

MINUTES
CLEMSON UNIVERSITY
FACULTY SENATE MEETING
April 11, 2017

1. Call to Order: The Faculty Senate Meeting was called to order at 2:31 p.m. by President Mary Beth Kurz. UPIC Intern, Wesley Hudson, introduced guests. New senators, delegates, and alternates introduced themselves.
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated March 14, 2017 were approved as distributed.
3. “Free Speech”: None.
4. Executive Vice President & Provost Robert H. Jones – He discussed the new power plant project. The decision was made by the university to give 75-million-dollar budget to support the project in order to stop black outs and other power issues across campus which would be provide electricity and heat. The project has about a 100x200 footprint. The project will help support the university’s goal to reduce the university’s carbon footprint. Duke Energy will take responsibility of the project in exchange that the university will purchase energy from the company for multiple years. The Provost stated that proper communication and transparency was not given campus and community wide so that everyone would be aware of the project.
5. Special Order of the Day:
 - a. Jason Osborne, Associate Provost and Dean of Graduate Studies- He discussed the distribution of the graduate program review. The review helps departments see what their students need, what practices are going well, and what practices that are in place that need to be improved. Dr. Osborne is hoping that the program review will be universal so that it will be minimal work on faculty members. Every eight years a department will fully look at each program that falls under it. The architecture program will be the pilot for this project. The process/review will last for one year. The Graduate School will be in charge of facilitating the review and disseminating the evaluation results. The program proposal has been brought through the different levels of command for approval. The Graduate School is also looking to improve GS2 forms.
6. Committee Reports:
 - a. Faculty Senate Standing Committees:
 - Finance – Committee Chair Jennifer Ogle reported that the committee is continuing to work on the enrollment management plan and distribution formulas. The committee is reaching out to Deans after receiving March allocation results. The committee had a follow up meeting about the Salary Equity Study. The study was done confidentially by an external law firm. From the meeting, Ogle is planning to follow up with these results, as well as, complete a Staff Equity Study.
 - Policy – Committee Chair Danny Weathers discussed the two pieces of New Business that will be brought later in the meeting. The committee will continue to discuss issues in Part VII. The Athletic Council has voted to restructure its membership lists. Lastly, the committee is working to ensure that College Bylaws are in alignment with the Faculty Manual and TPR guidelines.

Research – Vice President Amy Lawton-Rauh reported that the committee met with the Associate Deans of Research to discuss transparency with Academic Analytics. The committee is also working on Grant support services, and Small restricted receipts, and the Research Advisory Council.

Scholastic Policies- Committee Chair Holmevik reported that the committee is continuing to look into improving graduate students' quality of life specifically with grade forgiveness. The committee recommended not changing anything with that process and graduate student access to tutoring. The committee supported CUSG in bringing forth a resolution to allow students to miss class due to interviews. Dean Griffin started a task force to improve General Education. There was a three-hour retreat that discussed these issues. Going forward the committee is working on undergraduate student testing facilities and accommodations that are now taking place in Vickery Hall. Chair Holmevik also stated that the committee is looking into concerns about CU 1000 and the amount of students that are not passing the course.

Welfare – Committee Chair Katherine Weisensee received positive responses about the Faculty mentoring circles and its perpetuity. There will be a document on the HR website to view all benefits and summarizes those benefits. Josh Brown talked to the committee about the Spousal Hire program and the Employee Referral program.

b. ad hoc Faculty Senate Committees

Diversity and Inclusion, Chair Rhondda Thomas: None.

Status of Lecturers and Senior Lecturers, Co-Chairs Edward De Iulio and Shannon Robert: Committee

Co-Chair Ed De Iulio reported that 106 out of 296 lecturers hold PhDs that are not eligible for university awards. These concerns and recommendations were given to the Research and Welfare committees.

Athletics and Academics Oversight, Chair Bob Brookover: The Athletic Council has changed structure.

The committee will now ask colleges to have an election for the two reps that once sat on the committee. The winner will stay on the committee while the runner up will serve as an alternate.

c. University Commissions and Committees:

7. Unfinished Business:

a. There was a motion to table *Faculty Manual* Part VII Section 8 indefinitely.

8. New Business:

a. Changes to the Grievance Process (Part V of *Faculty Manual*)

Committee Co-Chair Danny Weathers presented that the change is being made to ensure the process is in alignment with State HR. Grievance IIs will now be referred to as Formal Complains which is why there will need to be two different sections. The Grievance Board was heavily involved in approving this information before being brought to the Senate.

There was a motion to approve. There was discussion. The motion passes.

b. Academic Administrators

Committee Co-Chair presented this piece of policy to the Senate. There was some ambiguity about if academic administrators needed to be regular faculty which led to discussion on the subject matter.

There a motion to accept the changes. There was discussion. The piece of legislation passes.

9. Old President's Report:

"In my nomination materials in Spring 2015, I wrote the following:

"I will focus on **shared governance** as an ideal. In truth, I am not really sure what that means to me, but I think that it means in part that I will try to navigate the spaces that cause tension between faculty and administration to the benefit of the University. Tension is not inherently bad, and some tension serves the institution well. Understanding that many players have different interpretations of what serves the institution helps to navigate those issues."

Today, I reflect back on the last two years and I think I better understand what shared governance means. It means that different parties have different responsibilities and rights related to decision-making at Clemson. It seems to me that most of the difficulties I have seen have involved a lack of understanding the relative amount of responsibilities and rights any particular party has in the decision at hand.

In the last year, I believe the Faculty Senate has been working very well with various groups on campus, such as department chairs through the Organization of Academic Department Chairs, with the administration through Provost Jones and numerous other administrators (I hate to list them all because will miss some, there are so many that have worked with us), with current and emeritus faculty. I hope that spirit of collaboration continues, and I hope that the newly approved Committee on Committee and Shared Governance website (to be launched before August 1, 2017), has a lasting impact on institutionalizing the gains we've made.

I would like to tell the new senators, as I am sure they will hear in the Orientation in May, that the University makes decisions over a very long time frame, so it behooves you (and us all) to pay attention to various items, and consider how they impact the university and the larger community in which we operate – and maybe not for several years. To the out-going senators, I'd like to encourage you to stay engaged, because you probably know a lot more about how the university works than your colleagues, and your ability to illuminate your colleagues will help.

I am sure that the Senate will continue to improve our university, and I look forward to seeing this under Amy's, Jan's and Jennifer's leadership.

Thank you for supporting me in the last year.

A video made by Clemson Broadcast Services was made to honor and highlight the term of 2016-2017 Faculty Senate President Mary Beth Kurz.

10. Recognition and Awards

- a. 2017 Alan Schaffer Award- Outgoing President Mary Beth Kurz read the description of the Alan Schaffer Faculty Senate Service Award and then presented the award to Past Faculty Senate President and President of the Emeritus College, Daniel Warner.
- b. Retiring Faculty Senators-Outgoing President Mary Beth Kurz presented certificates to all retiring senators that were present at the meeting.
- c. Vice President/ President-Elect Amy Lawton-Rauh thanked Outgoing President Mary Beth Kurz for her service and presented her with a certificate, a bobblehead, and a framed "Lead" word art.
- d. Outgoing President Mary Beth Kurz passed the gavel to Incoming President Amy Lawton-Rauh.

e. 2017-2018 President Amy Lawton-Rauh introduces herself and Senate officers Jan Holmevik (Vice President/President-Elect) and Jennifer Ogle (Secretary).

11. New President’s Report:
 “Dear Faculty Senators,

I am humbled and honored to serve as Faculty Senate President for the 2017-18 term. I will do my best to help us ALL work together to represent, communicate, and serve in shared governance at Clemson University.

As Faculty Senators and Delegates, we work together to address concerns regarding procedures, policies, representation and inclusiveness, morale, resources, and communication. We find ways to turn these concerns into action items that sometimes have short fuses, and honestly most times take time resolve or move forward towards resolution with careful attention to detail as we hold the responsibility of shaping precedent and are caretakers of future interpretations and intentions.

Many times the best action items are to establish communication networks with administration, staff, Executive Leadership, and other academic freedom and scientific representatives...including Sikes Hall, the Board of Trustees, the American Association of University Professors (AAUP), and the local and state communities.

Sometimes, we provide representation, and speak up as compliance tools and policies emerge. In these cases, we provide citations and information to clarify and justify how support of specific (and sometimes challenging) aspects of faculty, staff and student life accelerates research and scholarly excellence, productivity, and contributions to the community and ultimately society.

Other times, we initiate and write or facilitate our non-senate colleagues in drafting informed documents such as Open Forums, which surprisingly has been underutilized lately (let’s encourage this as a voice).

Shared governance is the hallmark of a confident, nimble, forward-thinking and reflective institution.

Shared governance is also the mechanism we can use to ensure that all facets of University excellence thrive, and it helps us strive to highest achievement in our lecture halls, in our studios, labs, benches, and information centers, fields, centers and offices... locally, across the state, nationally and internationally.

Shared governance is also a responsibility that we all share across this campus... and it is imperative that we as Faculty Senate represent, serve, and empower thoughtful (sometimes tough) conversations connecting shared problem solving strategies across visions in research, teaching, service and scholarly pursuits.

Our role includes protecting the fundamentals of these visions, and this is precisely why open, transparent communication that breaks issues down into essential elements helps us to nimbly facilitate a vibrant, inclusive, world-class institution of higher learning and scholarship.

With your support and as a team, let’s do our best to serve our colleagues, our units, and Clemson University as inclusive representatives while we empower everyone on campus to participate in shared governance in all of its forms and forums.

Thank you for your commitment to serve and let’s get going...!”

12. Announcements:

a. **Fall 2016 & Spring 2017 Senate and EAC Meeting Schedule**

	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Senate	16*	13	11	10*	13	10	14	14	11	9	13	None
EAC	2*&30	27	25	15*	None	3*&31	28	28	25	30	27	None

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**Fall 2017 & Spring 2018
Senate Meeting Schedule**

	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July
Senate	15*	12	10	14	12	9	13	13	10	8	12	None
EAC	29	26	24	28	None	4&30	27	27	24	29	26	None

- b. **Spring Reception**-TODAY (Immediately following meeting) Location: Carillon Gardens
- c. **May Orientation**-May 9, 2017 Location: Hendrix Ballroom A 10AM
- d. **Senate Committee Planning Session**-12PM-1PM Location: Various Classroom in ASC
- e. **General Faculty Meeting**-May 9, 2017 Location: Brooks Center Theater 2PM
- f. **Regular Senate Meeting**-2:30PM Location: Brooks Center Theater 2:30PM

13. Adjournment: President Amy Lawton-Rauh adjourned the meeting at 4:20 p.m.

Neil Calkin, Secretary

Destinee Wilson, Program Coordinator

Guests: Executive Vice President for Academic Affairs and Provost, Robert H. Jones; Dean of Undergraduate Studies, Dr. John Griffin; Director of Internal Communications, Jackie Todd; Associate Provost for Faculty Affairs, Ellen Granberg; Immediate Past Faculty Senate President, Jim McCubbin; Past Faculty Senate President, Antonis Katsiyannis; Faculty Representative to the Board of Trustees, Thompson Mefford; Faculty Manual Consultant, Fran McGuire; Ombuds for Faculty and Students, Gordon Halfacre; Associate Provost and Dean of Graduate Studies, Jason Osborne; Emeritus College Liason, Daniel Warner; Ralph Burrell; Elliot D. Jesch; Todd Schweisinger; Nathan Long; Peter van den Hurk; Paula Agudelo; Charles Weiss; John Wagner; Joshua Summers; Meredith Futral; Chad Sosolik; Jens Oberheide; Kimberly Paul; Faculty Senate Program Director and Parliamentarian, William Everroad; Faculty Senate Program Coordinator, Destinee Wilson; Faculty Senate UPIC Interns: Wesley Hudson, Marie-Charlotte Pierre, C. Aaron Sullivan, David Sullivan

Alternates Present: Jeffrey Hallo (BSHS), Hans Klar (Education), Matthew Saltzman (SCI), Rhondda Thomas (AAH), Charles Weissee (Business), Derek Wilmott (Libraries)

Absent Senators: Raquel Anido (AAH), Paul Dawson (AFLS), Ufuk Ersoy (AAH), Alan Grubb (AAH), Darryl Guffey (Business), Andrew Hanssen (Business), Gerald Lehmacher (Science), Hong Luo (Science), Joe Mai (AAH), Cassie Quigley (Education), Shannon Robert (AAH), Dorothy Schmalz (BSHS)

Absent Delegates: Caitlin Baker (BSHS), Heather Brooker (Education), Olt Geiculescu (SCI), Eric Lapin (AAH), Ryan Toole (Business)