

MINUTES  
FACULTY SENATE MEETING  
May 13, 2014

1. Call to Order: The Faculty Senate Meeting was called to order at 2:36 p.m. by President Antonis Katsiyannis
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated April 8, 2014 were approved.
3. “Free Speech”: none
4. Special Order of the Day:
5.
  - a. Dan Hoffman, Director of Parking and Transportation Services: Mr. Hofmann provided an update on the status of parking and transportation at Clemson. He stated that the goal of Clemson University Parking and Transportation Services was to create sustainable, cost effective parking and transportation management solutions through technology. Mr. Hoffman briefly reviewed some of the challenges facing Parking and Transportation Services, such as a limited parking supply. He outlined ways that Parking and Transportation was improving parking and transportation at Clemson, such as: creating a parking app to allow faculty, staff, and students to identify open spaces; establishing Gotcha Ride, a free, on-demand transportation option; and providing bus rentals for events and prepaid visitor passes for guests of campus departments. Mr. Hoffman emphasized that increasing sustainability and efficiency are major goals of Parking and Transportation Services.
  - b. Nadim Aziz, Interim Provost and Vice-President for Academic Affairs: Faculty Senate President Antonis Katsiyannis invited Interim Provost Aziz to address the senate. Interim Provost Aziz reported on a number of upcoming changes affected faculty. He stated that efforts to rewire the internet in campus buildings were ongoing. Interim Provost Aziz also briefly discussed vacancies in dean positions, and reported that the interim deans would soon be announced. He noted that electronic TPR processes would be in place for all those who will be evaluated in the 2014-15 academic year. Interim Provost Aziz also stated that space needs on campus are serious, and that Long Hall is in need of renovation. He reported that his office was working to grow diversity through diversity hires.
5. Committee Reports:
  - a. Senate Committees:

Scholastic Policies – Chair Jane Clark Lindle reviewed the work that the committee had accomplished during the committee planning session. She stated that the committee would review the number of university committees with representation from the Scholastic Policies Committee. Dr. Lindle also announced that the committee would request that the director of the Creative Inquiry program provide a report to the Faculty Senate to answer some concerns about unintended consequences of the program. She also

reported that Tina Robbins, a member of the committee, would be investigating policy recommendations for inclement weather contingencies and creating a policy statement for the appeal and rebuttal process for administrative rulings on course substitutions. Additionally, Mark Hosler will examine the effect of summer tuition and the need for a better pricing plan for per-credit and out-of-state students, and Gerald Lehmacher and Sallie Hambright-Belue will be reviewing the grading system for graduate students.

Finance – Chair Pradip Srimani stated that his committee had no report.

Research – Chair Amy Lawton-Rauh reported that the Research Committee would be examine institutional barriers to support for research, such as employment and procurement issues, incentives for research, especially in departments which de-emphasize research, and creating ways to recognize research.

Welfare – Chair Matt Powers outlined the major agenda items of the Welfare Committee. He stated that the committee would be addressing the creation of a parental leave policy and the establishment of an on-campus childcare center.

Policy – Chair Mary Beth Kurz announced several agenda items that the Policy Committee would address in the 2014-15 senate session. The committee will be addressing the creation of new ranks and the definition of colleges.

b. ad hoc Faculty Senate Committees

ad hoc Budget Accountability: Chair Bill Pennington was absent; no report was submitted.

Faculty Rank Task Force: Faculty Senate President Antonis Katsiyannis announced that the work of the task force was finished and that it would be dissolved.

c. University Commissions and Committees:

6. Unfinished Business: none

7. New Business: none

8. President's Report: Antonis Katsiyannis outlined his major goals for the 2014-15 senate session. He stated that he was going to focus of facility needs, filling dean positions, and *Faculty Manual* violation determinations.

9. Announcements:

Faculty Senate Meeting Schedule:

Senate (2<sup>nd</sup> Tues/month): June 10, no July meeting, August 19 (third Tuesday)

EAC (last Tues/month): May 27, June 24, August 5, August 26

10. Adjournment: President Antonis Katsiyannis adjourned the meeting at 3:53 p.m.

---

Peter van den Hurk, Secretary

---

Monica A. Patterson, Program Coordinator

Also present: Nadim Aziz, Interim Provost and Vice President of Academic Affairs; Matt Bundrick, Staff Senate President; Julia Frugoli, Provost Fellow; Rachel Getman (alternate); Gordon Halfacre, Ombudsman for Faculty and Students; Dan Hoffman, Director of Parking and Transportation Services; Jeremy King, past Faculty Senate President; Fran McGuire, *Faculty Manual* Editorial Consultant; Kat Moreland, Parking and Transportation Services Senior Associate Director of Operations; John Mueller, Director of HR Customer Service; Monica Patterson, Faculty Senate Program Coordinator; Andy Rouse, Faculty Senate Graduate Assistant; Kelly Smith, Immediate Past Faculty Senate President; Connie Wallace, Faculty Senate Graduate Assistant.

Absent: Julia Brumaghim; Paul Dawson; Andrew Hanssen; Renea Hardwick (delegate); Jan Holmevik; Lance Howard (delegate); Sarah Griffin; Judson Jahn (delegate); Kathleen Meyer (delegate); Scott Pratt; Chenning Tong; Dan Warner.

MINUTES  
FACULTY SENATE MEETING  
JUNE 10, 2014

1. Call to Order: The Faculty Senate Meeting was called into order at 2:37 pm by President Antonis Katsiyannis. Program Coordinator, Monica Patterson, welcomed and introduced all guests.
2. Approval of Minutes: The Faculty Senate Meeting's Minutes dated May 11, 2014 were approved as distributed. Also the General Faculty Meeting Minutes dated May 8, 2014 were approved.
3. "Free Speech": None
4. Special Order of the Day:
  - a. Nadim Aziz, Interim Provost monthly update: Due to an unexpected family emergency, Nadim Aziz was unable to attend the meeting. President Antonis Katsiyannis included the Provost's updates in the President's Report.
5. Committee Reports
  - a. Faculty Senate Standing Committees

Scholastic Policies Committee – Chair Jane Clark Lindle, encouraged the senate to look over the written report for a full summary of what the committee will be covering this year. She also announced that there will be a presentation on Creative Inquiries (CIs). Three things will be looked into for this presentation: amount of students in each class, grading scale (letter grade or pass/fail), and the amount of CIs offered per college.

Finance Committee – None

Research Committee – Chair Amy Lawton- Rauh announced that they will be having a meeting this Tuesday with HR, and will be compiling a list of priorities to address.

Welfare Committee – None

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- None

- c. University Committees/ Commissions
6. Old Business: none
7. New Business
- a. Proposed *Faculty Manual* Changes:
    - i. Part III. E. 6 “Definition of Lecturer”  
The policy committee suggested that in the definition of Lecturer to include, “whose primary purpose is teaching”. This suggestion was made based on the need from the definition only outlining what a Lecturer isn’t instead of what they actually are. Discussion throughout the Senate led to many people disagreeing on the primary purpose for all Lecturers actually being teaching. Therefore the change was not approved and sent back to the policy committee.
    - ii. Part II. F “Terminology”  
The policy committee suggested that with the “School of Education” splitting from the HEHD College redefining college was important to be able to have adequate representation from the “School of Education” in the senate. The proposed solution was to define the term “college”, as used in the *Faculty Manual*, to refer to any academic unit with a dean reporting directly to the provost and degree distributing. After much discussion of the exceptions and possible problems with this amendment, the senate collectively edited and approved the change to define the term “Colleges”, as used in the *Faculty Manual*, to also refer to the “School of Education”.
  - b. Fran McGuire lead a discussion with the senate on the TPR Best Practice Guidelines document. Many things were discussed upon such as: the need for the document, the location of where this document will end up, and the actual contents of the guidelines. Several amendments were made and approved by the senate. Senator Pradip Srimani made the motion to table the discussion and endorsement till the August 19<sup>th</sup> meeting, Senator Neil Calkin seconded the motion and none opposed.
8. President’s Report:
- a. Highlighted Provosts Nadim Aziz’s monthly report, CAFLS and HEHD Deans will be announced in a few days.
  - b. Few search updates in regards to the Executive Vice President for Academic Affairs and Provost hire
    - i. President and Provost are in discussion regarding the path forward in regards to the Vice Provost and Dean of the Graduate School as well as the Vice Provost and Dean of Undergraduate Studies

- ii. President has requested that we wait till the Executive Vice President and for Academic Affairs and Provost have been hired to finalize the search committee for CAFLS
- iii. Also the President has place the search on hold for a new Dean in BBS
- c. Several Faculty Manual Changes have been approved
  - i. Section III, E (Special Faculty Ranks)
  - ii. Part IV, Section J (Salary Determination)
  - iii. Part III, Section J (#4 Alan Schaffer Faculty Award Description)
  - iv. Part VII.F.2.d- (Intellectual Property Committee)
- d. Pending Faculty Manual Change
  - i. Part IV, Section VI, Section E. I and J- Deans of the Colleges

9. Announcements:

- a. Summer Meeting Schedule:
  - Senate (2nd Tues/month): No July Mtg, August 19 (3<sup>rd</sup> Tues)
  - EAC (last Tues/month): June 24, No July Mtg, August 5 AND 26

10. Adjournment: President Antonis Katsiyannis adjourned the meeting at 4:20 pm.

---

Peter van den Hurk, Secretary

---

Monica Patterson, Program Coordinator

Also present: Hunter Brammer, UPIC Intern; Katie Daniels, UPIC Intern; Rachel Getman (alternate); Gordon Halfacre, Ombudsm; Fran McGuire, *Faculty Manual* Editorial Consultant; John Mueller, Director of HR Customer Service; Jackie Todd, Internal Communications Director; Monica Patterson, Faculty Senate Program Coordinator; Anderson Rouse, Faculty Senate Graduate Assistant

Absent: Sherry Biggers; Megan Che; Pawl Dawson; Jackie Gillespie (delegate); Judson Jahn (delegate); Sallie-Hambright-Belue; Renea Hardwick (delegate); Jan Holmevik; Lance Howard (delegate); Peter van den Hurk; Peter Laurence; Megan Mowrey; Jay Ochterbeck; Matthew Powers; Scott Pratt; Shannon Robert; Elizabeth Stephan (delegate); Chenning Tong; Dan Warner

MINUTES  
FACULTY SENATE MEETING  
August 19, 2014

1. Call to Order: The Faculty Senate Meeting was called into order at 2:34 pm by President Antonis Katsiyannis. Program Coordinator, Monica Patterson, welcomed and introduced all guests.
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated June 10, 2014 were approved as distributed.
3. “Free Speech”: None
4. Special Order of the Day:
  - a. Interim Provost Nadim Aziz discussed the work of the Senate ad hoc Tenure, Promotion, Reappointment (TPR) Best Practices Committee and how the Provost’s Office will distribute this information. Additionally the Senate will post this information on the Faculty Senate website. Aziz also thanked a summer committee of 36 of 45 invited faculty and administrators who proposed a new assessment plan for general education and SACS accreditation in place of the defunct e-Portfolio. Aziz ended by thanking the Senate and Senate Presidents Kelly Smith and Antonis Katsiyannis for their work during his interim appointment.
  - b. Interim Vice President for Research Larry Dooley presented an update where he asked three things of faculty: (1) to increase the number of proposals for large awards; (2) to increase nominations of faculty for national awards; and, (3) consider the possibility of implementing cash incentives for high scholarship. The Faculty Senate Research Committee, chaired by Amy Lawton-Rauh, is reviewing item 3 with the VPR to possibly provide a draft proposal to Faculty Senate for endorsement.
  - c. Director of the Office of Access & Equity and Title IX Coordinator, Jerry Knighton began his presentation by noting that **all employees, including faculty and graduate students, are “mandatory reporters” in Title IX compliance**. He provided the example of a faculty member who assists a student in changing his class to avoid a professor because of alleged harassment. This faculty member must report this incident to OAE. Knighton also informed Senate that any federal agency such as the Department of Energy, not just Department of Education or Office of Civil Rights, can complete an audit. Additionally, The Board of Trustees approved new University Title IX policies and procedures. OAE launched two new mandatory online education programs, one for undergraduate students and the other for employees, including graduate students. Peer-led education programs will also be offered. Lastly, OAE is hiring a prevention educator. All Title IX questions should be directed to Jerry Knighton, Title IX Coordinator within the Office of Access & Equity ([knightl@clemsn.edu](mailto:knightl@clemsn.edu) or 864-656-3181).
5. Committee Reports
  - a. Faculty Senate Standing Committees

Scholastic Policies Committee: Chair Jane Clark Lindle reported that she was appointed subcommittee chair of the General Education assessment system revisions with a presentation to Department Chairs and Deans in August. Lindle also made a presentation at the August Department Chairs Retreat about Part IX. D. #11 regarding evaluation of evidence of teaching and learning.

Finance Committee: Chair Pradip Srimani submitted and outlined the Senate Finance Committee Report dated August 12, 2014. The committee discussed the need for more classrooms, in particular, larger ones, a campus facility for daycare, family leave for faculty and staff, and the need for a central parking garage.

Research Committee: Chair Amy Lawton-Rauh submitted and outlined the Senate Research Committee Report dated June 17, 2014. John Mueller, Director of HR Customer Service will assist the committee in streamlining the hiring process for international postdoctoral scholars and graduate students, with a formalized University-wide policy, clear communication of current resources, and/or even adding a liaison for this process. The committee is also evaluating the possibility of a University-wide statement regarding how research contributions are effectively and accurately evaluated, specifically on Form 3 in annual reviews. For 3 guidelines are departmental-specific but within departments these can be difficult to communicate and evaluate. The committee discussed briefly other future action items, including (1) review of staff pay bands and state guidelines to offer competitive postdoc and research support staff positions; (2) increasing research visibility; (3) review of previous informal campus-wide survey on perceived institutional support for research to rank agenda items; and, (4) review of start-up package offerings for competitive recruitment a retention of faculty.

Welfare Committee: Chair Matt Powers reported that the committee met twice this summer to discuss issues that affect “Clemson Families, such as: a childcare facility, faculty spousal hires, parental leave, and lactation rooms, tuition reductions. Powers is working to include all relevant campus groups, such as the President’s Commission on the Status of Women and the three other Senates (Staff, Graduate, and Undergraduate) Powers said that the most encouraging news was the support Clemson University President Clements provided during the Senate Executive Advisory Committee meeting August 2, 2014 regarding these issues.

Policy Committee: Chair Mary Beth Kurz submitted and outlined the Senate Policy Committee Report dated June 12, 2014 listing four proposed Faculty Manual changes, which were discussed under “New Business”.

b. *ad hoc* Faculty Senate Committees

Faculty Manual Rewrite Committee: Chair Kelly Smith reported that the committee met many times this summer and are working to finalize their proposed changes to provide to the Senate Policy Committee.

Tenure Promotion Reappointment (TPR) Best Practices Committee: Chair Fran McGuire echoed Interim Provost Aziz Special Order report, that the TPR Committee has finalized their work, which was forwarded to the Provost for dissemination. McGuire announced that Item #15 will be changed to read “at most two years”. These guidelines will also be posted on the Faculty Senate website. Honorary Senator, Cathy Sturkie asked if this should not be included as an Appendix in the *Faculty Manual* like other best practices guidelines. Senate Policy Chair Kurz responded by saying that Policy is reviewing all Appendices including new additions this year for consideration in the August 1, 2015.

Budget Accountability Committee: None

c. University Committees/Commissions



6. Old Business: None

7. New Business

a. Proposed *Faculty Manual* Changes:

i. Proposed addition to Part III. E. Professor of Practice

The newly created special faculty rank of clinical faculty is meaningful in fields with a “clinical” aspect. In other fields, particularly those with professional programs where the professional accredited degree is a recognized terminal degree, the term “Professor of Practice” (or “Professor of the Practice of [discipline]”) is similar but a more appropriate title. Senate unanimously approved the addition.

ii. Proposed change to Part III. E. 6. Lecturer

Most Special faculty ranks are described by what they are; this includes Research faculty, Clinical faculty, Extension faculty and ROTC faculty. In contrast, lecturers are currently defined as being non-regular faculty. This change proposes to define lecturers as people whose primary job assignment are teaching. Senate approved the change.

iii. Proposed change to Part V. Grievance Procedures A. G. and H.

Regardless of whether a Grievance Petition is to be considered by the Grievance Board or the Provost, physically submitted petitions will now go to the Faculty Senate Office staff, in Cooper library room 414. Senate approved the change.

8. President’s Report: Katsiyannis

- a. Congratulated Fran McGuire and the entire Parks, Recreation, and Tourism Management (PRTM) Engaging in Diverse, Guided Experiences (EDGE) Program for receiving the Prince Teaching Innovation Award announced earlier that morning at Convocation.
- b. Addressed concerns regarding how promoted and/or tenured faculty were not recognized on stage at this morning’s Convocation; another recognition is forthcoming.
- c. Announced that with the work of the Senate’s ad hoc Faculty Manual Rewrite team, the Faculty Manual is becoming more accessible.
- d. Announced that the new faculty ranks classifications have been well received by departments who were limited in the past.
- e. Announced that administration is working to temporarily fill the Graduate Dean vacancy; individuals have been identified, but a decision has not been made.

9. Announcements:

a. Fall 2014 & Spring 2015 Meeting Schedule:

Senate (2<sup>nd</sup> Tues/month): Sep 9, Oct 14, Nov 11, Dec 9, Jan 13, Feb 10, Mar 10, Apr 14, May 12, Jun 9

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

b. 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 to the Provost’s office by October 21.

10. Adjournment: President Katsiyannis adjourned the meeting at 4:08pm.

---

Peter van den Hurk, Secretary

---

Monica A. Patterson, Program Coordinator

Also present: Interim Provost Nadim Aziz; Faculty Representative to the Board of Trustees Dave Blakesley; Staff Development Program participant Penevle Bowen; Interim Vice President for Research Larry Dooley; Anderson Independent Reporter Michael Eads; Provost Fellow Julia Frugoli; Alternate Rachel Getman; Ombuds for Faculty & Students Gordon Halfacre; Director of the Office of Access & Equity Jerry Knighton; Alternate Mickey Lauria; Faculty Manual Consultant & Parliamentarian Fran McGuire; Alternate John Meriwether; Director of HR Customer Service John Mueller; FS Program Coordinator Monica Patterson; Immediate Past Faculty Senate President Kelly Smith; Honorary Senator & Interim FS Program Coordinator Cathy Sturkie; Director of Internal Communications Jackie Todd; FSO Graduate Assistant Connie Wallace

Absent Senators & Delegates: Julia Brumaghim, Paul Dawson, Jackie Gillespie (Delegate), Judson Jahn (Delegate) Alan Johnson, Gerald Lehmacher, Jay Ochterbeck, Scott Pratt, Josh Summers, Peter van den Hurk, Dan Warner

MINUTES  
FACULTY SENATE MEETING  
September 9, 2014

1. Call to Order: The Faculty Senate Meeting was called to order at 2:33 pm by President Antonis Katsiyannis. Program Coordinator, Monica Patterson, welcomed and introduced all guests.
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated August 19, 2014 were approved as distributed.
3. “Free Speech”: None
4. Special Order of the Day:
  - a. Instruction Librarian, Anne Grant spoke about the new Researcher of the Month Program hosted by Cooper Libraries. This monthly program will spotlight researchers on campus. Nominations can include Faculty, Staff, and Students. More information about this program can be found on the Library website, <http://library.clemson.edu/depts/news/tag/researcher-of-the-month/>.
  - b. Director of Human Resources Customer Service, John Mueller reminded everyone of the upcoming annual University Benefits Fair scheduled for Thursday, October 2 from 9am to 1pm at Fike Recreation Center. This is a time for open enrollments and changes to your health plan. If you plan to participate in the Sullivan Center health screening, please call the center at 864-656-3076 for pre-screening instructions. Flu shots area also available at the increased cost of \$30.
  - c. Interim Provost, Nadim Aziz stated the new Tenure, Promotion, and Reappointment (TPR) Best Practices document is posted on Provost website under Faculty Resources and Communications. Aziz thanked the Senate ad hoc committee (Fran McGuire, Chair, Antonis Katsiyannis, John Meriwether, Jane Clark Lindle, Julia Frugoli, and Leslie Gonzalez) who completed this document with campus input. Aziz followed with an announcement that he wished to start the process of including members of the School of Education on all University committees.
  - d. Chief Diversity Officer, Leon Wiles discussed the new initiative, “Diversity and Inclusive Excellence Month”:[www.clemson.edu/diversityoffice](http://www.clemson.edu/diversityoffice). The goal of Diversity and Inclusive Excellence Month is to highlight and celebrate the diverse cultures and people represented within the Clemson campus community. During the month, a series of dynamic educational activities, programs and events are scheduled for faculty, staff and students. The office has created the annual Diversity and Inclusive Excellence Award. Wiles also announced the recent hiring of Curtis White, former Professor of Agriculture, Forestry, and Environmental Science, to assist with recruitment, hiring, and retention of minority faculty. Lastly, he asked faculty to make a difference in the community by helping and giving to The United Way.

5. Committee Reports:  
a. Faculty Senate Standing Committees:  
Scholastic Policies Committee: Chair Jane Clark Lindle reported no new business. The next meeting will take place on September 11, 2014.

Finance Committee: Chair Pradip Srimani reported no new business. The next meeting will take place on September 23, 2014.

Research Committee: Chair Amy Lawton-Rauh was not present and committee member Wayne Goddard reported on behalf Dr. Lawton-Rauh. Guest John Mueller to the previous committee meeting clarified that a copy of an SScard is required to be cross-referenced with each payroll entry in order to avoid fines from non-compliance. Legal counsel in HR is investigating how to streamline this cross-check to avoid hardship and run-around for new employees. Wayne Goddard reported that John Mueller will assist the committee in inviting relevant HR staff to address directly these issues and formalize a streamlined, University-wide procedure or clear communication of resources already available. The committee also discussed the issue regarding evaluations of research contributions and the request for discussion to potentially formalize an action by the committee. They are looking for a University-wide statement regarding how research contributions are effectively and accurately evaluated, specifically on Form 3 in annual reviews.

Welfare Committee: Chair Matt Powers reported no new business. The next meeting will take place on September 16, 2014.

Policy Committee: Chair Mary Beth Kurz submitted a report on the Faculty Manual Rewrite. The following items were discussed: 1. What should manual say about faculty participation concerning: i) - Curriculum, ii) Awards, iii) media committee. 2. Centennial Professor Award needed Faculty Senate endorsement on language. 3. The word “faculty” specification and meaning, does this wording include regular faculty or all faculty. 4. University Professorships and recognizing outstanding professors without new ranks. Title 9 will be discussed in November.

- b. *ad hoc* Faculty Senate Committees

Faculty Manual Rewrite Committee: Chair Kelly Smith reported finishing the majority of work and stated that there is now a full draft and re-write of most of the manual.

Tenure Promotion Reappointment (TPR) Best Practices Committee: No report given.

Budget Accountability Committee: Chair Bill Pennington reported the committee has not met yet, but there is a proposal that will be presented next meeting concerning endorsement to expand the committee and reconfigure it.

- c. University Commissions and Committees:

6. Unfinished Business: None

7. New Business:
- a. Proposed *Faculty Manual* Immediate Inclusion:  
  
Part III. E. Professor of Practice was voted upon and confirmed by majority vote to include this immediately in the manual. One abstained.  
  
Proposed wording for the Centennial professorship selection committee structure (page 6) to be changed. Vote was taken and confirmed by majority vote to include new wording the manual. Two votes opposed and one vote abstained.
8. President's Report: Katsiyannis
- a. congratulated all on Clemson University reaching Top 20 in US News and World Report rankings of Public Universities. Cathy Sturkie, Interim Program Coordinator and Honorary Faculty Senator suggested creating a formal Resolution which Jim McCubbin and Janie Lindle offered to author;
  - b. extended appreciation to Interim Provost Nadim Aziz for his help and service to the Faculty Senate and faculty the past year;
  - c. mentioned that he would soon meet with the new Executive Vice President for Academic Affairs and Provost Robert H. Jones, alerting him to the numerous vacant interim VP and Dean positions;
  - d. recognized the monumental work the Senate's ad hoc Faculty Manual Rewrite Committee has accomplished so far and thanked them (Kelly Smith, Chair, Fran McGuire, Mary Beth Kurz, Gypsey Teague, Scott Pratt, and Antonis Katsiyannis);
  - e. reminded the senate about the Adobe Executives recently on Clemson's campus, and their new developments for the Clemson system. He expressed that the company was working towards new applications to publish content. Adobe Vice President Monty Wilson wants to make Clemson an International Showcase for the possible tools offered by the company. President Katsiyannis stated there was approximately 3 million dollars invested into the University from the company;
  - f. ended his report by addressing a planned parking change. The president announced that there is discussion concerning the relocation of the soccer practice field to the woods. President Katsiyannis expressed concern about the demolition of the beautiful environment of the woods. Senator Baldwin asked if this area was part of the experimental forest and reminded the Senate that these woods were set aside for research. Several faculty members voiced their agreement that the athletic department should not have access to the land. Jim McCubbin asked what the Senate could do to contribute to this discussion? President Katsiyannis asked that comments be directed to the Faculty Senate office.
9. Announcements:
- a. Fall 2014 and Spring 2015 meeting schedule:  
Senate (2<sup>nd</sup> Tues/month): Oct 14, Nov 11, Dec 9, Jan 13, Feb 10, Mar 10, Apr 14, May 12, Jun 9  
EAC (last Tues/month): Sept 30, Oct 28, Nov 25, Dec 30, Jan 27, Feb 24, Mar 31, Apr 28, May 26, Jun 30;
  - b. Nomination materials for the Class of '39 Award for Excellence are due Tuesday, October 21, 2014, to the Provost's Office;
  - c. Jim McCubbin noted the death and loss of Megan Mowery, A Faculty Senator representing BBS, this past summer. A moment of silence was observed;

d. Monica Patterson mentioned the “Senator Oars” sign-up for the regatta competition. She asked that members of the Senate please donate \$2.00 to \$3.00 next meeting to help volunteers with the entry fee.

10. Adjournment: President Antonis Katsiyannis adjourned the meeting at 3:21 p.m.

---

Peter van den Hurk, Secretary

---

Monica A. Patterson, Program Coordinator

Also present: Interim Provost Nadim Aziz; Faculty Representative to the Board of Trustees Dave Blakesley; Provost Fellow Julia Frugoli; Alternate Roxanne Amerson, Alternate Rob Baldwin, Alternate Rachel Getman; Ombuds for Faculty & Students Gordon Halfacre; Chief Diversity Officer Leon Wiles; Instruction Librarian Anne Grant; Faculty Manual Consultant & Parliamentarian Fran McGuire; Alternate John Meriwether; Director of HR Customer Service John Mueller; FS Program Coordinator Monica Patterson; Immediate Past Faculty Senate President Kelly Smith; Honorary Senator & Interim FS Program Coordinator Cathy Sturkie; Director of Internal Communications Jackie Todd; FSO Graduate Assistant Connie Wallace; UPIC FS Student Ali Fehlin, UPIC FS Student Joseph James,

Absent Senators & Delegates: Paul Dawson, Sarah Griffin, Amy Lawton-Rauh, Chenning Tong, Judson Jahn, and Elizabeth Stephan.

MINUTES  
FACULTY SENATE MEETING  
October 14, 2014

1. Call to Order: The Faculty Senate Meeting was called to order at 2:32 pm by President Antonis Katsiyannis. Interim Program Coordinator, Cathy Sturkie, welcomed and introduced all guests.
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated September 9, 2014 were approved as distributed.
3. “Free Speech”: Senator Warner made a motion to give Provost Robert Jones a permanent item on the Faculty Senate agenda every month. The motion was approved.
4. Special Order of the Day:
  - a. Provost Robert H. Jones thanked the Faculty Senate for making him a permanent part of the agenda. He reported on his Strategic Plan Update - Quality Impact and Distinction Differentiation. Goals have been set to make Clemson University an even better school. The challenge is to make a great university higher in rankings. Goals set include pre-eminence in undergraduate learning, international reputation in graduate studies and becoming a national leader in research and development.
  - b. Director of the Creative Inquiry Program and Associate Dean of Undergraduate Studies, Barbara Speziale presented a quick overview of the Creative Inquiry Program. This program establishes team based undergraduate research and is available to students in all disciplines. Students work in small groups and work can extend over multiple semesters. The funding comes from the general budget from the Provost’s Office, and at this time is not open for Graduate students. A Graduate pilot project was trialed last year’s. Grads do help with mentoring the undergraduates. In Spring 2015 this area will be more developed. Handouts will be available regarding the program in the Faculty Senate Office.
5. Committee Reports
  - a. Faculty Senate Standing Committees
    - Scholastic Policies Committee: Chair Jane Clark Lindle asked that the attached report to the agenda be read independently. She asked that the Faculty Senate consider a discussion about the pending issues concerning Gen Ed Assessment and that this discussion be allotted some time at next Faculty Senate meeting. Chair Lindle stated that there should be better communication between all faculty concerning what should be the requirements of the new assessment. Lindle feels there has not been any communication regarding this throughout the departments, and/or has not been happening equally across the colleges.
    - Finance Committee: Chair Pradip Srimani was absent and Committee Member Andrew Hanssen reported on behalf of the Chair. Hanssen reported that the committee has been investigating the proposed incentive for research and effective ways to reward faculty, but this issue needs more discussion. All of the committee members are in agreement that more parking spaces should be available. The committee needs to get a full report on the situation to figure out a plan and alternatives for expanding the parking areas. Discussion is ongoing about whether or not to plan summer classes weighing the benefits or negatives regarding enrollment.
    - Research Committee: Chair Amy Lawton-Rauh reported that the process for hiring international scholars has been reviewed. It was discovered that an issue that caused difficulty for international students was an interface step in the online application process for international hiring. She is working with VP of Research Larry Dooley towards outlining a research incentive proposal. A new

topic of discussion currently on the table regard a proposed change to post-docs' leave eligibility. The chair welcomed and requested feedback from the faculty. The Research Committee will be meeting next week and one of the goals of that meeting is to provide alternatives to Dooley regarding research incentives.

Welfare Committee: Chair Matt Powers reported that the committee is still working on the same agenda. This includes assisting with the Child Care Center in conjunction with the Women's Commission, the parental leave policy, and additional facilities for nursing mothers. Chair Powers remarked that progress has been very positive which he feels has to do with the new administration. Please provide with any feedback concerning these issues.

Policy Committee: Chair Mary Beth Kurz reported that John Meriwether presented two issues that may require Faculty Manual edits: faculty participation in university governance, Part VII and Part VI.

b. ad hoc Faculty Senate Committees

Faculty Manual Rewrite Committee: None

Budget Accountability Committee: Chair Bill Pennington reported the committee had their first meeting. The committee is working to transform from a budget accountability committee and to advising committee. A sub-committee has been recommended to study gender equity study for faculty and then for staff.

c. University Committees/Commissions

6. Old Business: None

7. New Business

a. Jim McCubbin submitted and moved that the Faculty Senate accept a Resolution recognizing Clemson's achievement on making the Top 20 list of national universities. The resolution passed unanimously (FS 14-10-1 P).

b. Fran explained future amendment, to the constitution for voting procedures. This will be discussed at the next EAC meeting and will be brought to the Faculty Senate.

8. President's Report: Katsiyannis

- a. Reported that there are several interim positions in the Provost Office. The VP of Research and the interim Graduate Dean position are in the process of being finalized,
- b. Announced that the Title IX Training concerns are being reviewed and Faculty Senate needs to be involved in this investigation,
- c. Announced that the fraternities/sororities are still restricted in some activities and that the death of a student was a serious issue that the university must consider while implementing changes,
- d. Mentioned our General Counsel Office is more than a legal departments to keep us safe and out of trouble. It can assist in a pro-active manner with assisting faculty in adhering to federal guide lines and forms, such as what is necessary to properly operate drones projects on the university campus. The General Counsel's Office can also help with FAA procedures,
- e. Announced that there was good news regarding Fike fees that faculty had been charged when holding a class in Fike Hall. No fees will be charged in the future when having classes in Fike,
- f. Announced that there will be a joint event between the city of Clemson and the University, called the Zombie Run This event will profit both by helping with funding for scholarships. Please consider participating,



- g. Stated that the Board of Trustees Reception went well. He thanked all the Faculty Senate for being there. The Trustees expressed positive things about the interaction, not only with the Faculty Senate, but the recently promoted faculty too,
  - h. Addressed the new directives of the Athletics Department to expand the sport fields in the next year. These projects also include a proposed increased student fee to help with these costs of expansion. He will be extending an invitation for the Athletic Director to come and present a Special Order on this. Chris Minor stated that we need to be addressing academics (classroom facilities, equipment, and infrastructure). Provost Jones replied that this is included with the initial capital plan and next on priority list are academic buildings and to please forward comments to his office.
9. Announcements:
- a. Fall 2014 & Spring 2015 Meeting Schedule:  
Senate (2nd Tues/month): Nov 11, Dec 9, Jan 13, Feb 10, Mar 10, Apr 14, May 12, Jun 9  
EAC (last Tues/month): Oct 28, Nov 25, Dec 30, Jan 27, Feb 24, Mar 31, Apr 28, May 26, Jun 30.
  - b. '39 class nomination due by October 21, 2014.
10. Adjournment: President Katsiyannis adjourned the meeting at 4:06 pm.

---

Peter van den Hurk, Secretary

---

Monica A. Patterson, Program Coordinator

Also present: Provost Robert H. Jones; Faculty Representative to the Board of Trustees Dave Blakesley; Provost Fellow Julia Frugoli; Alternate Rob Baldwin, Alternate John Meriwether; Ombuds for Faculty & Students Gordon Halfacre; Director of Creative Inquiry, Barbara Speziale; Instruction Librarian Anne Grant; Faculty Manual Consultant & Parliamentarian Fran McGuire; Chair Budget Accountability Committee, Bill Pennington; Matt Abrams, Academic Affairs and Chair Student Senate, Sandy Priddy, Staff Development, Interim FS Program Coordinator Cathy Sturkie; Director of Internal Communications, Jackie Todd; FSO Graduate Assistant Connie Wallace; UPIC FS Student Joseph James,

Absent Senators & Delegates: Paul Dawson, Wayne Goddard, Jan Holmevik, Hung Luo, Jay Ochtebeck, Scott Pratt, Shannon Robert, Pradip Srimani, Jackie Gillespie, Renea Hardwick, Judson John, Kathleen Meyer

MINUTES  
FACULTY SENATE MEETING  
November 11, 2014

1. Call to Order: The Faculty Senate Meeting was called into order at 2:38 pm by President Antonis Katsiyannis. Interim Program Coordinator, Cathy Sturkie, welcomed and introduced all guests.
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated October 14, 2014 were approved as distributed. The General Faculty Minutes of August 19th, 2014 were approved.
3. Provost Robert Jones: reported that he established a “Listening Tour” to visit campus departments and hear questions and concerns from faculty and others. The Provost explained that a University reorganization is on the agenda. His office is putting together small teams to go after major goal areas, such as advancement in Undergraduate learning and building, Graduate research. Faculty will comprise these committees. A launch will occur on the Provost’s web page and feedback can be provided there.
3. “Free Speech”: None
4. Special Order of the Day:
  - a. Witt Salley, Director of Clemson Online: Learning Management System Evaluation, reported on the learning management systems evaluations. During the summer the office created a pilot system, called “Canvas” Summer 2014, and also polled the faculty about the use of the Blackboard system. He stated that the results showed 1 out of 3 people preferred Blackboard, 2 out of 3 preferred ‘Canvas.’ Witt recommended that the faculty look at alternative management systems. Blackboard will expire in 2016. He suggested that the Faculty Senate put together a committee to review alternatives.
  - b. Francis McGuire, a past recipient of the Class of ’39 Award, gave a history of the ’39 award, explained how to vote to select the 2014 recipient of the Class of ’39 Award for Excellence.
5. Committee Reports
  - a. Faculty Senate Standing Committees

Scholastic Policies Committee: Chair Jane Clark Lindle reported that Dr. Speziale addressed the committee regarding Creative Inquiry. There was discussion with representatives from the Clemson Online Office regarding Blackboard evaluations and a pilot program called “Canvas.” Information was provided regarding the summer enrollment and pricing issues. A policy statement for the appeal and rebuttal process for Undergraduate Dean’s rulings on course substitutions will be a topic for the next meeting.

Finance Committee: Chair Pradip Srimani reported that at the last meeting there was general discussion concerning the recently concluded BAC meeting and agenda. The committee also addressed the proposed Salary Gender Equity Study.

Research Committee: Chair Amy Lawton-Rauh reported that the committee discussed the proposed change for leave eligibility for postdoctoral research scholars. Input was given on improving the hiring process for international scholars, both postdoctoral and graduate. The committee also discussed the proposed research incentives that were proposed by Interim VP of Research, Dr. Dooley.

Welfare Committee: Chair Matt Powers reported that the committee is continuing discussions regarding the Parental Leave Policy and the Child Care Center. He requested that an implementation committee be established to lead the next step in making the center possible.

Policy Committee: Megan Che reported on behalf of Chair Mary Beth Kurz. The committee discussed Part IX: Professional Practices of the Faculty Manual. Some changes were received by the Faculty Manual Re-write Committee, but will need some revision before presented to the Faculty Senate. The South Carolina Ethics Act Form, Appendix J, will have changes but will be placed on hold for the changes forthcoming to Part IX. There are action items in Part V: Grievances. Jerry Knighton is currently reviewing these and will provide feedback to the committee. Further discussion is ongoing regarding Parts I-III in reference to clarification of faculty type, but has been postponed for the present.

b. *ad hoc* Faculty Senate Committees - None

Budget Accountability Committee:

c. University Committees/Commissions - None

6. Old Business: None

7. New Business

a. **Constitutional Amendment:** Kelly Smith addressed the Faculty Senate regarding an amendment to the current Constitution. He stated the Constitution needed to be updated now that there are much more faculty members than when the Constitution was first implemented. He proposed that the meeting of December 9th be left open for voting of the amendment. An email with a link will go out to all eligible faculty for voting.

b. **Polling faculty regarding college reorganization:** Kelly suggested a poll be sent out to the faculty regarding the reorganization.

c. **General Education Assessment Discussion:** Floor discussion occurred concerning the pros and cons of the proposed Gen Ed assessment. There was a motion to place Andy Hassen's comments into the Minutes by Senator Holmevik, and that the Senate request that this proposal go back to the drawing board. Senator Hosler stated that there has not been any discussion in the departments concerning a Gen Ed assessment. Kelly Smith stated he felt a wider university conversation should be undertaken. Provost Jones stated that if the Committee wanted to do a pilot program that the Provost's Office would fund and support this. Senator Lindle suggested a de-briefing and provide feedback regarding communication, the assessment, and issues with the Faculty of Gen Ed courses and workload.

8. President's Report: President Katsiyannis reported

- a. Strategic Planning "Town Hall" meeting on November 19th;
- b. Reorganization poll will be forthcoming to all faculty;
- c. Title IX training;
- d. An ongoing investigation regarding Greek organizations on campus;
- e. An 'Open Forum' will take place on November 19; and
- f. To please come and support Clemson's basketball game on November 14.

9. Announcements:

a. Fall 2014 & Spring 2015 Meeting Schedule:  
Senate (2<sup>nd</sup> Tues/month): Dec 9, Jan 13, Feb 10, Mar 10, Apr 14, May 12, Jun 9

EAC (last Tues/month): **Nov 20 (instead of Nov 25), Jan 6 (instead of Dec 30)**, Jan 27, Feb 24, Mar 31, Apr 28, May 26, Jun 30

- b. Strategic Planning “Town Hall” Meeting: November 19, 2014. Contact Cathy Sams, Chief Public Affairs Officer at [ctsams@clemsn.edu](mailto:ctsams@clemsn.edu).
  - c. Canned Food Drive for Community Care. Please bring your donated food items to the Faculty Senate office or the next meeting, December 9th.
  - d. Cable Green from Creative Commons will be on campus next Tuesday, November 18, 2014, to present a keynote address concerning Open Access.
10. Adjournment: President Katsiyannis adjourned the meeting at 4:40pm.

---

Peter van den Hurk, Secretary

---

Monica A. Patterson, Program Coordinator

Also present: Provost Robert Jones; Faculty Representative to the Board of Trustees, Dave Blakesley; Staff Senate President, Matt Bunderick; Academic Affairs Chair/Student Senate, Matt Abrams; Alternate Rachel Getman; Alternate Ye Luo; Alternate Todd McDonald; Alternate John Meriwether; Ombuds for Faculty & Students Gordon Halfacre; Faculty Manual Consultant & Parliamentarian Fran McGuire; Director of HR Customer Service Jim Kerr; Intermin FS Program Coordinator Cathy Sturkie; Immediate Past Faculty Senate President Kelly Smith; Director of Internal Communications Jackie Todd; FSO Graduate Assistant Connie Wallace; UPIC Intern Joe James, Denise Anderson

Absent Senators & Delegates: Paul Dawson, Sallie Hambright-Belue; Allan Johnson, Mary Beth Kurz, Hong Luo, Jennifer Ogle, Scott Pratt, Tina Robbins, James Gaubert, Elizabeth Stephan.

MINUTES  
FACULTY SENATE MEETING  
December 9, 2014

1. Call to Order: The Faculty Senate Meeting was called into order 2:43 pm by President Antonis Katsiyannis. Program Coordinator, Monica Patterson, welcomed and introduced all guests.
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated November 11, 2014 were moved for approval to January 13th, 2015 meeting.
3. “Free Speech”: None
4. Provost Robert Jones: reported that there had been another death of student. Vice President for Student Affairs, Gail DiSiabatino has resigned her position. There had been an incident at the college this past weekend of a unsanctioned party (“Cripmas”) that greatly offended the African American Community. President Clements is working on the issue, with meetings and forums. There is a plan to develop a series of forums for cultural learning and understandings at the first of the year, and long term planning to initiate campus wide cultural learning. He believes that there is serious dangers of Social Media for miscommunication about these cultural issues, which is counterproductive to Clemson University becoming a diverse school.
4. Special Order of the Day:
  - a. Dan Radakovich, Athletics Director, Barry Anderson from University Planning and Design and Tanya DeOliveira from University Planning and Design presented a powerpoint on the Construction projects currently under the planning stages in the Athletic Departments. These include: A new baseball stadium, which will be completed near April. The completion of the updates on the end zone stadium, which includes the construction of a bridge to connect seating areas from gate 13 to other areas. This should be finished in August 2015. Proposed updates to Littlejohn is moving through approvals, and the department hopes to have that started in October 2016. There is also plans for a new Football indoor facility and update of Vicory Hall. The University Planning and Design Department is studying feasibility of a new Tennis facility along Hwy 93. There is discussion of constructing new soccer fields up to the Rowing facilities.

There was discussion from the floor concerning these projects. Many Senators and guests mentioned that there did not appear to be a systematic and rigorous planning process involved with these proposed, or ongoing, athletic construction projects, specifically regarding the destruction of the Research Forest for the soccer field plan. It was noted that this planned soccer field was in conflict with the recreation master plan. The proposed new Athletic Student Fees discussed by Dan Radakovich also drew attention. The Athletic Director expressed that there would 6-8 weeks ‘heads up’ before submission of fee proposal to the Board of Trustees.

5. Committee Reports
  - a. Faculty Senate Standing Committees

Scholastic Policies Committee: Chair Jane Clark Lindle reported that at the last committee meeting, the members debriefed after discussion at the last Faculty Senate meeting of November 11, 2014, regarding the new General Education Assessment. The committee made some recommendations that a Pilot Development Plan be put in place, documents that show assessment options be circulated to the campus, a plan placed in action to recognize, reward and develop the General Education Faculty, and that a National Expert should be brought to speak with the campus. They also suggested that a lecturer should be on General Education Assessment committee. Additionally the Scholastic Policies Committee discussed the trend of numerous excused absences of students from classes.

Finance Committee: None

Research Committee: Chair Amy Lawton-Rauh reported that the committee met with Mack Howard on the International student hiring. There will be a ‘test drive’ of videos in native languages uploaded to the website for the International Students, which gives instruction on how to fill out forms and paperwork in their native languages. The committee is continuing research on Post-Doc eligibility leave, and proposed changes have been initiated. The committee also discussed proposed research incentives, as well as COFAR super circular on new Federal requirements for research universities and institutions which will be implemented at Clemson starting January 1, 2015. A University representative has been requested to speak to the committee on Intellectual Property guidelines.

Welfare Committee: Chair Matt Powers reported that committee drafted a parental leave policy. This was sent to Human Resources for review. The committee is continuing to work on the proposal for a child care center. A meeting for financing is forthcoming. This meeting will be held this Friday, December 12, 2014. Provost Robert Jones has expressed support for Lactation Centers on campus.

Policy Committee: Chair Mary Beth Kurz reported that the committee has entered discussion with Kin. Sturkie about the Dean’s role in Form 3 evaluations. Grievance issues and feedback were forthcoming from Jerry Knighton and Renee Roux.

b. *ad hoc* Faculty Senate Committees - None

Budget Accountability Committee:

c. University Committees/Commissions - None

6. Old Business: None

7. New Business:

a. **Faculty Manual Change:** Chair Mary Beth Kurz presented changes to the Faculty Manual Part IX & Appendix J. Part IX has become a collection of various policies, many of which belong to and are set by other university entities. As such, nearly every change proposed is a result of the deleted words existing somewhere else, such as the Undergraduate or Graduate Announcements. One change that is important is that the sabbatical policy deleted the word “regular” so that it may apply to all faculty. This change was approved unanimously by the Policy Committee on Nov 13, 2014. Appendix J is referenced in Part IX, concerning the assignment of textbooks or other materials authored by Clemson faculty to courses those faculty teach. This form currently has no expiration date, and a faculty member previously mentioned to the Policy Committee Chair that this could lead to open-ended use of these materials. Since the Ethics Law described annual limits, the form is updated to include the request for annual revenue and an expiration date. A Motion was made for vote.

b. **Faculty Manual Omission:** Larry Dooley asked the Faculty Senate to review language left out of the manual concerning “Private Outside Employment and Consulting.” Francis McGuire said they had taken it out part X, but it is the only place that it was found. There will have to be a review of this manual concerning this issue.

c. **Election for Review Committee for Centennial Professorship:** Ballots will be forthcoming via email.

8. President’s Report: President Katsiyannis reported

- a. that VPR/Graduate Dean Search is under way and there has been several meetings already. The web site is also up and running, and a description of the position in place. Provost Robert Jones will need additional names from the Faculty Senate for a committee that is forming for another hiring search;
- b. the Class of '39 Celebration will be held after the January 13, 2015 Faculty Senate meeting. He asked that all Senators please attend the ceremony at the tower, and the reception which will follow;
- c. the Centennial Professorship ballots are forthcoming; and
- d. Campus Climate is tense with race tension and some negative things have been posted on the Social Media Forum "Yik-Yak" concerning the peaceful protest that students conducted recently in support of Ferguson. He expressed that while President Clements endorses free expression, it should not be used for intimidation.

9. Announcements:

- a. Spring 2015 Meeting Schedule:  
Senate (2<sup>nd</sup> Tues/month): Jan 13, Feb 10, Mar 10, Apr 14, May 12, Jun 9  
EAC (last Tues/month): **Jan 6 (instead of Dec 30)**, Jan 27, Feb 24, Mar 31, Apr 28, May 26, Jun 30
- b. General Faculty Meeting – Wed., Dec. 17 @ 1:00pm in Brooks Center auditorium
- c. Class of '39 Ceremony & Reception - Tues., Jan 13:
  - i. 1939 Bell Tower Ceremony in Carillon Gardens honoring Catherine Mobley @ 4:30pm, immediately following the Senate meeting (*open to the public*)
  - ii. Faculty Senate reception honoring the Great Class of '39 and Catherine Mobley immediately following the Bell Tower Ceremony will be held in the David Peebles Ballroom in Hendrix (*by invitation only*)
- d. Library Workshop - "Critical Evaluation in Social Media."  
Jan. 29th, 2:30 - 4:00 pm. Brown Room in the Library.

10. Adjournment: President Katsiyannis adjourned the meeting at 4:45pm.

---

Peter van den Hurk, Secretary

---

Monica A. Patterson, Program Coordinator

Also present: Provost Robert Jones; Director, College of Advising and Senior Lecturer, Sandy Edge; Registrar Office, Debra Sparacino; University Planning and Design, Barry Anderson; University Planning and Design, Tonya de Olivera; University Planning Design, Gerald Vander Mey; Athletics Director, Dan Radacovich; Athletics, Graham Neff; Athletics, Daryl Richards; Professor Emeritus of Architecture, Harry Harritos; Alternate Rachel Getman; Alternate Mickey Lauria; Alternate Todd McDonald; Alternate John Meriwether; Ombuds for Faculty & Students Gordon Halfacre; Faculty Manual Consultant & Parliamentarian Fran McGuire; Director of HR Customer Service Jim Kerr; Intermin FS Program Coordinator Cathy Sturkie; Immediate Past Faculty Senate President Kelly Smith; Director of Internal



Communications, Jackie Todd; FSO Graduate Assistant, Connie Wallace; UPIC Intern, Joe James; Students, Will Rice, Marcus Mrazeck, Scott Shelton.

Absent Senators & Delegates: Paul Dawson, Wayne Goddard, Sarah Griffin, Sallie Hambright-Belue, Jan Holmevik, Hye Jung, Jay Ochterbeck, Jennifer Ogle, Pradip Srimani, Chenning Tong, Peter Van den Hurk, Sherry Biggers, James Gaubert, Renea Hardwick, Jahn Judson, Christine Minor.

MINUTES  
FACULTY SENATE MEETING  
January 13, 2015

1. Call to Order: The Faculty Senate Meeting was called to order at 2:33 p.m. by President Antonis Katsiyannis. Interim Program Coordinator, Cathy Sturkie, welcomed and introduced guests.

2. Approval of Minutes: The Faculty Senate Meeting Minutes dated November 11, 2014 were approved as distributed and December 9, 2014 were approved as corrected.

3. “Free Speech”: None

4. Provost Jones reported on the activities of the task force investigating online learning and Health Sciences and Health Care, asking what are Clemson’s strengths going forward and what are our priorities for investments. He stated that the University is exploring cluster hiring in research areas and developing improved communication concerning a capital plan for the future and that faculty input is invaluable. The Provost also informed Senate that plans for the Littlejohn Coliseum renovation and concept approval for a new football operations center, to be located near the existing indoor practice facility would be presented to the Board of Trustees for approval at their February quarterly meeting. Lastly, Provost Jones presented an update about the new campus in Charleston.

5. Special Order of the Day:

Ellen Granberg, Department Chair of Sociology and Anthropology, discussed the status of Clemson’s “2020 Forward: Refocusing the 2020 Plan”. A two-phased plan is now in place to create new goals and identify strategies to accomplish and implement these goals, including the improvement of Clemson’s reputation regarding graduate education and research, undergraduate learning, and incorporating internationalization and diversity.

6. Committee Reports

a. Faculty Senate Standing Committees

Scholastic Policies Committee: Chair Jane Lindle reported that the General Education assessment continues to generate discussion and reaction, but lacks authority, infrastructure, or presence. Clemson has an absentee policy, which both students and instructors need to use. The Committee’s pending business includes: Plus/minus grading for Undergraduate Students and Graduate Students, and questions about “walking through” graduation without completing all requirements.

Finance Committee: No Report

Research Committee: Chair Amy Lawton-Rauh reported that the hiring process for research scientists (especially international scholars) must be clarified and simplified for faculty Principal Investigators and the scholars that they are recruiting, hopefully using a University-wide procedure and clear, accessible communication of resources already available. Human Resources continues to work on these suggestions. Email discussion is still ongoing concerning a proposed change to leave eligibility for postdoctoral research scholars. There is no update yet on feedback to Dr. Dooley regarding proposed research incentives. New COFAR Super Circular Federal Guidelines for Research Universities are being implemented at Clemson beginning January 1, 2015.

Welfare Committee: Acting Chair Katherine Weisensee (for Matt Powers) stated that the Child Care Center issue is gaining momentum and there is a joint meeting scheduled with Clemson's Finance Department.

Policy Committee: Chair Mary Beth Kurz reported that the Committee has reviewed and finalized *Faculty Manual* Part II: Introduction changes, focusing on the definition of regular faculty. These changes ensure that changes to the *Faculty Manual*, referencing the Constitution, require approval of 2/3 of the members at a meeting held with a quorum. These changes also make more explicit the line between regular faculty (not administrative positions) and Faculty (as defined in the Constitution).

b. *ad hoc* Faculty Senate Committees

Budget Accountability Committee: No Report

c. University Committees/Commissions

Academic Technology Committee - Chair Jan Rune Holmevik reported that the next meeting for ACT is January 26th, 2015. Chair Holmevik informed Senate Clemson must improve access to technology and delivery modes; digital literacy of faculty, students and staff is now a requirement for success. To this end, in 2013, the ATC facilitated an EDUCAUSE/Internet 2 pilot of electronic textbooks, which followed 100 students through the semester and concluded that electronic textbooks are not a solution at this time. In 2013, the ATC arranged a Next Generation Learning Workshop that brought together people from across the University to discuss new ideas for the future of education at Clemson. ATC played a central role in the creation of the recent Adobe partnership, which now deploys industry-leading tools to all faculty, students and staff at the University. In the summer of 2014 the ATC conducted a pilot program of the Canvas learning management system and recommended to CCIT and Clemson Online that Canvas be adopted as an alternative to Blackboard. In 2015, ATC will continue to explore next generation learning and advocate for faculty interests and student learning with regard to academic technologies.

Faculty are encouraged to use the Council as a way to communicate problems as well as ideas to the University's IT organizations (CCIT and Clemson Online). The ATC consists of the following representatives, and faculty are welcome to contact these members to have their concerns brought to the council for deliberation.: Anne Grant, Library ([anne1@clemson.edu](mailto:anne1@clemson.edu)); Claudia Giles, Undergraduate Student Government (claudig); Christopher Post, AFLS (cpost); Carlos Barrios, AAH (crbh); Dustin Atkins, CCIT (datkin2); Debra Charles, CCIT (debm); Dale Layfield, AFLS (dlayfie); Jim Bottum, CCIT (JB); Jan Holmevik, AAH & Chair (jholmev); Jason Thatcher, BBS (jthatch); Kace Costello, Graduate School (kacec); Khoa Truong, HEHD (ktruong); Mark Smotherman, E&S (mark); Matthew Saltzman, E&S (mjs); Megan Sheffield, Libraries (msheff); Robert Barcelona Jr., HEHD (rbj); Fred Switzer, BBS (switzef); Tom Taylor, CCIT (taylor1); Daniel Warner, Faculty Senate (warner); Barbara Weaver, CCIT (weaver2); and, William Havice, HEHD (whavice)

7. Old Business: None

8. New Business

a. John Meriwether, 2014-15 Chair of the Grievance Board, presented the Annual Report.

b. The election of Grievance Board Members was held by secret ballot.

c. The selection of the Centennial Professorship Review Committee Members was held by

secret ballot.

d. Mary Beth Kurz, Chair of the Policy Committee, submitted several proposed Faculty Manual Changes to Part II Introduction for approval. Following an explanation of each proposed change, vote to approve each change was taken and all were passed.

e. President Antonis Katsiyannis introduced the Faculty Senate resolution, Proposed Use of the Clemson Forest for Soccer Fields, and then asked Fran McGuire to provide more information. Discussion followed. Vote to approve resolution was taken and the resolution passed.

f. Fran McGuire submitted and explained the Faculty Senate resolution, Proposed Subsidies for Athletics. Discussion followed. Vote to approve resolution was taken and the resolution unanimously passed.

g. Senator Peter Laurence presented a draft Faculty Senate resolution, Renaming Tillman Hall, which was reviewed at the January 6, 2015 Executive/Advisory Committee meeting and was unanimously approved for discussion in the full Senate. A motion was made to table and vote was taken to table and passed with 16 Senators in favor, eight against, and two abstentions.

9. President's Report: President Katsiyannis did not provide a Report so that he could adjourn the meeting for Senators to attend the Class of '39 Award Ceremony to honor Catherine Mobley which was to be held in another building and to begin promptly at 4:30 p.m.

10. Announcements: None

11. Adjournment: President Katsiyannis adjourned the meeting at 4:20 pm.

---

Peter van den Hurk, Secretary

---

Monica A. Patterson, Program Coordinator

Also present: Provost Robert Jones; Internal Communication Director, Jackie Todd; Director of Human Resources Customer Service, Jim Kerr; Alternate Rachel Getman; Alternate Anne Grant; Alternate Todd McDonald; Alternate John Meriwether; Ombuds for Faculty & Students Gordon Halfacre; *Faculty Manual* Consultant & Parliamentarian, Fran McGuire; Faculty Representative to BOT, David Blakesley; Interim FS Program Coordinator, Cathy Sturkie; Immediate Past Faculty Senate President, Kelly Smith; FSO Graduate Assistant, Connie Wallace; UPIC Intern, Wrenne Bartlett; UPIC Intern, Katie Abrames.

Absent Senators & Delegates: Paul Dawson, Amy Lawton-Rauh, Luo Hong, Jennifer Ogle, Matthew Powers, Daniel Smith, Chenning Tong, Renea Hardwick, Judson Jahn, Elizabeth Stephen.

MINUTES  
FACULTY SENATE MEETING  
February 10, 2015

1. Call to Order: The Faculty Senate Meeting was called into order 2:35pm by President Antonis Katsiyannis. Program Coordinator, Monica Patterson, welcomed and introduced all guests.
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated January 13, 2015 were approved as distributed.
3. “Free Speech”: None
4. Provost Robert H. Jones: Provost Jones provided his monthly update focusing on: the 2020Forward strategic plan, College Reorganization, Strategic Task Forces, and Senior Academic Leadership Searches.

Provost Jones first introduced Ellen Granberg, one of the coordinators present, before articulating the vision, major implementation strategies, and possible metrics of the three Phase 1 teams/areas: Undergraduate Learning, Graduate Education, and Research. Themes were also identified for Institution-wide strategies. Overall, Clemson should be held accountable to Research University Very High (RUVH) standards of: (1) a research culture that permeates every area of campus life; (2) innovative and challenging undergraduate and graduate education, and: (3) a campus climate that leads on the major social and cultural issues of the day. Phase 2 Implementation Planning will consist of one committee beginning in February with an April progress report. A request for feedback on Phase 1 Reports has been sent to all campus constituents; for full details visit: [blogs.clemson.edu/2020forward/](http://blogs.clemson.edu/2020forward/). Send questions to [forward2020@clemson.edu](mailto:forward2020@clemson.edu).

Provost Jones said that department chairs and Faculty Senate are proposing new college structures for possible action by the Board of Trustees in its summer meeting. Strategic Task Forces include: Economic Development (John Ballato, Chair), Internationalization (Sharon Nagy), Online and Summer Learning (Witt Salley & Blake Snyder), and Health Care Research and Professional Training (Brett Wright & Windsor Sherrill). Lastly, Provost Jones reviewed the Senior Academic Leadership Searches: Vice President for Research (Cindy Lee, Chair), Associate Provost and Dean of the Graduate School (Cindy Lee), Dean of the Libraries (Rick Goodstein), Associate Provost for Faculty (Antonis Katsiyannis), and Associate Provost and Dean of Undergraduate Studies (Anand Gramopadhye). A review period for the first three searches will begin February 19, with the last two beginning in April 2015.

5. Special Order of the Day:
  - a. Sharon Nagy, Vice Provost for Global Engagement; Akel Kahera, Associate Dean for Research & Graduate Studies, and; Taufiqar Kahn presented an update on Clemson University’s participation in the Internationalization Laboratory of the American Council on Education’s (ACE) Center for Internationalization and Global Engagement (CIGE). This program provides institutions with guidance and support in three areas: self-study, external reviews, and implementation plan for internationalization and global engagement strategies. On March 9<sup>th</sup> and 10<sup>th</sup>, external reviewers will be on campus for the second phase, with implementation slated for March through May 2015. Clemson’s Task Force crafted 10 recommendations and will coordinate with the 2020Forward strategic plans. See [www.clemson.edu/administration/global-engagement/](http://www.clemson.edu/administration/global-engagement/) for more details.

b. O. Vernon Burton, Professor of History whose research and teaching focus on the American South, and in particular, race relations and community spoke with Faculty Senate about Ben Tillman. This was in response to the Senate's discussion concerning the proposed Resolution on Renaming Tillman Hall, presented at the January 13 meeting. Dr. Burton wrote the new forward to Francis Butler Simkin's book, *Pitchfork Ben Tillman: South Carolinian*, which was distributed to the Senate prior to the meeting. Dr. Burton answered questions from various Senators.

6. Committee Reports

a. Faculty Senate Standing Committees  
Scholastic Policies Committee: No Report

Finance Committee: Chair Pradip Srimani outlined the submitted report dated January 20, 2015 noting that there is a lack of interest in finance committee related issues and meetings.

Research Committee: Chair Amy Lawton-Rauh was absent, but submitted the Research Report dated January 20, 2015 for review prior to the meeting, which listed six items: (1) HR is working on improving the hiring process for international scholars - postdoctoral scholars and graduate students; (2) proposed changes to leave eligibility for postdoctoral research scholars; (3) provided feedback on the proposed incentives program "Strategic plan for increasing CU research and scholarly productivity, Incentive Element" from Interim VP Research Dr. Dooley; (4) Council on Financial Assistance Reform (COFAR) Supercircular – new federal guidelines for federally funded research are being implemented at Clemson starting January 1, 2015; (5) the Faculty Senate is represented directly on the University Intellectual Property (IP) Policy Committee with a Senate Research Committee member, and; (6) exploration of drafting a University-wide statement regarding how research contributions are effectively and accurately evaluated, specifically on Form 3 in annual reviews.

Welfare Committee: Chair Katherine Weisensee outlined the submitted January 20, 2015 report. Chair Weisensee reported that drafts of the committee's Assured Minimum Parental Leave and Modified Duty Family Support Plan Policies will be sent to Senate Policy Committee and Human Resources for feedback. Welfare recommends that Policy Committee propose a revision to the Faculty Manual lengthening the window to request an extension of probationary period for birth or child placement from two months to one year, mirroring peer institution related policies. Progress related to a campus childcare center and nursing facilities was offered. Lastly, Chair Weisensee reported on the gender disparities in faculty ranks. Senator Megan Che requested that a similar analysis and report of race disparities in faculty rank occur.

Policy Committee: Chair Mary Beth Kurz outlined the submitted report dated January 15 and January 20, 2015. Chair Kurz said that there are many proposed changes to Part III: The Faculty of the Faculty Manual, which will be covered under New Business; and the committee provided a response to a request to evaluate a particular policy, based on recommendations from a recent Grievance Hearing Panel.

b. *ad hoc* Faculty Senate Committees

Budget Accountability Committee: Chair Bill Pennington reported that the committee has not met, but they have initiated discussion concerning gender accountability.

c. University Committees/Commissions

7. Old Business:

a. Senator Peter Laurence made a motion that passed to untable last meeting's proposed Resolution on Renaming Tillman Hall. Senator Jim McCubbin made a motion that passed to discuss

the Resolution paragraph by paragraph. Alternate John Meriwether (present on behalf of absent E&S Senator) made a motion that passed to remove the first paragraph after “Resolved”. After discussion, vote was taken: 19-2. (Senators Mark Holser & Hye Jung Kang). Senators Dan Warner and Jay Ochterbeck abstained.

8. New Business:

a. President Katsiyannis announced Senate’s Executive/Advisory Committee’s (EAC) slate for Senate officers for secret ballot vote at the March 10 meeting. He announced Mary Beth Kurz (E&S) as a candidate for VP/President-Elect and then asked for a Senator to volunteer as the requisite second candidate, to which Neil Calkin (E&S) volunteered. President Katsiyannis also presented EAC’s slate for Secretary: Peter Laurence (AAH), Jennifer Ogle (E&S), and Shannon Robert (AAH).

b. President Katsiyannis requested that a Lead Senator volunteer to serve on the Selection Committee for the Alan Schaffer Faculty Senate Service Award (ASFSSA); Katy Wiesensee (BBS) volunteered to serve with Antonis Katsiyannis, Chair and Cathy Toth Sturkie, Immediate Past ASFSSA recipient.

c. Chair Pennington received Senate’s approval to broaden the scope and membership of the its ad hoc Budget Accountability Committee (BAC) to “act as an independent body of University citizens monitoring, exploring, and prompting budgetary accountability and operational excellence and be named Operational Excellence and Accountability Committee (OEAC). Membership will now also include Undergraduate Student Body President and the Graduate Student Government President (as non-voting members).

d. The proposed changes throughout Part III: The Faculty of the Faculty Manual were moved by President Katsiyannis to the March 10 meeting agenda, because at this point in the meeting attendance fell below quorum.

9. President’s Report:

a. President Katsiyannis noted that Resolutions do affect change. Senate’s unanimously passed Resolution on Proposed Subsidies for Athletics (at January 13, 2015 Senate meeting) influenced the removal of such fees.

b. Senate proposals for a possible reorganization of colleges collected by Lead Senators are due to EAC on February 17 for review prior to the February 24, 2015 EAC meeting.

c. Senate nominations of faculty for the implementation phase of the 2020 Forward Strategic Plan and selection committees for Associate Provost for Faculty and Associate Provost and Dean of Undergraduate Studies positions will be collected and provided to EAC for their February 24 meeting and subsequent recommendation to Provost Jones.

10. Announcements:

a. Hamilton Allen, Secretary of GSG Engagement, asked faculty to participate in the 3<sup>rd</sup> annual Graduate Research and Symposium (GRADS) poster event scheduled for Tuesday, April 7, 2015 with a deadline for nominations on March 6. Information will be emailed to program’s graduate coordinators. Allen also announced a call for the 3 Minute Thesis nominations, due March 6.

b. Nominations for two awards coordinated by the Faculty Senate, the Alan Schaffer Faculty Senate Service Award and Centennial Professorship are due at the end of February. Materials should be sent to the Faculty Senate Office (Monica Patterson; [mpatte2@clemsun.edu](mailto:mpatte2@clemsun.edu)).

More information is available at [www.clemson.edu/facultysenate](http://www.clemson.edu/facultysenate) under the Faculty Recognition tab.

c. Spring 2015 Meeting Schedule:

Senate (2<sup>nd</sup> Tues/month): Mar 10, Apr 14, May 12, Jun 9

EAC (last Tues/month): Feb 24, Mar 31, Apr 28, May 26, Jun 30

11. Adjournment: President Katsiyannis adjourned the meeting at 4:20 pm.

---

Peter van den Hurk, Secretary

---

Monica A. Patterson, Program Coordinator

Also present: Alternate Mickey Lauria; Alternate Todd McDonald; Alternate John Meriwether; Chair of Budget Accountability, Bill Pennington; Faculty Manual Consultant & Parliamentarian, Fran McGuire; Ombuds for Faculty & Students, Gordon Halfacre; Executive Vice President for Academic Affairs & Provost, Robert Jones; Director of Human Resources Customer Service, Jim Kerr; Academic Affairs Chair of Undergraduate Student Senate, Matt Abrams; Vice Provost for Global Engagement, Sharon Nagy; Associate Dean for Research & Graduate Studies, Akel Kahera; Professor O. Vernon Burton; Registrar, Debra Sparacino; Professor Todd May; Professor Chenjerai Kumanyika; Past Senate President, Jeremy King; Honorary Senator, Cathy Sturkie; Faculty Senate Coordinator, Monica Patterson, FSO Graduate Assistant, Connie Wallace; UPIC Intern, Wrenne Bartlett; UPIC Intern, Katie Abrames, UPIC Intern, Hunter Brammer, and Staff Writer for The Greenville News, Nathaniel Gray.

Absent Senators & Delegates: Paul Dawson (AFLS), Sarah Griffin (HEHD), Amy Lawton-Rauh (AFLS), Matthew Powers (AAH), Shannon Robert (AAH), Chenning Tong (E&S), Judson Jahn (BBS Delegate), Kathleen Meyer (HEHD Delegate), and Elizabeth Stephen (E&S Delegate).