MINUTES
FACULTY SENATE MEETING
October 6th, 2015

1. Call to Order: The Faculty Senate Meeting was called to order at 2:33 p.m. by President Jim McCubbin. Monica Patterson, Faculty Senate Program Coordinator, introduced all guests.

President McCubbin asked Senator Peter Laurence to say a few words concerning the recent death of Armando Enrique Montilla Navarro who was in a car accident in Anderson, SC. Dr. Navarro was an assistant professor in the School of Architecture in the College of Architecture, Arts and Humanities (AAH) and characterized by his passion, compassion and talent. Senator Laurence asked for a moment of silence and reflection.

2. Approval of Minutes: The Faculty Senate Meeting Minutes dated September 8, 2015 were approved.

3. “Free Speech”: None

4. Provost Robert H. Jones: None

5. Special Order of the Day:
   a. Margaret Camp, Director of Student Disabilities Services (SDS) introduced herself as the new director and remarked on the retirement of Arlene Stewart. Director Camp provided Senate with several handouts: an office resource brochure, test proctoring procedures sheet, and document quantifying reported disabilities. Director Camp focused on the need for a larger, dedicated test-proctoring center for Clemson’s size. She illustrated this by telling Senate that SDS was proctoring 56 tests on October 6, but has oversight of only six small rooms and that requests had increased 66% last month compared to the previous September. A larger facility would generate revenue by hosting GRE, Praxis, etc., return class time back to faculty and students, and provide a more efficient and effective process for all parties. Senators expressed concern with the current processing procedures for testing accommodations, to which Director Camp offered to complete a needs assessment for faculty. Lastly, she responded to continued concerns about the vendor Flashnotes by informing Senate that while there was no official contract, the relationship has been dissolved.

6. Committee Reports:
   a. Faculty Senate Standing Committees

Finance – Committee Chair Joshua Summers outlined the committee report dated August 25, 2015 highlighting the committee’s inaugural meeting with the Provost: (1) the Provost will now oversee all academic finances with CFO support in execution; (2) deans will be empowered to set their own goals and implement their own programs; (3) recent historical budgets will be used for the next two years during the reorganization; and, (4) a new budgeting practice will be implemented in fiscal year 2018 to include complete review of tuition and allocation/distribution. Chair Summers announced that the committee will meet with the Dean of the College of Architecture, Arts and Humanities, new Associate Provost of Finance & Operations, Dr. Kennedy, and the Provost this semester.
Policy – Committee Chair Peter Laurence outlined the committee report dated September 15, 2015, which focused on endowed chairs and titled professors policy. Critical issues discussed included: (1) academic integrity related to donor influence; (2) peer review in the selection process; (3) rank prior to appointment; (4) promotion process (if applicable); and, (5) the corporatization of faculty with externally funded positions.

The committee reviewed at random endowed chairs and titled professorship policies and found that they ranged from tenured faculty, to rank above full professor, to eminently and nationally-qualified professors. The committee then provided the following recommendations for Clemson’s policy: (1) draft editorial changes to split the positions allowing for independent policy changes that recognize the differences between such titles; and, (2) have home departmental TPR committee’s included in the review for the title.

Research – Committee Chair Amy Lawton-Rauh outlined the committee report dated September 22, 2015 highlighting one new item and many continuing business items. The committee forwarded to Clemson’s NSF ADVANCE coordinators, previous research for the COFAR supervicircular on dependency travel policies at other state institutions, citing how PI support during early childhood years, in particular, can lead to longer term, higher productivity. Visit (http://www.clemson.edu/employment/international/index.html) and (http://www.clemson.edu/administration/ia/services/students/) for more information.

Continuing business items include: (1) further clarification, simplification and sustainable management, by HR and the Office of Global Engagement, of hiring international scholars (postdoctoral and graduate students); (2) need for HR communication of the postdoctoral research scholar leave eligibility benefits that went into effect January 1, 2015; (3) the committee is awaiting Interim VP Research, Dr. Dooley’s response as to which items of his proposed research incentive program “Strategic plan for increasing CU research and scholarly productivity, Incentive Element” are included in the comprehensive plan and will engage with Associate Deans of Research in related discussions; (4) Senate Delegate Bob Brookover is working with the committee to investigate whether the $15,000 limit can be increased to reduce administrative burdens related to mandatory overhead charges which may be causing some PIs to decline small funded projects; and, (5) the committee is exploring whether a ‘best practices’ or ‘research mission of the university’ type document is warranted or contributes positively toward research resources and recognition, specifically on Form 3 in annual reviews.

Scholastic Policies – Committee Chair Janie Lindle outlined the committee report dated September 15, 2015. Chair Lindle reported that Bob Brackett will replace Gail Ring, Director of ePortfolio who has left the employ of the University. Issues identified during the summer’s pilot General Education Assessment Programs include fundamental design issues with competencies and/or expected performance levels, technology constraints, need for ongoing faculty/lecturer development, and accommodation to the reorganization of Colleges and Departments may influence the pace of all changes in the General Education competencies and assessments. The new Director for the Office of Students with Disabilities Services (SDS) summarized the committee’s report in her Special Order presentation.

Welfare – Committee Chair Matt Powers outlined the committee report dated October 6, 2015. Welfare met with HR and Associate Provost for Faculty Affairs, Dr. Granberg to
compare their Modified Duties Policies, which were similar; however, Welfare strongly recommends it as binding while HR's intent was to publish it as a guidance policy. Other continuing business items include: (1) a review of the HR policy for faculty spousal hiring issues; (2) creating a web portal for Clemson families to access resource and service information; (3) mentoring programs for minorities and women. Lastly, Chair Powers announced the committees continued work with the Senate Office in coordinating faculty luncheon forums for junior faculty, in particular those in their fourth through eighth year at Clemson.

b. **ad hoc Faculty Senate Committees**

**Operational Excellence and Accountability Committee (OEAC)** - Chair Joshua Summers reported that he will meet with finance and operations representatives of Undergraduate and Graduate Student Governments and Staff Senate to discuss and collect agenda items for a meeting with administrators of the OEAC.

**Academic and Athletic Interface Committee** - Chair Bob Brookover reported that Committee members had a general discussion about its purpose and the direction. Chair Brookover said that student-athlete welfare at the forefront as well as maintaining academic integrity. The Committee will act as Faculty Senate’s conduit and voice in interacting with Clemson’s Athletic Academic Oversight Committee and other internal and external committees and organizations. Chair Brookover is communicating with Clemson’s Faculty Athletic Representative, Janie Hodge to possibly increase faculty and Senate representation on her committee. Lastly, the Committee is evaluating its membership with the Coalition of Intercollegiate Athletics (COIA).

c. **University Commissions and Committees: None**

6. **Unfinished Business:** None

7. **New Business:** None

8. **President’s Report:** President McCubbin informed Senate that he met with the Emeritus College Faculty Advisory Board and is forwarding their issues to the Senate’s Welfare Committee.

President McCubbin also presented his draft report, via powerpoint, for the October Board of Trustees Meeting to Senate, the focus of which was on communicating faculty workload and finding solutions to support research productivity and grant proposals as Clemson Carnegie High Research Classification. President McCubbin highlighted the overload of academic advising compared to that of professional academic advisors as defined by the National Academic Advising Association (NACADA). Senator Marieke Van Puymbroeck recommended 2020Forward report language, in particular that of the Graduate Education Committee, for his presentation. Fran McGuire, Faculty Manual Consultant, expressed concern with possible contradictions to the Manual regarding faculty advising of students. Alternate Jay Ochterbeck stressed the difficulty of competing with institutions, which have tremendous extramural funding for their medical schools. Senator Rob Baldwin expressed excitement with President McCubbin’s message that leadership is gaining a better understanding of scholarship and way to promote and acknowledge it.
9. **Announcements:**
   a. 2015 Meeting Schedule:
      Senate (2nd Tues/month): Nov 10, Dec 8, Jan 12, Feb 9, Mar 8, Apr 12, May 10, Jun 14
      EAC (last Tues/month): Oct 27, Nov 17, Jan 5 & 26, Feb 23, Mar 29, Apr 26, May 31, Jun 28
   
b. The Call for Nominations for the Class of '39 Award for Excellence was emailed to all faculty on Sept. 1. All nominations materials are due Oct. 20 to the Provost's office.
   
c. Available for purchase will be Faculty Senate purple polo shirts and orange t-shirts produced by Tigertown Graphics. Senators will be sent a link by email for ordering.

10. **Adjournment:** President Jim McCubbin adjourned the meeting at 4:10 p.m.

    
    
    Peter Laurence, Secretary

    Monica A. Patterson, Program Coordinator

Guests: Faculty Manual Consultant and Parliamentarian, Fran McGuire; Immediate Past President, Antonis Katsiyannis; Ombuds for Faculty and Students, Gordon Halfacre; Faculty Representative to the Board of Trustees, Thompson Mefford; Registrar, Debra Sparacino; Director of Student Disability Services, Margaret Camp; Disability Specialist, DeDe Norungolo, Anderson Independent Reporter, Mike Eads. Staff Development Program Participants: Julie Dubose, Financial Analyst, Watt Family Innovation Center and Yahong Xu, Information Resource Consultant; Faculty Senate Coordinator, Monica Patterson; Faculty Senate Graduate Assistant, Connie Wallace; FSO Interns: Wrenne Bartlett and Wesley Hudson

Alternates Present: Anderson Wrangle (AAH), Jay Ochterback (E&S), Scott Husson (E&S), Scott Pratt (AFLS), Daniel Smith (AAH), Chenning Tong (E&S)

Absent Senators: Neil Calkin (E&S), Paul Dawson (E&S), Jan Holmevik (AHH)

Absent Delegates: Olt Geiculescu (E&S), Jackie Gillespie (HHD), Corrie Haltiwanger (SOE), Renea Hardwick (AFLS), Lance Howard (AHH), Judson Jahn (BBS), Christine Minor (AFLS), Elizabeth Stephen (E&S)