: Bridge Program student transition and performance, revision of 400/600 level classes, transition to eTPR process, review of department chair survey on the use of student evaluations in Tenure,

Promotion, and Reappointment, restructuring summer school tuition to attract students, ePortfolio issues, and course substitution policy.

Finance – Chair Feng Chen

The Finance Committee had not met yet.

Research – Chair Jim McCubbin

The Research Committee will continue to analyze the results of the survey to the Vice President of Research. The committee will focus on Intellectual Property policy development, conflict of interest and disclosure policy, and authorship guidelines.

Welfare – Chair Diane Perpich

The Welfare Committee had not met yet. Chair Perpich announced her intentions to focus on parental leave benefits to faculty.

b. ad hoc Faculty Senate Committees

Budget Accountability Committee – Chair Bill Pennington

The *ad hoc* Budget Accountability Committee had not met yet.

c. University Commissions and Committees: None

6. Old Business: None

7. New Business:

a. The Senate voted to elect Laura R. Olson Grievance Board member from the College of Business and Behavioral Science to fill a vacancy due to a recent resignation.

b. The Senate proposed and unanimously approved a resolution to honor retired Provost Dori Helms. The resolution will be presented at the festivities being held in her honor in the upcoming months.

8. President's Report: President Smith announced the following:

a. Presidential Search update: The Presidential Search Committee would continue to look at applicants until the end of September, and that the Committee would produce a short list of candidates by the end of October. Several senators voiced a desire for greater faculty input in the process, and Editorial Consultant Fran McGuire suggested that the Faculty Senate formulate a statement regarding presidential selection to present to the Board of Trustees.

b. Updated HR Workweek & Background Check Policies: The first policy reflects the move from a Friday-Thursday workweek to Sunday-Saturday workweek for payroll purposes in anticipation of the semi-monthly pay and Kronos rollout. The practice of applying the background check policy has been in place, but the policy was formally approved in May 2013.

c. Faculty Senate Communications Plan: Courtney Madden, UPIC Intern, and Anderson Rouse, GA, presented the Senate Communications Plan for the upcoming academic year. They introduced two goals: increased distribution of information and enhanced engagement with all faculty. Madden and Rouse followed with a short tutorial on how to find the Faculty Senate groups on both Facebook and Twitter. Madden announced plans for a social media workshop for senators in late September. Rouse is assisting with Inside Clemson articles highlighting faculty research. President Smith reminded the senators that they had agreed at the May 14, 2013 Faculty Senate Meeting to share the month's topic. August will focus on faculty concerns regarding the functionality of the iRoar/Banner system.

d. The Board of Trustees Faculty & Staff Awards Committee: President Smith requested that a senator volunteer to serve on this new committee. Dvora Perahia volunteered, and will represent the Faculty Senate along with President Smith.

9. Announcements:

a. Fall 2013 Meeting Schedule:

Senate (2nd Tuesday/month) - Sept 10, Oct 8, Nov 12, Dec 10

EAC (last Tuesday/month) - Aug 27, Sept 24, Oct 29, Nov 26, Dec 17 (3rd Tues.)

b. Join us for a Clemson Family Picnic recognizing Jim and Marcia Barker on Bowman Field, Friday, August 30, 11am-1pm with a brief program beginning at 12:15. The rain location is Littlejohn Coliseum. Hosts include the Clemson Board of Trustees, and the presidents of Faculty and Staff Senates, and Undergraduate and Graduate Student Governments.

c. Information regarding a recognition event and gift for retired Provost Dori Helms will be shared soon.

d. The Call for Nominations for the Class of '39 Award for Excellence will be emailed to all faculty on September 1. All nominations are due by October 22.

e. Eduroam to replace Tigernet: visit <http://wireless.clemson.edu> to install eduroam on all of your electronic devices. Tigernet will be unavailable for most users by October 16 and turned off completely by December 2.

f. Order your Faculty Senate polo by Aug 30; look for Courtney Madden's email "Faculty Senate Polos" sent on August 15.

10. Adjournment: President Smith adjourned the meeting at 4:21 p.m.

Alan Grubb, Secretary

Monica A. Patterson, Program Coordinator

Also present: Roxanne Amerson (alternate); Bill Baldwin (alternate for R. Baldwin); John Wagner (alternate for J. Summers); Interim Provost, Nadim Aziz; Internal Communications Director, Jackie Todd; Director of HR Customer Service, John Mueller; Ombudsman for Faculty and Students, Gordon Halfacre; Editorial Consultant & Parliamentarian, Fran McGuire; Faculty Representative to the Board of Trustees, Dave Blakesley; Immediate Past President, Jeremy King; Faculty Senate UPIC Intern, Courtney Madden; Faculty Senate Graduate Assistant, Anderson Rouse; Faculty Senate Program Coordinator, Monica Patterson.

Absent: Rob Baldwin, Megan Mowrey, Julie Northcutt, Jay Ochterbeck, Calvin Sawyer, Joshua Summers, Chenning Tong, Narendra Vyavahare, Alan Winters, Jackie Gillespie, and Judson Jahn.

MINUTES
FACULTY SENATE MEETING
SEPTEMBER 10, 2013

1. Call to Order: The Faculty Senate Meeting was called to order at 2:35 p.m. by President Kelly Smith.
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated August 20, 2013 were approved. The Victor Hurst 121st Academic Convocation Minutes dated August 20, 2013 were approved.
3. “Free Speech”: None
4. Special Order of the Day:

R. Larry Dooley, Interim VP for Research; presented Clemson University’s vision to become a “great American research university.” While Clemson athletics and academics have been highlighted, the research component has been overlooked. Dooley suggested that Clemson should increase research expenditure from around \$75 million to \$150 million. He proposed that faculty should create collaborative, multi-institutional proposals to solve the “big problems.” Dooley emphasized that Clemson University’s research goals are not about money, but about scholarship and national impact.

Nadim Aziz, Interim Provost & VP for Academic Affairs; discussed Clemson University’s goal of becoming classified as a Very High Research University by the Carnegie Foundation. Currently, Clemson is classified as a High Research University. In order to be classified as a Very High Research University, Clemson University needs to increase research expenditures, research staff, and Ph.D.’s granted by departments. Aziz noted that most of the university could contribute to improving Clemson’s Carnegie Classification.

Arlene Stewart, Director for Student Disability Services; reviewed Student Disability Services guidelines for in-class accommodations. She stressed that letters of accommodation for students were only granted after receiving vigorous documentation of disabilities from the students, and that faculty should feel free to talk to the student about accommodations. Student Disability Services encourages students to be their own advocates and to understand their own strengths and weaknesses. Interaction with faculty members assists students in self-advocacy. Stewart also discussed the ideas of “universal design” and using “people first” language to create a welcome environment for students with disabilities. Summer Long, a student worker at Student Disability Services, talked the challenges that confront persons with disabilities. She stated that whole sections of the campus were inaccessible to persons with disabilities. Stewart reminded senators that any system or space concerns should be directed to her, and that she was available to make presentations to departments.

5. Committee Reports:
 - a. Senate Committees:

Scholastic Policies – Chair John Leininger submitted the Scholastic Policies Committee Report dated September 10, 2013. There was no formal outline reported at the meeting.

Finance – Chair Feng Chen outlined the findings of the finance committee regarding the Fraternity and Sorority Life Village. Chair Chen stressed that the Fraternity and Sorority Life Village would be expensive for the University and for students.

Research – Chair Jim McCubbin outlined the efforts of the research committee this fall in that they are working on Intellectual Property policies at Clemson University. The committee had a constructive and lively conversation with the Clemson University Research Foundation (CURF) regarding this issue. The committee is also examining means of improving the effectiveness and efficiency of Clemson’s research mission. It is also looking at hiring practices, especially the requirement to have a social security card to be hired at Clemson. The committee is also gathering feedback regarding authorship guidelines.

Welfare – Chair Diane Perpich submitted and outlined the Senate Welfare Committee Report dated September 3, 2013. The committee is collecting information regarding how parental leave policies affect Clemson faculty. The committee is creating a multi-tiered proposal to present to the Clemson administration regarding parental leave. The committee is also facilitating outreach efforts to newly promoted faculty and new full professors to collect feedback regarding the Faculty Senate. The committee will also be addressing the problems of parking and campus climate. The committee is also examining the possibility of tuition benefits for Clemson University employees.

Policy – Chair Mary Beth Kurz outlined the Senate Policy Committee’s plans for this semester in advising the LGBTQ task force regarding *Faculty Manual Changes*. The committee is also attempting to change how bad ratings impact the PTR process. The Policy Committee will also be reviewing the *Faculty Manual* to ensure consistency.

b. ad hoc Faculty Senate Committees

Budget Accountability Committee – Chair Bill Pennington

Faculty Rank Task Force – Chair Antonis Katsiyannis

President Smith created this Task Force to examine faculty ranks at Clemson. Chaired by Antonis Katsiyannis and Bill Pennington, the task force will review existing ranks and propose additions and revisions to faculty ranks.

c. University Commissions and Committees:

There were no reports from any University Commissions and Committees.

6. Old Business:

There was no old business.

7. New Business:

There was no new business.

8. President's Report: President Kelly Smith announced the following:
- a. The Faculty Senate Office will be sending out invitations soon to a Social Media Workshop that is tentatively scheduled for Thursday, October 10 at 2:30-4:00pm in 304 Daniel Hall.
 - b. President Smith reminded the senators to communicate with their fellow faculty members. This month, President Smith has requested that senators ask their colleagues to send the Faculty Senate Office (facsen@clemson.edu) thoughts and concerns about the new eTPR process.
 - c. At 8:30 am on September 10, 2013, the executive committees of the Faculty Senate and Staff Senate met jointly to discuss a variety of issues. President Smith highlighted the following information from the meeting:
 - i. The Staff Senate has created a new Staff Literacy Program. The Staff Senate is working in conjunction with Pickens County to provide literacy services to the staff.
 - ii. President Smith encouraged senators to register for the second annual 5K Sprint For Success on November 9 at 7 am. This event benefits to Staff Senate Scholarship Fund.
 - iii. President Smith reminded faculty to attend the Benefits and Wellness Fair on Thursday, October 10 from 9 am to 1 pm in Fike. HR representatives will be available to advise and change benefits packages.
 - d. President Smith announced that Clemson's Ethics Bowl debate team would need volunteers to help judge and provide other services on November 9.
 - e. Courtney Madden, UPIC Intern with the Faculty Senate, encouraged faculty to attend Tigerama. She will be selling tickets (\$6 for children & \$8 for adults) and can be reached by email (cemadde@g.clemson.edu) if interested.

The Faculty Senate polo shirts are in transit and will be delivered Friday.

All faculty senators and non-senators are invited to attend the Brooks Center Tour on October 1 at 2:30 pm. This tour will include a backstage look at the traveling production Mamma Mia and a greeting from the Brooks Center Director. Please RSVP to Courtney Madden (cemadde@g.clemson.edu) if you are interested in joining us.

9. Announcements:
- a. Electronic nomination materials for the Class of '39 Award for Excellence are due October 22, to mpatte2@clemson.edu, Faculty Senate Program Coordinator
 - b. Support your Faculty *Senate Oars* in "Team Up for Clemson Regatta", Saturday, September 21, 10am – 3:30pm at Clemson University Rowing Facility on campus at Lake Hartwell (rain date, Sunday, September 22)

- c. Fall Meeting Schedule
Senate (2nd Tuesday/month): October 8, November 12, December 10
EAC (last Tuesday/month): September 24, October 29, November 26, December 17 (3rd Tuesday)

10. Adjournment: President Kelly Smith adjourned the meeting at 3:20 p.m.



Alan Grubb, Secretary



Monica A. Patterson, Program Coordinator

Also present: Bill Baldwin (alternate), John Wagner (alternate), Interim Vice President for Research, Larry Dooley, Interim Provost, Nadim Aziz, Vice Provost for Assessment, Debra Jackson, Ombudsman for Faculty and Students, Gordon Halfacre, Faculty Representatives to the Board of Trustees, David Blakesley, Immediate Past Faculty Senate President, Jeremy King, Dean of Undergraduate Students, Jan Murdoch, Associate Dean of Curriculum, Jeff Appling, Internal Communications Director, Jackie Todd, Director of Student Disability Services, Arlene Stewart, Student Staff for Student Disabilities Services, Summer Long, Academic Affairs for Undergraduate Senate, Jessica Feltracco, Staff Senate President, Angela Nixon, Executive Director for the Eugene T. Moore School of Education's Call Me MISTER Program, Roy Jones, Faculty Senate UPIC Intern, Courtney Madden, Faculty Senate UPIC Intern, Joseph James, Faculty Senate Graduate Assistant, Anderson Rouse, Faculty Senate Program Coordinator, Monica Patterson.

Absent: Rob Baldwin, James Gaubert, Sarah Griffin, Renea Hardwick, Judson Jahn, Peter Laurence, John Leininger, Catalina Marinescu, Megan Mowrey, Julie Northcutt, Jay Octerbeck, Dvora Perahia, Pradip Srimani, Chenning Tong, Narendra Vyavahare, and Alan Winters

MINUTES
FACULTY SENATE MEETING
OCTOBER 8, 2013

1. Call to Order: The Faculty Senate Meeting was called to order at 2:41 p.m. by President Kelly Smith.
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated September 10, 2013 were approved.
3. “Free Speech”: None
4. Special Order of the Day:
 - a. Patient Protection and Affordable Care Act (PPACA) requirements and graduate student hours: Michelle Piekutowski, Chief Human Relations Officer.

Clemson and every university must comply with the requirements of the PPACA. The PPACA requires tracking of hours for anyone working less than 30 per week, since employers are required to provide health insurance to anyone working over 30 hours a week. Graduate students who are Clemson employees are now required to record their work hours, and they may not work more than 28 hours each week. Unpaid service and hours devoted to academic progress or personal development are not included in these 28 hours. Working beyond the 28 paid service hours (or 20 hours for international students) cap per week and/or failing to record their actual hours worked will result in disciplinary action. The recommended measurement period is all of next year, from 01/01/2014 to 12/31/2014, but the state moved the measurement period up to 10/04/2013 to 10/03/2014. The government will look at the hours recorded from that whole year, and determine implementation from that data. HR will be sending an email to all graduate assistants and faculty and staff who supervise graduate assistants informing them of the new requirement to record hours.

b. Diversity Initiatives: Panel Presentation and Discussion: Leon Wiles, Chief Diversity Officer, Abel Bartley, Chair for Commission on the Status of Black Faculty and Staff, Jerry Knighton, Director of Office of Access & Equity, and Brett Dalton, Vice President for Operations & Finance.

Leon Wiles explained that he was working to craft accessible and inclusive policies, procedures and practices and to ensure diversity in student enrollment and faculty employment. One area that Clemson has had success is in improving the accessibility of campus. The Campus Climate Task Force is reviewing the results of the 2012 Campus Climate student survey and will be suggesting ways to improve campus climate. The President’s LGBT Task Force was recently formed; this group will be examining policies and procedures that adversely affect the LGBTQ community and suggesting ways to improve the climate or environment on campus for the LGBTQ community. In collaboration with the Office of Access and Equity, the Chief Diversity Office implemented a Civil Treatment for Managers program to help supervisors to create positive climate within their workspace. Wiles also announced that Clemson would be hosting the annual National Conference on Best Practices at the Madren Center from 03/02 /2014 to 03/04/2014.

Jerry Knighton spoke about his role in ensuring that Clemson complied with state and federal laws regarding harassment and discrimination. He stated that he was working with Institutional Research to identify underrepresented demographic groups. While Clemson has been successful in implementing policies to ensure diversity, the university failed to meet some of its goals related to faculty diversity. Knighton explained that the Office of Access and Equity was working with departments to promote inclusive hiring practices.

Abel Bartley explained to the Faculty Senate the role of the President's Commission on the Status of Black Faculty and Staff. The Commission makes recommendations to improve campus climate for African Americans. Currently, the Commission is working to provide more open forums to allow members of the African American community to have direct access to the President and ask questions. Bartley highlight the literacy program for staff and recognized Staff Senate Program Coordinator, Karon Donald's leadership in this program.

Brett Dalton described the role the Vice-President for Operations & Finance had in increasing diversity and inclusivity. This office helps to facilitate and implement various diversity initiatives. Dalton shared that with Leon Wiles, the University has its first comprehensive diversity plan. He highlighted Jerry Knighton's work with local minority business owners to increase their bidding on Clemson projects, changing the typical 2-3% involvement to 51% with the CUICAR plaza project. Dalton stated the Clemson University was trying to take a leadership position to change the climate and culture in the state.

c. President's Commission on the Status of Women report on childcare: Megan Che and Julia Brumaghim.

The President's Commission of the Status of Women wants to continue the conversation on childcare during the presidential transition and update the Faculty Senate, who signed a recent Resolution advocating for a university childcare option. The Commission will administer another survey to determine the percentage of faculty and staff that currently need or will need childcare in the future. Clemson University is a top-ranked university, but it still does not have childcare. The Commission will expand its benchmarking efforts to include high/intensive research institutions now that the Board is interested in reaching Carnegie Classification I status. The Commission has worked with the Provost, and the Board of Trustees was willing to hear from outside vendors for a business plan for a childcare center to see if childcare was feasible. The Commission will continue to dialogue with the Board of Trustees on the possibility of childcare at Clemson.

5. Committee Reports:

a. Senate Committees:

Scholastic Policies – Chair John Leininger

The Scholastic Policies Committee is working on a variety of issues, including: assessing academic performance of Bridge and transfer students, revising the academic integrity policy, reviewing the survey of department chairs regarding the use of Student Evaluations of Instructors, and examining administrative review of class substitutions.

The Committee will meet on Thursday, October 17, at 12:30 in Tillman G-01.

Finance – Chair Feng Chen

The Finance Committee is reviewing the proposed Fraternity and Sorority Village. Chair Feng Chen has met with Doug Hallenbeck, Executive Director for University Housing, Leasa Evinger, Associate Director of Residential Life, and Gary Wise, Director of Fraternity and Sorority Life, to discuss the project.

Research – Chair Jim McCubbin

The Research Committee is discussing changes to Intellectual Property policies. The Committee is working with CURF how the policies should be amended.

Welfare – Chair Diane Perpich

The Welfare Committee met with Chuck Knepfle, Director of Financial Aid, to explore the possibility for a tuition waiver for children of faculty. The Committee also continues to work on the development of a maternity/parental leave policy.

The Committee continues to host a series of outreach lunches with associate professors or new faculty at Clemson to increase awareness of the Faculty Senate and to hear from colleagues about the challenges and opportunities they see for Clemson during this period of leadership transitions.

Policy – Chair Mary Beth Kurz

The Policy Committee has deferred reviewing Part IV, Section H of *The Faculty Manual* to the 2014-15 Policy Committee. The Committee is also discussing some confusing details of Part V. Grievance Procedures.

b. ad hoc Faculty Senate Committees

Budget Accountability Committee – Chair Bill Pennington

Chair Bill Pennington reported that the Committee had met for the first time.

Faculty Rank Task Force – Chairs Antonis Katsiyannis & Bill Surver

The Task Force is working to prepare a coherent set of recommendations on Faculty Ranks by February to present to the Policy Committee.

c. University Commissions and Committees:

There were no reports from any University Commissions and Committees.

6. Old Business: There was no old business.

7. New Business: There was no new business.

8. President's Report: President Kelly Smith announced the following:

- a. The Faculty Senate Team, the “Senate Oars,” won their heat in the Team Up for Clemson Regatta.
- b. The Presidential search continues.
- c. Collegiality has become a fourth leg in faculty assessment. This is highly problematic. The Faculty Senate will work to communicate to the Board of Trustees that Faculty are being assessed on the basis on collegiality.
- d. The results of the 2012 Campus Climate Student Survey will be released to the faculty in the coming weeks.
- e. The Board of Trustees is concerned with the faculty views expressed in Fran McGuire’s Open Forum, *The Problem with Imposed Governance at Clemson*. Angela Leidinger, Executive Secretary to the Board of Trustees, is interested in working the Faculty Senate to improve communication between the Board and the Senate. In the future, some members of the Board of

Trustees might come to talk to faculty at the Faculty Senate on the topic of improving communications.

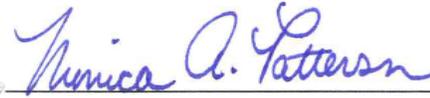
9. Announcements:

- a. The retirement reception for former Provost Dori Helms will be held on Thurs, Oct 17 from 4:30 to 6:30 in outdoor pavilion at the Madren Center.
- b. Nomination materials for the Class of '39 Award for Excellence are due Oct 22 to the Provost's office.
- c. Fall Meeting Schedule: Senate (2nd Tues/month): Nov 12, Dec 10
EAC (last Tues/month): Oct 29, Nov 26, Dec 17 (3rd Tues)
- d. The 2013 Benefits and Wellness Fair will be held on Thurs, Oct 10, 9:00 am - 1:00 pm at the Fike Recreation Center.
- e. Upcoming Senate Faculty Development Opportunities:
Tour of Clemson Athletic Facilities: Thurs, Oct 24 at 2:30 pm
Social Media Workshop (Senate Only): Tues, Nov 5, at 2:30 pm in the Social Media Listening Center (Daniel 304)
Clemson Child Development Center Service Day: Thurs, Nov 21 at 2:00 pm

10. Adjournment: President Kelly Smith adjourned the meeting at 4:15 p.m.



Alan Grubb, Secretary



Monica A. Patterson, Program Coordinator

Also present: Nadim Aziz, Interim Provost; Bill Baldwin (alternate); Abel Bartley, Chair, Presidents Commission on the Status of Black Faculty and Staff; Dave Blakesley, Faculty Representative to the Board of Trustees; Julia Brumaghim, member, Commission on the Status of Women; Karen Burg, Interim Dean of the Graduate School; Brett Dalton, VP for Finance and Operations; Karon Donald, Staff Senate Program Coordinator; Joseph James, Faculty Senate UPIC Intern; Krissy Kaylor, HR Director of Benefits; Jeremy King, Immediate Past President; Jerry Knighton, Director of the Office of Access and Equity; Courtney Madden, Faculty Senate UPIC Intern; Fran McGuire, Editorial Consultant; Monica Patterson, Faculty Senate Program Coordinator; Michelle Piekutowski, Chief HR Officer; Anderson Rouse, Faculty Senate Graduate Assistant; Erin Swann, Senior Associate General Counsel; John Wagner (alternate); Leon Wiles, Chief Diversity Officer.

Absent: Mary Beth Kurz, Julie Northcutt, Amy Lawton-Rauh, Narendra Vyavahare.

MINUTES
FACULTY SENATE MEETING
NOVEMBER 12, 2013

1. Call to Order: The Faculty Senate Meeting was called to order at 2:37 p.m. by President Kelly Smith.
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated October 8, 2013 were approved.
3. “Free Speech”: None
4. Special Order of the Day:
 - a. Clemson Libraries: Dean Kay Wall, Anne Grant (Reference), and Andrew Wesolek (Head of Digital Scholarship)

Anne Grant reminded the senate that the Library could collaborate with faculty and help to integrate technology into the classroom. The Library has workshops and will work one-on-one with faculty to teach them how to use the Library’s resources. Grant also announced that the Edgar Brown Room has been updated with the very latest technologies in high performance computing, remote collaboration, and information visualization. The new Edgar Brown Room will be used for training, research, presentations, and workshops that require the highest level of technology available. For more information about reserving this room for department or class use please contact Kay Wall (864-656-5169).

Andrew Wesolek presented TigerPrints, a showcase for Clemson scholarship and a Digital Publishing platform. TigerPrints is a repository for all scholarly material produced by Clemson faculty. SelectedWorks is a counterpart for TigerPart for individuals. Faculty can submit scholarly articles, monographs, conference proceeding, manuscripts, theses, dissertations, and student research. TigerPrints is not limited to documents. TigerPrints will allow work to be found faster and cited more frequently. With TigerPrints, Clemson joins institutions around the world in aggregating openly accessible scholarship. Contact awesole@clemson.edu to participate.

- b. Tobacco Free Clemson Policy: George Clay, Executive Director of Student Health Services

Tobacco is a serious health problem. Tobacco users start young, and creating a tobacco-free culture can prevent young tobacco-users from developing a habit. At Clemson, 13% of students use tobacco. Clemson is using benchmark schools like Florida and Kentucky to develop their policy. 18 SC campuses are tobacco-free or have set a date to be tobacco free. Clemson wants to use “soft enforcement” – students and staff would approach people and ask them to stop using tobacco. This has turned out to be very effective at other university. Senators questioned the effect that the policy would have on student living in on-campus housing and the ability to enforce the policy on game days. Clay stated that he would minimize the challenges; however, the point of the policy is to

change the culture. Contact gclay@clemson.edu or goree@clemson.edu with questions or concerns.

5. Committee Reports:

a. Senate Committees:

Scholastic Policies – Chair John Leininger

The committee has reviewed the survey on department chairs' use of student evaluations, and is considering sending out the survey again to receive more feedback. The committee expects to hear reports on issues with ePortfolio and the tuition structure for Summer School at their next meeting on November 19.

Finance – Chair Feng Chen

Feng Chen was absent from the meeting. Ashley Fisk presented the Finance Committee Report. The committee's review of the Fraternity and Sorority Village has been tabled. The committee discussed faculty salary, but the committee agreed that the topic was better referred to the Policy Committee. The committee also recommended that the Director of Recruitment and Compensation should come to a senate meeting to present an update on salaries at Clemson.

Research – Chair Jim McCubbin

The committee is still developing updated intellectual property policies and authorship guidelines.

Welfare – Chair Diane Perpich

The committee is working on developing a parental leave policy. The final welfare focus group lunches was held on 11/12, and the committee will bring a report from those meetings to the next meeting of the senate.

Policy – Chair Mary Beth Kurz

The committee had not met since the last senate meeting. The committee will review the recommendations on the task force on faculty rank and address policy issues related to faculty grievances.

b. ad hoc Faculty Senate Committees

Budget Accountability Committee – Chair Bill Pennington

The committee had no report.

Faculty Rank Task Force – Chairs Antonis Katsiyannis & Bill Surver

The task force is developing recommendations related to lecturers, university professors, research professors, and extension faculty. Many of the task force's recommendations

will amend the *Faculty Manual* to reflect current practice. The committee is also discussing clinical faculty ranks and limited professorships to retain key hires.

c. University Commissions and Committees:

There were no reports from any University commissions and committees.

6. Old Business:

There was no old business.

7. New Business:

The senate voted by secret ballot to select the 2013 recipient of the Class of '39 Faculty Award. The recipient will be recognized at the December Graduation exercises and a ceremony and reception will be held in January in the recipient's honor.

8. President's Report: President Kelly Smith announced the following:

a. Divestment: A student group wants to get the senate's input on divesting from tobacco companies. The senate was generally unsupportive of the measure.

b. Transitions committee: Kelly Smith is serving on a transitions committee. However, individual groups will probably have to communicate with the new president to accomplish specific policy goals.

c. CCIT – iRoar and clemson.edu emails: Smith is talking to CCIT about Clemson emails getting blacklisted. CCIT is working to address the issue.

Smith is also taking faculty's complaints about iRoar to CCIT. Any changes to the system will have to wait until after December.

d. New President: Almost everyone has had a positive first reaction to James P. Clements, Clemson's new president. He's an academic. Fran McGuire, Editorial Consultant, and Jeremy King, Immediate Past President, had opportunity to meet with Clements. Both McGuire and King reported favorably on the new president. He seemed compassionate and genuine. Smith also talked to members of the West Virginia University faculty senate about the new president. Faculty from WVU were pleased with Clements. Smith reported that Clements was concerned about faculty reactions to his high salary (\$775,000).

9. Announcements:

a. Fall Meeting Schedule
Senate (2nd Tuesday/month): December 10
EAC (last Tuesday/month): November 26, December 17 (3rd Tuesday)

b. The Faculty Senate will be attending a service event at the Clemson Child Development Center on November 21.

- c. Faculty Senate encourages its colleagues to make a donation to Provost Emerita Dori Helms's Creative Inquiry and Innovation Endowment:
<https://cualumni.clemson.edu/give/helms>

10. Adjournment: President Kelly Smith adjourned the meeting at 4:10 p.m.



Alan Grubb, Secretary



Monica A. Patterson, Program Coordinator

Also present: Dave Blakesley, Faculty Representative to the Board of Trustees; Mike Eads, Anderson Independent; Jessica Feltracco, Student Senate Academic Affairs; Gordon Halfacre, Ombudsman for Faculty and Students; Anne Grant, Reference Librarian; Debra Jackson, Vice Provost for Assessment; Joseph James, Faculty Senate UPIC Intern; Jeremy King, Immediate Past Faculty Senate President; Courtney Madden, Faculty Senate UPIC Intern; Fran McGuire, Editorial Consultant; John Mueller, Director of HR Customer Service; Angela Nixon, Staff Senate President; Monica Patterson, Faculty Senate Program Coordinator; Andy Rouse, Faculty Senate Graduate Assistant; Kay Wall, Dean of Libraries; Andrew Wesoleck, Head of Clemson Digital Scholarship.

Absent: Feng Chen; Renea Harwick (del); Judson Jahn (del); Catalina Marinescu; Megan Mowrey; Julie Northcutt; Bill Pennington; Dvora Perahia; Chenning Tong; Narendra Vyavahare; Alan Winters.

MINUTES
FACULTY SENATE MEETING
DECEMBER 10, 2013

1. Call to Order: The Faculty Senate Meeting was called to order at 2:34 p.m. by President Kelly Smith.
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated November 12, 2013 were approved.
3. “Free Speech”: None
4. Special Order of the Day: None
5. Committee Reports:
 - a. Senate Committees:

Scholastic Policies – Chair John Leininger

John Leininger referred the committee to the report attached to the agenda and announced that the committee would be meeting tomorrow, December 11, at 12:30 in Tillman G-01.

Finance – Chair Feng Chen

Since Feng Chen was absent, Hye Jung-Kang presented the committee report, which was attached to the agenda. The committee discussed merit-based pay and faculty evaluations in the last two committee meetings. The committee decided to work to draft a resolution calling for greater transparency in salary determination and faculty evaluations. The committee also requested an update of the compensation plan from HR, and HR will be presenting an update at the February Faculty Senate meeting. The committee also discussed the possibility of building a parking garage.

Research – Chair Jim McCubbin

Jim McCubbin announced that the committee was working finalizing changes to university-wide authorship guidelines. The committee has worked with Tracy Arwood, Assistant VP for Research Compliance, in crafting these new guidelines. The committee has recommended guidelines and best practices instead of binding policies to prevent Clemson’s authorship guidelines contradicting the guidelines of other institutions and organizations. The committee also consulted with John Ballato to determine a way to recognize faculty scholarship. The committee recommends the creation of a peer-review process to determine which faculty achievements are significant and deserve to be formally recognized. The committee continues to work with CURF to improve Intellectual Property (IP) policies.

Welfare – Chair Diane Perpich

The Welfare Committee had no report.

Policy – Chair Mary Beth Kurz

Mary Beth Kurz stated that the Policy Committee was discussing issues related to grievances. The committee is also considering the recommendations made by the Faculty Ranks Task Force. The Policy Committee recommended three changes to be made to the *Faculty Manual* to be discussed as new business.

b. ad hoc Faculty Senate Committees

Budget Accountability Committee – Chair Bill Pennington

The Budget Accountability Committee had no report.

Faculty Rank Task Force – Chairs Antonis Katsiyannis & Bill Surver

The committee has forwarded recommendations regarding university professors, research professors, lecturers, and clinical faculty to the Policy Committee. The next rank the committee will be considering is extension faculty.

c. University Commissions and Committees: None

6. Old Business: None

7. New Business:

- a. Proposed *Faculty Manual* changes:
 - i. Part II. Section F. definition of Colleges
Tabled
 - ii. Part V. Grievance Procedures
All editorial
 - iii. Appendices H & I
Goddard – make it clear who initially this goes
- No votes were taken.

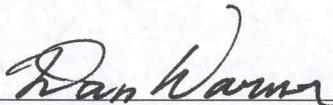
8. President's Report: President Kelly Smith announced the following:

- a. Alan Grubb had to step down as Secretary of Faculty Senate; Dan Warner volunteered. Seeing as no one else volunteered, Smith appointed Warner.
- b. Chronicle of Higher Ed published two articles about Clemson's sport teams
- c. Provost search committee will be formed early next semester. The Faculty Senate Office will administer a University-wide call for nominations and College elections. The Senate's EAC will work with Jim Clements, new University President to finalize the committee. Jim wanted to tell the Senate and faculty that he will not select a provost who does not have the approval of the faculty.
- d. A committee of Fran McGuire, Faculty Manual Editorial Consultant; Kelly Smith, Senate President; Antonis Katsiyannis, Senate Vice President/ President-Elect; and, Mary Beth Kurz, Senate Policy Committee Chair will complete a rewrite of the Faculty Manual this summer. A summary of major editorial changes and recommended content changes will be disseminated.

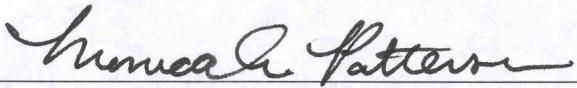
9. Announcements:

- a. General Faculty Meeting – Wed., Dec 18 @ 1pm, Brooks Center for the Performing Arts, Theatre

- b. Last Fall EAC on Dec 17 is CANCELLED
 - c. Tues., Jan 14 Class of '39 Ceremony & Reception:
 - i. 1939 Bell Tower Ceremony in Carillon Gardens honoring John Ballato @ 4:30pm, immediately following the Senate meeting (*open to the public*)
 - ii. Faculty Senate reception honoring the Great Class of '39 and John Ballato, immediately following the Bell Tower Ceremony (*by invitation only*)
 - d. Spring Meeting Schedule:
 - Senate (2nd Tues/month): Jan 14, Feb 11, Mar 11, Apr 8, May 13, Jun 10
 - EAC (last Tues/month): Jan 28, Feb 25, Mar 25, Apr 29, May 27, Jun 24
10. Adjournment: President Kelly Smith adjourned the meeting at 2:57 p.m.



Dan Warner, Secretary



Monica A. Patterson, Program Coordinator

Also present: Dave Blakesley, Faculty Representative to the Board of Trustees; Scott Dutkiewicz (alternate); Mike Eads, Reporter, Anderson Independent; Joseph James, Faculty Senate UPIC Intern; Gordon Halfacre, Ombudsman for Faculty and Students; Gary Lickfield (alternate); Jeremy King, Immediate Past Faculty Senate President; Courtney Madden, Faculty Senate UPIC Intern; Fran McGuire, *Faculty Manual* Editorial Consultant; John Mueller, Director of HR Customer Service; Angela Nixon, Staff Senate President; Monica Patterson, Faculty Senate Program Coordinator; Andy Rouse, Faculty Senate Graduate Assistant; John Wagner (alternate).

Absent: Rob Baldwin; Sherry Biggers (delegate); Feng Chen; Renea Hardwick (delegate); Judson Jahn (delegate); Catalina Marinescu; Chris Minor (delegate); Megan Mowrey; Julie Northcutt; Dvora Perahia; Calvin Sawyer; Elizabeth Stephan (delegate); Joshua Summers; Narendra Vyavahare, Dan Warner; Alan Winters.

MINUTES
FACULTY SENATE MEETING
JANUARY 14, 2014

1. Call to Order: The Faculty Senate Meeting was called to order at 2:32 p.m. by President Kelly Smith.
2. Approval of Minutes: The minutes of the December 10, 2013 Faculty Senate meeting and the minutes of the December 18, 2013 General Faculty Meeting were approved.
3. “Free Speech”: none
4. Special Order of the Day:
 - a. Sue Whorton, Ph.D., Director of the Bridge to Clemson and Transfer Student Programs: Dr. Whorton reviewed the purpose of the Bridge to Clemson and Transfer Student Programs, and then explained the requirements for “bridging” to Clemson. She announced that 683 students had participated in the Bridge program in 2013. Dr. Whorton compared the academic performance of Bridge and transfer students, and demonstrated that Bridge and transfer students became continuing students at Clemson their mean GPA was approximately equivalent to those who had originally matriculated at Clemson. Dr. Whorton emphasized that while Bridge and transfer students are an important part of Clemson’s financial and enrollment planning, the university’s emphasis and resources are on recruiting the best and brightest first-time freshmen.
 - b. Andrew Wesolek, Director of Digital Scholarship, Clemson Libraries: Andrew Wesolek discussed the recent takedown notices sent by Elsevier, an academic publishing company which publishes medical and scientific literature, to academia.edu and universities such as UC-Irvine and Harvard. Elsevier prohibits authors from posting published journal articles from their subscription publication on open websites. Clemson Libraries can work with faculty to ensure that manuscripts posted to Clemson’s institutional repository, Tiger Prints, do not violate Elsevier’s publishing policies. Wesolek encouraged faculty to scrutinize their publication agreements.
5. Committee Reports:
 - a. Senate Committees:

Scholastic Policies – Chair John Leininger submitted and outlined the committee report dated December 11, 2013. He announced that the Scholastic Policies committee would be meeting next week to determine the agenda for the spring 2014 semester.

Finance – Chair Feng Chen reported that the committee had not met this month, but that the committee would meet in January.

Research – Chair Jim McCubbin presented an update on the Research Committee’s Intellectual Property discussion. The Intellectual Property Committee has approved a change to the committee structure and IP policies. The Research Committee is currently reviewing those changes to ensure that they reflect best practices for IP policy. Dr. McCubbin is also meeting with Chip Hood soon to discuss these issues.

Welfare – Chair Matt Powers submitted a report summarizing the results of the Faculty Lunches held in fall 2013. He reported that the committee was finalizing several issues from last semester, particularly the results from the Faculty Lunches. Powers announced that the committee would review the feedback from the lunches and address some of the issues discussed.

Because Diane Perpich resigned from the Senate because of new administrative duties, Matt Powers was appointed chair of the Welfare Committee

Policy – Chair Mary Beth Kurz stated that the committee would be meeting in the coming week to discuss issues related to faculty ranks.

b. ad hoc Faculty Senate Committees

Budget Accountability Committee – Bill Pennington reported that the committee would be meeting later this month with CURF.

Faculty Rank Task Force – Chairs Antonis Katsiyannis and Bill Surver: The Faculty Rank Task Force has not met yet this month, but Dr. Katsiyannis announced that the committee would meet sometime this month. The task force is finishing its discussion of faculty ranks.

c. University Commissions and Committees:

Scott Dutkiewicz, the Faculty Senate representative on the Joint City-University Advisory Board, invited faculty to take a survey regarding the City of Clemson's comprehensive plan. The survey is available on the City of Clemson's website: <http://www.cityofclemson.org/city/clemson-2024-comprehensive-master-plan>

6. Old Business: none.

7. New Business:

a. Annual University Grievance Report: Janie Lindle, the Grievance Board Chair, presented the 2013 University Grievance Report. Total grievances decreased from 7 in 2012 to 4 in 2013. The Grievance Board deemed all grievances brought to the Grievance Board to be grievable. There were no pending grievances at the end of the year.

b. Grievance Board Elections from Representatives from AAH, AFLS, BBS, E&S, and HEHD: Jonathan Field was elected to represent AAH; Julie Northcutt and Vince Gallicchio were elected to represent AFLS; Robert Campbell was selected to represent BBS; Jeremy King was selected to represent E&S; and Denise Anderson and Tony Cawthon were selected to represent HEHD.

c. Call for Nominations for 2014-15 Senate Officers: The nomination period for 2014-15 senate officers began on 01/14 and will end on 01/28. Nominations may also be made from the floor at the February and March senate meetings.

8. President's Report:

Kelly Smith announced the following:

a. He will be meeting with the Chief of the CUPD in the coming week.

- b. The senate will be facilitating the nomination of the Provost search-and-selection committee. Faculty will be able to vote on their representatives to the search-and-selection committee.
 - c. He will be meeting with Provost Fellow Julia Frugoli to discuss the creation of a “best practices” document for TPR procedures.
 - d. Chris Minor has been selected by the EAC to serve as a Senior Lecturer Consultant on the Grievance Board
9. Announcements:
- a. Members of the Clemson community are invited to the Bell Tower Ceremony on January 14 at 4:30 in the Carillon Gardens to recognize Dr. John Ballato, this year’s Class of ’39 Award for Excellence recipient.
 - b. Effective Jan 1, ALL student workers AND regular (FTE) part-time and temporary employees (staff and teaching personnel) are impacted by one or more HR policies (Policies and Procedures Manual) to ensure compliance with the Affordable Care Act. Contact HR at Ask-HR or by phone at 864-656-2000 with any questions.
 - c. Spring Meeting Schedule:
Senate (2nd Tues/month): February 11, March 11, April 8, May 13, June 10; EAC (last Tues/month): January 28, February 25, March 25, April 29, May 27, June 24
10. Adjournment: President Kelly Smith adjourned the meeting at 3:16 p.m.



Dan Warner, Secretary



Monica Patterson, Program Coordinator

Also present: Jeff Appling, Associate Dean of Undergraduate Studies; Katie Daniels, FSO UPIC intern; Scott Dutkiewicz (alternate); Mike Eads, Anderson Independent; Ali Fehling, FSO UPIC intern; Julia Frugoli, Provost Fellow; R. Gordon Halfacre, Ombudsman for Faculty and Students; Joseph James, FSO UPIC intern; Joseph James, FSO UPIC intern; Courtney Madden, FSO UPIC intern; Fran McGuire, *Faculty Manual* Editorial Consultant; John Meriwether, Grievance Board member; John Mueller, Director of HR Customer Service; Monica Patterson, Faculty Senate Program Coordinator; Anderson Rouse, FSO Graduate Assistant; Webb Smathers, Past Senate President; Jackie Todd, Clemson Internal Communications Director; John Wagner (alternate); Andrew Wesolek, Director of Digital Scholarship, Clemson Libraries; Sue Whorton, Director of Bridge to Clemson and Transfer Programs.

Absent: Sherry Biggers (delegate); Megan Che; Jackie Gillespie (delegate); Renea Hardwick (delegate); Judson Jahn (delegate); Catalina Marinescu; Megan Mowrey; Julie Northcutt; Pradip Srimani; Chenning Tong; Narendra Vyavahare; Alan Winters.

MINUTES
FACULTY SENATE MEETING
February 11, 2014

1. Call to Order: The Faculty Senate Meeting was called to order at 2:36 p.m. by President Kelly Smith
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated January 14, 2014 were approved as distributed.
3. “Free Speech”: none
4. Special Order of the Day: none
5. Committee Reports:

a. Senate Committees:

Scholastic Policies – John Leininger submitted and outlined the committee report dated January 23, 2014. Based on the results of the survey of department chairs regarding the use of student evaluation of instructors, the committee decided that Kelly Smith and Linda Nilsson should outline alternative forms of evaluation and emphasize their importance at the department chair retreat. The committee is also addressing perceived deficiencies in general education by working on incorporating recommended areas of emphasis into the Fall 2014 Catalogue to provide structure to general education courses. The committee is also discussing issues with e-Portfolio, accepting transfer credits from 300-classes from community colleges, and plus/minus grading for graduate students.

Finance – Feng Chen submitted and outlined the committee report dated January 31, 2014. The committee has asked Michelle Piekutowski, the Director of HR, to present a special order presentation on the compensation plan. Dr. Chen is trying to contact Dr. Doug Hallenbeck to receive an update on the proposed Sorority and Fraternity Life Village. Interim Provost Aziz announced that the faculty salary report would be released soon.

Research – Jim McCubbin presented proposed changes to Part VII, Section E, Subsection 4 regarding the composition of the Intellectual Property Committee. Dr. McCubbin stated that the committee wanted faculty representation on the committee and involvement in review of disclosure proposals. In these proposed changes, the committee sought to avoid placing undue restrictions on CURF, but also emphasize the importance of faculty involvement.

Welfare – Neil Calkin, substituting for Matt Powers, Welfare Chair, submitted and outlined the committee report dated February 7, 2014. The committee reviewed the results of the five faculty luncheons held during the Fall Semester 2013. Key issues that the committee will pursue include (A) the development of a parental leave policy including ancillary FMLA training workshops and best practices for administrators and (B) the development of a mentoring program for underrepresented groups including women and minorities. Additional issues of importance that the committee will continue to pursue, but to a lesser degree, include (A) parking issues; (B) child care; and (C) tuition benefits for the children of faculty members.

Policy – Mary Beth Kurz submitted and outlined the committee report dated January 21, 2014. The committee approved changes to the policies contained in the *Faculty Manual* regarding research faculty and lecturers and salary determination for lecturers. These changes will be submitted to the EAC to be approved before being presented to the Faculty Senate. The committee will also be considering changes to the IP committee proposed by the Research Committee and a University Professor rank proposed by the Faculty Rank Task Force.

b. ad hoc Faculty Senate Committees

Budget Accountability Committee: Bill Pennington reported that the committee had not met this month.

Faculty Rank Task Force: Antonis Katsiyannis announced that the committee would be meeting this month to discuss extension faculty ranks.

c. University Commissions and Committees: none.

6. Old Business: none

7. New Business:

- a. 2014-15 Slate of Officers presented by Senate Executive/Advisory Committees:
1. VP/President-Elect - Jim McCubbin (BBS); Jay Ochterbeck (E&S); Gypsy Teague (Libraries)
 2. Secretary - Peter van den Hurk (AFLS); President Smith asked for volunteers to run for secretary, and Neil Calkin (E&S) volunteered.
- b. The Faculty Senate endorsed the following changes to the Alan Schaffer Faculty Senate Service Award agreement:
1. Expand eligibility requirements to retirees and community members
 2. Reduce the size of the selection committee from five to three

8. President's Report: Kelly Smith made the following announcements:

- a. Grievance Group Updates:
1. John Meriwether was appointed as Grievance Board chair for the 2014 calendar year
 2. Bill Pennington (E&S) and Roxanne Amerson (HEHD) have been appointed Grievance Counselors
- b. President Smith is working on developing ways for faculty to communicate concerns with Banner/iRoar to CCIT.
- c. The EAC and President Smith presented recommendation on the composition of the Provost search committee to the President, who will announce the committee soon.
- d. Board of Trustees Updates:
1. Video Production: President Smith announced that he wanted to create a video to present to the Board of Trustees an accurate picture of the work done by faculty.
 2. Workload analysis: Interim Provost Aziz was asked by the Board of Trustees to prepare a summary of faculty workloads. Since Interim Provost Aziz was present at the senate meeting, he briefly summarized the work his office was doing on the workload analysis. Senators expressed concerns that the workload summary would emphasize

quantity over quality and that it would be used to compare different disciplines.

- e. President Smith asked senators to identify faculty who would be interested in receiving athletic tickets.
 - f. Advancing Faculty Diversity Symposium: Mon, 3/3 & Tues, 3/4 in the Madren Center; A series of workshops for Deans, Assoc. Deans, Department Chairs, and Search Committee Chairs.
9. Announcements:
- a. Spring Meeting Schedule: Senate (2nd Tues/month): Mar 11, Apr 8, May 13, Jun 10
EAC (last Tues/month): Feb 25, Mar 25, Apr 29, May 27, Jun 24
 - b. Senate Events:
 - 1. Campus Tour Feb 26 @ 3:30pm in Carillon Gardens, led by FSO staff & University Tour Guides
 - 2. Senate Service Day - Clemson Child Development Center on Mar 6 @ 3:30- 5:00pm (more details to follow)
10. Adjournment: President Kelly Smith adjourned the meeting at 4:05 p.m.



Daniel D. Warner, Secretary



Monica A. Patterson, Program Coordinator

Also present: Nadim Aziz, Interim Provost; Katie Daniels, Faculty Senate UPIC Intern; Paul Dawson (alternate); R. Gordon Halfacre, Ombudsman for Faculty and Students; Jeremy King, Immediate Past Faculty Senate President; Fran McGuire, *Faculty Manual* Editorial Consultant; John Mueller, Director of HR Customer Service; Monica Patterson, Faculty Senate Program Coordinator; Bill Pennington, Budget Accountability Committee Chair; Anderson Rouse, Faculty Senate Graduate Assistant; John Wagner (alt).

Absent: Megan Che; James Gaubert (delegate); Jackie Gillispie (del); Wayne Goddard; Sarah Griffin; Renea Hardwick (del); Lance Howard (del); Judson Jahn (del); Peter Laurence; Amy Lawton-Rauh; Catalina Marinescu; Chris Minor (del); Megan Mowrey; Julie Northcutt; Dvora Perahia; Matthew Powers; Daniel Smith; Chenning Tong; Narendra Vyavahare.

MINUTES
FACULTY SENATE MEETING
MARCH 11, 2014

1. Call to Order: The Faculty Senate Meeting was called into order at 2:31 pm by President Kelly Smith.
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated February 11, 2014 meeting were approved as distributed.
3. “Free Speech”: none
4. Special Order of the Day:
 - a. Michelle Piekutowski, Director of Human Resources: Michelle Piekutowski discussed the developed compensation strategies that have and will be used as the University completes the 5-year compensation. The 2020 Plan calls for performance driven pay increases and performance driven and incentive-based bonuses. The 2011-12, 2012-13, and 2013-14 fiscal years were briefly covered. In 2013-14, 38.7% of all employees received a salary increase, and the average percent increase for those receiving a salary increase was 2.1% 2,156 employees received a salary increase in the past year. 23% of non-faculty staff, 55% of faculty, and 68% of the administrative council and deans received performance increases. Michelle Piekutowski noted that faculty and staff are currently at 101% of market salary.
 - b. Janie Hodge, Faculty Athletic Representative; Steve Duzan, Director of Vickery Hall; Dan Radacovich, Athletic Director:

Janie Hodge distributed a handout with the federal graduation rates of student athletes for the senate to review. Dr. Hodge explained the NCAA guidelines governing two-year transfer athletes. Qualifiers and non-qualifiers from the NCAA must have a minimum 2.5 GPA on transferable credit with coming into a 4-year institution. Steve Duzan talked about Vickery Hall’s tutoring services and mentoring for student athletes. Clemson has a 12-13% higher graduation rate for student athletes than the national average. There is also a new program, “Grades First”, which is an internal database that contains a master schedules and progress report feature to monitor student athletes. Dan Radacovich stated that Clemson is compliant with all COIA regulations concerning concussions, and reemphasized that the Athletic Department places a premium on the academic success of its students.
5. Committee Reports
 - a. Faculty Senate Standing Committees

Scholastic Policies Committee – Chair John Leininger summarized the current

agenda of the Scholastic Policies Committee. The committee is discussing five main issues: faculty evaluation, advising, e-Portfolio, a plus/minus system for graduate students, and online education. The committee will meet on March 13. New agenda items to be considered at the meeting include addressing how professors should respond to missed days due to inclement weather and rephrasing current policies on make-up work so the decision is up to the professor, not the student.

Finance Committee – Chair Feng Chen submitted and outlined the report dated February 24, 2014. The Finance committee is interested in reviewing the budget of Parking and Transportation Services. The committee is also going to examine current procedures for distribution of royalties and other profits from patents and other intellectual property.

Research Committee – Chair Jim McCubbin reported that there are currently two ongoing initiatives- intellectual property revisions and revisions and edits of the conflict of interest policy which will be presented as some sort of annual reporting that will accomplish upholding academic integrity.

Welfare Committee – Chair Matt Powers announced that the committee is focusing on creating a new parental leave policy. They are currently receiving feedback from interested parties.

Policy Committee – Chair Mary Beth Kurz presented changes to the *Faculty Manual* approved by the committee for approval by the Faculty Senate. These changes are outlined in “New Business.”

b. *ad hoc* Faculty Senate Committees

Budget Accountability Committee- Chair Bill Pennington had no report.

Faculty Rank Task Force- Co-Chair Antonis Katsiyannis informed the committee that the task force had completed its responsibilities.

c. University Committees/ Commissions

6. Old Business: none

7. New Business

a. 2014-15 Senate Officer Elections:

- i. VP/ President-Elect: Jim McCubbin, Jay Ochterbeck, Gypsey Teague
Jim McCubbin was elected to serve as VP/President-Elect in the 2014 -15 senate session.

ii. Secretary: Neil Calkin, Peter van den Hurk
Peter van den Hurk was elected to serve as Secretary for the 2014-15 senate session.

b. Volunteers to serve as alternate faculty representative to the committee overseeing iRoar and Banner:
Dan Warner volunteered to take on this role to represent the faculty.

c. Proposed *Faculty Manual* changes:

i. Part III, Section E. Special Faculty Ranks

1. #4: Research Faculty description: This change specifies that while research faculty should derive 100% of their funding from external sources, they may be funded from a mixture of internal and external funds.
2. #5: Extension Faculty description: This change specifies that while extension faculty should derive 100% of their funding PSA and other external funding sources, they may be funded from a mixture of internal and external funds.
3. #6 and 8: Lecturer and Senior Lecturer descriptions: This change specifies that senior lecturers should be consulted when TPR committees consider lecturers or senior lecturers for promotion or re-appointment.
4. #11: Clinical Faculty description addition: This change creates the rank of Clinical faculty for faculty who serve in clinical capacities.

All changes were separately voted on, and each change was approved.

ii. Part IV, Section J: Salary Determination Procedures description: This change specifies that market should be considered as a factor in salary determination.

The Faculty Senate approved this change to the *Faculty Manual*.

iii. Part VI, Section E. The Deans of Colleges and five associated changes in Part VI: Section I. Selection of Other Academic Administrators Section J. Review of Academic Administrators: This change revises procedures for the review of deans.

The Faculty Senate approved this change to the *Faculty Manual*.

iv. Part III, Section J #4: Alan Schaffer Faculty Senate Service Award description: This change allows non-employees to be eligible to win this award and specifies that the selection committee should be composed of

the Faculty Senate President, the immediate past award recipient, and a lead senator from a college different from the college of the president.

The Faculty Senate approved this change to the *Faculty Manual*.

- d. Proposed Resolution regarding academic freedom and recent efforts of the S.C. Legislature:

The Faculty Senate unanimously approved the following resolution:

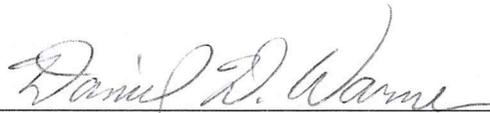
“Resolved, that the Clemson University Faculty Senate unequivocally defends the vital concept of academic freedom. This freedom and the occasional controversies it can cause are fundamental to the pursuit of truth and knowledge in all disciplines. Further, securing and perpetuating this freedom is a key obligation and commitment of accrediting bodies, governing boards, institutions, faculties, students, and the general public. Recent legislative efforts to reduce the funding of state institutions of higher education for curricular decisions are a threat to academic freedom at all academic institutions. We strongly urge elected officials not to restrict, through legislation or otherwise, free academic inquiry.”

8. President's Report: none

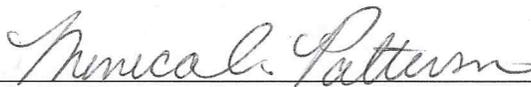
9. Announcements:

- a. Spring Meeting Schedule: Senate (2nd Tues/month): Apr 8, May 13, Jun 10 EAC (last Tues/month): Mar 25, Apr 29, May 27, Jun 24
- b. The Senate will host its annual transition reception, by invitation and location TBD, immediately following the April 8 meeting.
- c. Faculty are invited to attend the April 3, Bell Tower Tour
- d. Senate Standing Committee preferences are due this Friday (3/14)
- e. The results from the election were announced: The President-elect for the 2014-15 year will be Jim McCubbin and the Secretary will be Peter van den Hurk

10. Adjournment: President Kelly Smith adjourned the meeting at 4:30pm.



Daniel D. Warner, Secretary



Monica Patterson, Program Coordinator

Also present: Katie Daniels, UPIC Intern; Larry Dooley, Interim Vice-President for Research; Steve Duzan, Director of Vickery Hall; Mike Eads, Anderson Independent; Julia Frugoli, Provost Fellow; Gordon Halfacre, Ombudsman for Faculty & Students; Janie Hodge, Faculty Athletic Representative; Debra Jackson, Vice Provost for Assessment; Joseph James, UPIC Intern; Jeremy King, Immediate Past President; Courtney Madden, UPIC Intern; Fran McGuire, *Faculty Manual* Editorial Consultant; John Mueller, Director of HR Customer Service; Angela Nixon, Staff Senate President; Monica Patterson, Faculty Senate Program Coordinator; Michelle Piekutowski, Director of HR; Dan Radacovich, Athletic Director; Kathy Regel, HR Compensation Manager; Anderson Rouse, Faculty Senate Graduate Assistant; Jackie Todd, Internal Communications Director; John Wagner (alternate); Katherine Weisensee (alternate).

Absent: Rob Baldwin; Ashley Fisk (delegate); James Gaubert (delegate); Jackie Gillespie (delegate); Wayne Goddard; Chris Minor (delegate); Megan Mowrey; Julie Northcutt; Calvin Sawyer; Narendra Vyavahare.

MINUTES
FACULTY SENATE MEETING
April 8, 2014

1. Call to Order: The Faculty Senate Meeting was called to order at 2:32 p.m. by President Kelly Smith
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated March 11, 2014 were approved.
3. “Free Speech”: none
4. Special Order of the Day:
 - a. Clemson University Jim Clements: President Clements briefly spoke to the Faculty Senate. He expressed his thanks to Faculty Senate President Kelly Smith for his service, and remarked that he was excited to have the opportunity to work with the incoming Faculty Senate President, Antonis Katsiyannis. President Clements stated that he has been a faculty member, is a faculty member, and will be a faculty long after his term as president is over. President Clements opened the floor for questions, but there were no questions.
 - b. Trent Allen, Owner, Allen’s Creations: Allen presented a pictorial history of Clemson, focusing on the development of Clemson’s campus. He also introduced two new awards the Faculty Senate Office had contracted him to create for the retiring Faculty Senate President and the Alan Schaffer Faculty Senate Service Award recipient.
5. Committee Reports:
 - a. Senate Committees:

Scholastic Policies – Chair John Leininger reviewed the annual report of the 2013-14 Scholastic Policies Committee. Leininger highlighted some issues for the 2014-15 Scholastic Policies Committee to investigate, including plus/minus grading for graduate students, summer school tuition, and internships.

Finance – Chair Feng Chen thanked the members of his committee, before outlining the annual report of the 2013-14 Finance Committee. During the 2013-14 senate session, the Finance Committee discussed Clemson’s compensation plan, the proposed Fraternity and Sorority Life Village, parking at Clemson, and royalties from patents.

Research – Chair Jim McCubbin reported on the work of the Research Committee during the 2013-14 senate session. The Research Committee participated in revisions of authorship guidelines and conflict of interest policies, approved changes to the composition of the intellectual property (IP) committee, and discussed ways to honor scholarly achievements of faculty on campus.

Welfare – Chair Matt Powers submitted and outlined the 2013-14 Welfare Committee Annual report. In fall 2013, the committee hosted a number of outreach lunches to increase awareness of the Faculty Senate and to learn about the challenges facing faculty,

especially younger faculty, at Clemson. The outcomes of those luncheons provided the agenda for the committee during the spring 2014 semester. The committee discussed the development of a parental leave policy and explored establishing a tuition benefit for the children of faculty. New and continuing for the 2014-15 Welfare Committee includes the development of a parental leave policy, the creation of a mentoring program for underrepresented groups, investigating issues related to parking and campus climate, and exploring the establishment of child care center on campus.

Policy – Chair Mary Beth Kurz reported that the Policy Committee was presenting two changes to the *Faculty Manual*. Dr. Kurz is continuing as chair of the Policy Committee in the 2014-15 senate year.

b. ad hoc Faculty Senate Committees

ad hoc Budget Accountability Committee: Chair Bill Pennington submitted a report, but was not in attendance at the April 8 meeting.

Faculty Ranks Task Force: Chair Antonis Katsiyannis was not in attendance at the April 8 meeting, and no report was submitted.

c. University Commissions and Committees: none

6. Unfinished Business:

Proposed *Faculty Manual* Changes:

a. Part VII, Section F.2.d. Intellectual Property Committee

The Policy Committee submitted changes recommended by the Research Committee to the composition and purpose of the Intellectual Committee. The Faculty Senate approved these changes.

b. Part III, Section E. Special Faculty Ranks

Revisions to changes approved at the March 11 Faculty Senate meeting regarding research faculty, extension faculty, research faculty, and senior lecturers and lecturers were submitted for consideration. The Faculty Senate referred those changes to the Policy Committee for further discussion.

7. Outgoing President's Report:

Kelly Smith highlighted some issues continuing to face the faculty at Clemson, including the proposed Tobacco-Free Campus policy, the focus of the university on research or teaching, current challenges to academic freedom made by the SC legislature, and the need for faculty to be willing to serve as Faculty Senate President in the future.

8. Recognition and Awards:

a. 2014 Alan Schaffer Faculty Senate Service Award: Kelly Smith presented the Alan Schaffer Faculty Senate Service Award to Cathy Toth Sturkie, who served as the Faculty Senate program coordinator for 22 years before retiring in 2012.

b. Retiring Faculty Senate: the Faculty Senate recognized the service of the following senators: Calvin Sawyer, CAFLS; Feng Chen, CAFLS; Julie Northcutt, CAFLS; Rob Baldwin, CAFLS; John Leininger, CBBS; Catalina Marinescu, CoES; Narendra Vyavahare, CoES; and, Dvora Perahia, CoES.

c. 2013-14 Faculty Senate President, Kelly Smith: Jeremy King, immediate past Faculty Senate President, thanked President Smith for his service and presented him with an award for his service.

- d. Faculty Senate Staff: Monica Patterson, Faculty Senate Program Coordinator, thanked the student Faculty Senate Office staff for their work during the 2013-14 senate year.
- e. Introduction and Installation of 2014-15 Faculty Senate Officers: Faculty Senate President Kelly Smith introduced the Faculty Senate officers for the 2014-15 senate session. Antonis Katsiyannis will serve as President, Jim McCubbin as Vice-President/President-Elect, and Peter van den Hurk as Secretary. Kelly Smith yielded the chair to Jim McCubbin.

9. New Business:

a. Vote to approve the continuation of the Faculty Senate *ad hoc* Budget Accountability Committee. The Faculty Senate approved the continuation of this committee.

b. Introductions:

i. New senators & alternates: Jim McCubbin welcomed the following senators and alternates on behalf of the Faculty Senate:

AFLS: Senators: Paul Dawson, Scott Pratt, Hong Luo, and Alan Johnson; Alternates: Calvin Sawyer and Rob Baldwin.

AAH: Senators: Sallie Hambright-Belue and Shannon Robert; Alternates: Mickey Lauria and Todd McDonald.

BBS: Senators: Andrew Hanssen and Katherine Weisensee; Alternates: Sergey Mityakov and Ye Luo.

E&S: Senators: Julia Brumaghim, Jennifer Ogle, and Gerald Lehrmach; Alternates: Rachel Getman and John Meriwether.

ii. 2014-15 Senate Standing Committee Chairs: Jim McCubbin announced that the following senators would be chairs of 2014-15 standing committees:

Policy: Mary Beth Kurz (E&S); Research: Amy Lawton-Rauh (AFLS); Welfare: Matt Powers (AAH); Finance: Pradip Srimani (E&S); Scholastic Policies: Jane Lindle (HEHD).

iii. Senate Advisory Committee Representatives: Jim McCubbin announced that the following senators would represent their colleges on the Advisory Committee:

AFLS: Scott Pratt

AAH: Peter Laurence and Matt Powers

BBS: Katherine Weisensee

E&S: Jay Ochterbeck and Jennifer Ogle

HEHD: Sarah Griffin and Megan Che

Libraries: Gypsey Teague

c. An orientation for new senators and alternates will be held on May 13 from 11:30am to 1:15 pm in 201 Hardin Hall.

d. A planning session for 2014-15 Senate Standing Committees will be held on May 13 from 1:30 pm to 2:30 pm in the Student Senate Chambers in the Union immediately prior to the May senate meeting.

10. Announcements:

a. Spring 2014 Meeting Schedule:

Senate (2nd Tues/month): May 13, Jun 10

EAC (last Tues/month): Apr 29, May 27, Jun 24

b. Fall 2014 & Spring 2015 Meeting Schedule:

Senate (2nd Tues/month): Aug 19, Sept 9, Oct 14, Nov 11, Dec 9, Jan 13, Feb 10, Mar 10, Apr 14, May 12, Jun 9

EAC (last Tues/month): Aug 5&26, Sep 30, Oct 28, Nov 25, Dec 30, Jan 27, Feb 24, Mar 31, Apr 28, May 26, Jun 30

c. April Engagement Calendar:

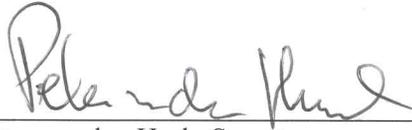
April 8: Faculty Senate Spring Reception

April 15: Senate/Faculty Campus Tour by University Tour Guides

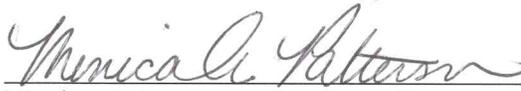
April 17: Women's Tennis Faculty Appreciation Day, 2:30 pm, University Tennis Courts.

Travel mugs will be given to attending faculty.

10. Adjournment: President Kelly Smith adjourned the meeting at 3:51 p.m.



Peter van den Hurk, Secretary



Monica Patterson, Program Coordinator

Also present: Nadim Aziz, Interim Provost; David Blakesley, Faculty Representative to the Board of Trustees; James Clements, University President; Katie Daniels, FS UPIC Intern; Scott Dutkiewicz (alt); Ali Fehling, FS UPIC Intern; Julia Frugoli, Provost Fellow; Debra Jackson, Vice-Provost for Assessment; Joseph James, FS UPIC Intern; Jeremy King, Immediate Past President; Courtney Madden, FS UPIC Intern; Fran McGuire, *Faculty Manual Editorial Consultant*; John Mueller, Director of HR Customer Service; Monica Patterson, FS Program Coordinator; Andy Rouse, FS Graduate Assistant; Jackie Todd, Director of Internal Communication; Katherine Weisensee (alt).

Absent: Rob Baldwin; Megan Che; Ashley Fisk (del); James Gaubert (del); Renea Hardwick (del); Lance Howard (del); Antonis Katsiyannis; Catalina Marinescu; Chris Minor (del); Julie Northcutt; Megan Mowrey; Pradip Srimani; Joshua Summers.