

GENERAL FACULTY MEETING
DECEMBER 19, 2012

Reports of the Faculty Representative to the Board of Trustees & Faculty Senate President

Remarks by the Faculty Representative to the Board of Trustees, David Blakesley -

“Thank you, Provost Helms.

It was a great honor to be asked by the Faculty Senate and Senate President Jeremy King to serve as the Faculty’s Representative to the Board of Trustees last September. Jeremy and I have enjoyed meeting nearly every day since then, usually on the CATBus on the way to campus from the Anderson WalMart.

I came to the University just over two years ago to serve as the Campbell Chair in the English Department. After just a few months serving as the Faculty Representative, I can now report unequivocally and without reservation that I have been welcomed into the Clemson Family, embraced in a sea of orange, and have developed a love-hate relationship for the letters U-S-C (standing for my alma mater in Southern California and some other South Carolina interloper). My wife and I will celebrate our 20th anniversary in a couple of weeks, and I’ve talked her into postponing a trip to Bali in favor of one to Atlanta for the Chick-Fil-A Bowl. If that doesn’t prove my assimilation, nothing will. Resistance was futile.

The Faculty Representative to the Board of Trustees serves as the voice of the faculty at the Board’s quarterly meetings and in the interim on the President’s Cabinet, Faculty Senate, Ombuds Office, and other groups that help meet our goals of shared governance, a principle to which I am committed. Toward that end, I encourage you to contact me by email (dblakes@clemson.edu), phone or text (765.409.2649), or in person in Strode 616 or anywhere else if you would like to talk about where we’ve been or where we’re headed. In fact, come say hello when you see me at the Clemson tailgater in Atlanta on New Year’s Eve. You can wish my wife, Julie, a happy anniversary and then we can chat about the Clemson 2020 Roadmap.

Until then, enjoy the holiday season, and I’ll see you in January when it starts all over again . . .

Thank you. Back to you, Provost Helms.”

Remarks by the Faculty Senate President, Jeremy King – “Thank you Provost Helms.

First, congratulations to today's awardees who’ve provided inspiration to propel the faculty through the rest of the academic year.

We may need it given the confusing headlines:

The world is flat and the cheap cost of storing and transmitting information will make faculty obsolete as Harvard-like education is brought to a world population.

OR

The world is not flat and those in the valleys need the personal attention of place-based faculty who can counter the erosion of social capital that is causing us to disengage from our neighbors and communities and go bowling alone.

A national fiscal gap of \$11 trillion per year and growth of global debt at twice the rate of GDP over the past 25 years present immense fiscal pressures that require faculty to orient themselves as agents of centrally-planned economic development to generate revenue.

OR

Such efforts over the past 50 years have yielded products that are but incremental derivatives of design. We need faculty to refocus on the public goods in public education and on humanity's big picture socio-economic, political and moral challenges as well as risk-laden fundamental research that really drive economic growth, true technological advance, and sustainable societies.

In sum: faculty are dead, long live faculty.

So, what IS the future of faculty? I knew Vice President Kelly Smith would point me to our most eminent modern philosopher to address that question.

And here's what Yogi Berra said, "It's difficult to make predictions, especially about the future."

I can only suggest how to shape that future: by recognizing that all faculty share several responsibilities whose fulfillment or not will define our legacy:

1. Engaging important issues and stepping up to intellectually challenge weak decisions...that's what we'd demand (I hope) from our engaged critically-thinking students.
2. Considering solutions that haven't been conceived of or haven't been implemented before... that's the spirit we'd like our students to carry with them when they leave Clemson.
3. Providing leadership on issues—even if uncomfortable due to lack of experience or previous detailed knowledge...that's what we hope a Clemson education would do for our students.
4. Endeavoring to perform work for each area of our tripartite mission that is of distinctive or excellent quality like that we hope to see from our students.
5. Working with others in a transparent manner not merely to develop policy or implement strategy, but to try and enhance our culture. For, as the great Peter Drucker said, culture eats strategy for breakfast.

The Senate has been working to enhance that culture. We've made progress as a result of adopting the above principles—especially working WITH others....staff, students, the administration, the Board, and external stakeholders. How about a culture

- where we make conscious decisions to compensate faculty via a performance-driven market-based process that is supported by new tools to be operationally sustainable
- where there is more equitable valuation in the performance of the elements of the tripartite mission
- where faculty, staff, and students have primarily authored the institution mission statement.
- where faculty representatives are provided data and consulted on decisions for faculty hires to balance workload and strengthen strategic areas of scholarship.
- where the prospect of faculty being replaced by software in academic advising is averted
- where there is a uniform cross-campus expectation regarding faculty benefits

We're not perfect—I'm sure we didn't and won't get everything completely right in these efforts. But, I believe we're moving in the right direction.

The Senate needs to keep moving due to the challenges facing faculty:

- The development of an uncertain renewed role for our School of Ed colleagues in moving the needle on K12 education in the State.
- The nationwide movement to commoditize faculty via non-place-based virtual delivery models to reduce large swaths higher education to job training and to promote a monolithic model of higher education for everyone.
- Our own inability to define and hold the frontier of assessment of our own enterprise, and instead surrender this task to publishing executives who really are poorly qualified for this task.
- As faculty celebrate our 50th anniversary of integration, we find evidence that black male athletes in major championship athletic conferences lag behind in degree completion, institutional cultures emphasizing academic eligibility over degree completion, and growing medical evidence of the risk of “routine” subconcussive head trauma associated with some sports in their current form.
- Ensuring an accessible but fiscally sustainable university, which involves the confluence of faculty workload and evaluation, faculty-generated revenue streams, and issues (yes, that are still with us) surrounding the security, development, freedom, and status of lecturers.

Your fondness for difficult problems and questions is probably why you BECAME a faculty member. These issues are good reasons to REMAIN one, and should not be sources of dismay or disengagement. Rather, they should be sources of professional urgency and fulfillment. There's never been a better time to be a faculty member!

The aforementioned challenges are upon us. THEY can shape our future as we REACT to them, or WE can shape our own future in RESPONDING to them by working together.

I believe our administration and Board is committed to the latter. With Senate elections a month or two away, please consider working with them, serving your colleagues, and creating the future for Clemson faculty.

I wish you a safe and rejuvenating holiday break!”

GENERAL FACULTY MEETING
MAY 9, 2013
Report of the Immediate Past President of Faculty Senate

Report of the Immediate Past President of Faculty Senate: Provost Helms introduced Jeremy King, the 2012-13 Faculty Senate President. He provided the year-end report and introduced the 2013-14 Senate President, Kelly Smith.

“Thank you Provost Helms.

Good morning.

The Senate year began with a cloud of uncertainty with the move of the Senate Office to the main floor of Cooper Library, and the hiring of a new coordinator to replace the irreplaceable Cathy Sturkie, who retired after serving the Senate so ably for many years. We welcome Ms. Monica Patterson, with whom many of you have become at least electronically acquainted. Monica has managed the Senate and Grievance Board with great ability and passion as she pulls us into the digital age.

The Senate year ended similarly, with elements of uncertainty introduced by the approved establishment of a stand-alone Education unit to be headed by a new dean, and the impending loss of President Barker and Provost Helms. Human choices about whom to follow seem to be unconscious, though not capricious, and drawn to certain leadership features: wisdom, passion, vision, generosity, courage, and bringing out the best in others. We were fortunate to have a President and Provost with these characteristics, and the Senate thanks the President and Provost—not just for their service as a perfunctory part of a vocation, but for making the University a deep and personal part of their lives for so long.

At this time, I'd like to introduce the new Faculty Senate President who has the task of navigating us through the fog of uncertainty: Kelly Smith. Kelly ably served the Senate last year, and is a passionate advocate for shared leadership and transparency. I expect Kelly will work hard to ensure that our education faculty have a strong voice in shaping their own future, and that he will represent well faculty interests on the search committee for the next University President. I strongly strongly urge faculty to e-mail Kelly (facsen@clermson.edu) the desired qualities of a new University President, and the names of potential candidates.

As always, the Senate made a few Faculty Manual Changes. The one with the broadest interest to faculty is probably the change designed by the Policy Committee in the Form 1,2,3 process, which will now be linked to FAS and made electronic.

Efforts of other Senate committees are often less visible, but no less important. The call in yesterday's Inside Clemson to provide comments to the NSF's request for information in reducing administrative burdens in sponsored research—that was the Senate Research Committee in action. The ability in iROAR to restrict student registration in the absence of advising was fought for and won by the Senate Scholastic Policies Committee. Both the Welfare and Research Committees worked with HR to ensure standardized, and in some cases enhanced, benefits for special faculty ranks. The Finance Committee continued to press the critical need for improved and better maintained campus infrastructure, and reports that faculty should expect to see tens of millions of dollars devoted to such efforts each year for at least the next 7 years.

The Senate leadership advocated for a rational and transparent process to ensure the performance-based market-driven compensation adjustments we saw earlier this year, and for the adjustment hires that many of your Departments are in the process of making.

The Senate continues to wrestle with the complex and emotional issue of special faculty ranks. One of the most exciting Senate initiatives this year was the establishment of Senate Delegates: two lecturers or senior lecturers from each College who will serve on Senate committees and be non-voting participants in the Senate and all its functions.

There remains much to be accomplished by the Senate next year. Based on their examination of the COACHE Survey Results this year, I expect the Welfare Committee to soon provide the administration with proposals concerning parental leave, internal sabbatical programs, and administrative internship programs.

I've encouraged the Research Committee to carefully scrutinize proposed changes to the University's Intellectual Property Committee and to not relent in ongoing efforts to reopen the University's Intellectual Property policy to introduce sorely needed common sense, fairness, self-consistency, and late 20th century innovations such as online courses and Creative Commons Licensing.

Senate President Smith has asked former Senator Bill Pennington and I to continue work on a University Professor initiative, recommended by the Huron consultant report, to ensure that outstanding senior faculty are recognized, rewarded, and retained in a distinctive Clemson fashion.

I urge the new Senate to realize that mixed feelings regarding strategic hires, and the urgent necessity of reconsidering diverse models of faculty in an austere fiscal climate are not disparate issues. New faculty hires in key areas can certainly push initiatives past a tipping point if supported by infrastructure and start-up funds. But so can reinvestment in current faculty via internal scholarship funds, graduate students, post-docs, and new models of Research Professors that can be placed in off-campus RECs, advise Ph.D. students, and be partially backstopped with E&G funds.

Finally, I urge the new Senate to consider cross-campus intellectual diversity in this reinvestment. Once faculty have lost a commitment to and knowledge of what gives life its meaning, how we should live and how we should die, historical and theoretical paradigms, process and methodology, and a few thousand years of history, thought, and content, the success of strategic hires will lose its patina—because we will have lost everything that really matters in the human experience.

I believe the Faculty Senate remains the best insurance policy to protect against such an outcome. I hope you will consider serving your colleagues and the University on the Senate in the near future.

Have a safe and rejuvenating summer!"