MINUTES
FACULTY SENATE MEETING
September 8, 2015

1. **Call to Order:** The Faculty Senate Meeting was called to order at 2:31 p.m. by President Jim McCubbin.

2. **Approval of Minutes:** The Faculty Senate Meeting Minutes dated May 12, 2015 and August 18, 2015 were approved.

3. **“Free Speech”:** None

4. **Provost Robert H. Jones** offered updates regarding open administrative positions before discussing the proposed college reorganization, which will be presented at the October meeting of the Board of Trustees for approval. Provost Jones said that he is on the precipice of sending guiding principles for the reorganization to hopefully relieve much angst. The Provost provided several possible options for questions related to specific programs that would be split with the proposed reorganization structure. Cost concerns were expressed, specifically regarding a hiring freeze within AAH to which the Provost said this is the one college currently with a shortfall. Other questions focused on leadership. The Provost replied that he is privately identifying possible interim deans, who wouldn’t want the job permanently, and eventually open national searches for open or interim dean positions. Provost Jones finished by announcing since the position of and related decisions regarding the Vice President for Economic Development would not involve the Faculty Senate, since, in the Faculty Manual, this does not fall under the purview of Senate.

5. **Special Order of the Day:**
   a. **Jerry Knighton, Director, Office Access and Equity & Title IX Coordinator** reviewed Clemson’s requirements for Title IX compliance on campus with a focus on education and prevention efforts via three programs: (1) online tutorial, “Think About It” for new and returning undergraduates; (2) peer-led discussion workshop, ASPIRE for new undergraduate and graduate students; and, (3) online tutorial, “EDU: Eliminate Campus Sexual Violence” for faculty, staff and graduate assistants. Director Knighton defined “Responsible Employee” as someone given the duty to report incidents of sexual violence and other sexual misconduct to the Title IX Coordinator, Office of Community and Ethical Standards (OCES), or Clemson University Police Department (CUPD) and stated that faculty and staff are not a confidential resource, but should maintain the privacy of the survivor. Those wanting to report or discuss sexual violence confidentially should be referred to the University’s Counseling and Psychological Services (CAPS). Other resources offered include an advocate for students and the Employee Assistance Program (EAP).

Several handouts were provided, including a flyer noting the upcoming “Stand Up, Speak Up!” educational trainings. More information can be accessed at [www.clemson.edu/title-ix](http://www.clemson.edu/title-ix) or by contacting Director Knighton ([knightl@clemson.edu](mailto:knightl@clemson.edu) or 864-656-3181) directly.

Senators asked several questions for which Director Knighton reiterated that employees have a duty to report, but if the complainant chooses not to pursue any action, the Offices and personnel responsible for investigating cease action unless there is a threat. Knighton also said that investigative reports and recommendations go to the individual and person with authority to
implement any recommendations. Knighton concluded by saying a recent policy change makes the decision of the Office of Access and Equity’s that of the institution with no internal appeals process.

6. Committee Reports:
   a. Faculty Senate Standing Committees
      Finance – Committee Chair Josh Summers reported that committee recently met with the Provost to discuss concerns regarding the reorganization of colleges.

      Policy – Committee Chair Peter Laurence outlined the committee report dated August 20, 2015 highlighting four items: (1) a review of Faculty Manual policies concerning endowed and titled professors, specifically whether a lecturer is eligible; (2) language that more clearly indicates that Professor of Practice is a rank bestowed above assistant and associate professor levels; (3) a continued review of Part VI, resulting in only editorial changes thus far; and, (4) concerns regarding the Office of Online Education’s certification process. Chair Laurence welcomes concerns regarding online education.

      Research – Committee Chair Amy Lawton-Rauh outlined the submitted committee report dated September 1, 2015 highlighting many continuing business items: (1) there is new online information for hiring international scholars available on a new HR webpage (http://www.clemson.edu/employment/international/index.html) and the Office of Global Engagement’s webpage (http://www.clemson.edu/administration/ia/services/students/); (2) a medical leave policy for temporary postdoctoral scholars went into effect on January 1, 2015 and that Senate should help inform the faculty community of this new benefit; (3) a revised Sponsored Programs Certification Program is now available and in the near future, there will be a separate module for those who have recently (in the last 6 months) certified or re-certified and need to learn about COFAR Supercircular (https://efo.gov/cofar/) Uniform Guidance changes; and, (4) Interim VP for Research, Dr. Dooley plans to meet with Research to discuss the status of his incentives plan to increase research and scholarly productivity. Two new items the committee is considering are issues related to small restricted (SRS) projects, and how research contributions are effectively and accurately evaluated, specifically on Form 3 and annual reviews. Chair Lawton-Rauh announced that she will serve on two related University Committees – Intellectual Property and Conflict of Interest, with Scott Husson available as proxy.

      Scholastic Policies – Committee Chair Janie Lindle announced September 15th as the next meeting date, with the new Director of the Student Disability Services Office, Margaret Camp, M.Ed., as a guest speaker. Chair Lindle referred to the University Committee report submitted by Dr. Gail Ring regarding the General Education Pilot (spring 2015) and 8th General Education Summer Assessment Institute, which Scholastic Policies will review and encouraged Senate to consider this as a possible special order presentation.

      Welfare – Committee Chair Matt Powers reported the committee met September 1 with two guests, Logan Rice and Leslie Wood, charged with updating every Human Resources policy over the next two years and who identified Welfare as a stakeholder. Chair Powers said he was working with President McCubbins and is seeking Senate input to identify a meaningful process for Faculty Senate input, because there are over 50 policies and HR would like responses for each within two weeks.

      Chair Powers listed continuing business items: (1) creating a workload adjustment policy; (2) creating a dual employment/spousal hire policy; (3) creating a portal for all Clemson family-related policies, resources and events; (4) investigating possible mentoring programs for women
and minority families, which was a common theme from the fall 2013 forums hosted by Welfare; and, (5) organizing fall 2015 faculty forums, hosted by Welfare, for a select group of newly promoted and tenured faculty.

b.  

**ad hoc Faculty Senate Committees**  
Operational Excellence and Accountability Committee – None

Academic and Athletic Interface Committee – Chair Bob Brookover reported that the committee members have been identified and that he will meet with Janie Hodge, Faculty Athletic Representative to continue to gather information with an end-of-semester goal to outline the new committee’s responsibilities.

7. **Unfinished Business:** None

8. **New Business:** None

9. **President’s Report:** President Jim McCubbin reported that:

   a.  
   the Executive Advisory Committee approved the appointment of Josh Summers as the new Operational Excellence and Accountability Committee (OEAC) chair;

   b.  
   the Joint Executive groups of Staff Senate and Faculty Senates held their annual breakfast meeting this morning and discussed college reorganization, how the staff evaluation form (EPMS) is opaque and complex and should be revised, Clemson family-friendly policies, how to develop a better climate of inclusivity, and a policy related to a tobacco-free campus;

   c.  
   Tina White, Staff Senate President was present and introduced herself; Staff Senate President White said that she appreciated the opportunity for the executive groups to meet;

   d.  
   he has been asked to serve on several university-wide committees, including master planning, Athletic Council, the President’s Diversity Council, and co-chair (with Altheia Richardson) of Diversity & Inclusive Month this October:  
   [http://www.clemson.edu/administration/diversity-office/iemonth.html](http://www.clemson.edu/administration/diversity-office/iemonth.html)

10. **Announcements:**  

    a.  
    2015-2016 Meeting Schedule:  
    Senate (2nd Tues/month): Oct 6, Nov 10, Dec 8, Jan 12, Feb 9, Mar 8, Apr 12, May 10, Jun 14  
    EAC (last Tues/month): Sept 29, Oct 27, Nov 17, Jan 5 & 26, Feb 23, Mar 29, Apr 26, May 31, Jun 28  
    b.  
    The call for nomination for the Class of ’39 Award for Excellence were sent to all faculty via email on Sept. 1; materials are due to the Provost’s Office on Tues., Oct. 20  
    c.  
    SENATE OARS needed for the 2015 Team Up for Clemson Regatta on Sat., Oct. 24  
    d.  
    Senator/Delegate office door placards available at meeting or email Connie Wallace, Graduate Assistant (conniew@clemson.edu) with request.

11. **Adjournment:** President Jim McCubbin adjourned the meeting at 4:00 p.m.

    __Peter Laurence, Secretary__
Guests: Jerry Knighton, Office of Access and Equity, Title IX Director; Provost Robert H. Jones; Associate Provost for Faculty Affairs Ellen Granberg; Immediate Past President, Antonis Katsiyannis; Faculty Manual Consultant and Parliamentarian, Fran McGuire; Ombuds for Faculty and Students, Gordon Halfacre; Faculty Representative to the board of Trustees, Mefford Thompson; HR Director of Customer Service, Jim Kerr; American Council of Education Fellow, Janelle Chasera; Staff Senate President, Tina White; President Fellow, Denise Anderson; President Fellow, Jeremy King; Director of Internal Communications, Jackie Todd; Staff Development Participants: Robin Chambers, University Libraries; Faith Christner, University Housing and Dining; Michelle Voyles, University Libraries; Faculty Senate Coordinator, Monica Patterson; Faculty Senate Graduate Assistant, Connie Wallace; FSO Interns: Wrenne Bartlett, Wesley Hudson.

Alternates Present: Brenda Burk (LIB), Haiying Liang (AFLS)

Absent Senators: Paul Dawson (AFLS), Andrew Hanssen (BBS), Hong Luo (AFLS), Alan Johnson (AFLS), Shannon Robert (AHH),

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