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Faculty Senate Report



Report to the Board of Trustees
July 2018 Report
Faculty Senate President
Dr. Jan Rune Holmevik

It is a pleasure to share my first report to you as the newly elected President of the Faculty Senate. My colleagues and I are energized to consider many initiatives this upcoming academic year that will promote the wellbeing and mission-critical work of the instructional faculty at Clemson University. I am proud to lead this passionate group. In this report I will summarize the senate's key accomplishments since you last heard from my predecessor, Dr. Amy Lawton-Rauh, in April. Overall, the message I wish to convey is how important it is that senior leadership at this institution support and understand the essential role faculty play in the shared governance of the institution.

Organizational Changes:

When I took over the Senate back in April we instituted some organizational changes to better accommodate future growth in faculty governance. Most notably the Executive and Advisory committees, which had met jointly for the past few years, now meet separately once more. The Executive Committee consists of Senate officers plus the chairs of the five standing Senate committees; Finance, Research, Policy, Scholastic Policy, and Welfare. The Advisory Committee consists of the Senate officers, two senators from each college, the faculty representative to the Board of Trustees, the faculty manual consultant, and the immediate past president. In addition, we have added two monthly officer and staff meetings. The Senate meeting schedule for 2018/2019 now looks as follows:

- First Monday of the month: Officer's meeting with staff
- First Tuesday of the month: Executive Committee meeting
- Second Tuesday of the month: Full Faculty Senate meeting
- Third Monday of the month: Officer's meeting with staff
- Third Tuesday of the month: Standing committee meetings, Research, Finance, Policy, Scholastic policy, Welfare.
- Fourth Tuesday of the month: Advisory committee meeting

With these changes in place we have significantly elevated and strengthened the lead senators and with that the College level interactions which were begun last year under President Lawton-Rauh. Our goal this year is to have every lead senator meet regularly (monthly

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preferred) with the Dean of their college to strengthen the communications at the intermediate level of the University governance.

Staff Changes:

After several years of service as Faculty Governance Coordinator, Destinee Wilson, stepped down in June to continue her studies in graduate school. A search committee led by William Everroad and consisting of Amy Lawton-Rauh, Mary-Beth Kurz and Jan R. Holmevik received a great number of applications for the position. We interviewed six candidates and, in the end, made an offer to Dr. Chelsea Waugaman, a graduate from Clemson University's College of Education (2018). Chelsea's research interests are in the areas of faculty development and governance and as such she's a perfect fit for the position. We could not have made a better hire, and in just a few short weeks, Chelsea has already become an integral and highly valuable member of the team.

New Senate Ad Hoc Initiative:

When I took over as Senate president back in April I announced my intention to create a special Ad hoc committee on the status of women at Clemson University. The committee will collaborate with the ADVANCE project team and the Commission on Women. We will use data currently available from these groups, other entities on campus, as well as generating new results to examine the status of women faculty at Clemson.

Chelsea Waugaman, the University Faculty Governance Coordinator, has been engaged with research in this area and will continue to be a resource for our work. The important work of the committee will focus on four aspects:

- 1) Tenure and promotion status of women
- 2) Salary status of women faculty
- 3) Retention of women faculty
- 4) Overall climate for women faculty

The initial plan is to develop a report by April 2019 that summarizes our findings and recommendations. The work of this committee could also extend into future years.

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The Senate Advisory Committee approved the following slate of members for the new ad hoc committee. The committee will begin its work in August of 2018 and will consist of:

- 1) Karen High (Chair)
- 2) Neil Calkin
- 3) Walt Hunter
- 4) Jennifer Ogle
- 5) Sapna Sarupria
- 6) Matt Macaulay
- 7) Saara Dewalt
- 8) Mary Beth Kurz
- 9) Natasha Croom

Third-Level Rank Advancement for Lecturers:

Over several recent academic years, ad hoc committees here at Clemson have consistently provided recommendations to the Faculty Senate and to the academic administration about the need to provide an additional, optional rank advancement for the campus lecturer faculty. These faculty are teaching-focused and oftentimes work with our general education students and other early year college students. They are essential in ensuring that Clemson maintains its strong academic reputation, which is critical to our university operations. This new rank advancement effort will allow the university to further scaffold a career path for these educators and retain the best, most qualified, highest quality lecturers. What the Policy Committee of the Faculty Senate has proposed is the adoption of a third rank status of Principal Lecturer. Each department's TPR guidelines will determine the appropriate prerequisites for promotion to Principal Lecturer. Once faculty reach that level they may be eligible a five-year, renewable contract, with the expectation that these contracts will provide professional stability and an environment that promotes further student learning and academic growth.

Each college at the university will determine its own criteria for promotion and tenure, however what will be consistent across the university is this ranking system will recognize the high-quality efforts and academic contributions of lecturers who have made a long-term commitment to supporting the mission of the university through effective teaching and instruction. The Faculty Senate has been fortunate to receive positive encouragement and financial support commitments from our Executive Vice President for Academic Affairs and Provost Dr. Robert Jones. The senate looks forward to discussing this issue in further detail and voting to approve it at an upcoming full senate meeting, after which time it will be actualized by academic leaders over the next academic year.

Faculty Representative to the Board of Trustees:

At the time of my crafting this report, a Faculty Senate selection committee has been reviewing nominations for a new faculty representative to this Board of Trustees. We have been fortunate to have Dr. Thompson Mefford as the faculty liaison to the board, as he has fostered

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relationships with key institutional leaders and fostered two-way communication between the faculty here and executive leadership. We look forward to the next representative to continue those efforts and further advance these partnerships.

Proposal for Shared Governance Space in Soon-to-be-Vacant First Floor of Hendrix Student Center:

Faculty Senate Program Director William Everroad and Immediate Past President of the Faculty Senate Amy Lawton-Rauh recently submitted a proposal to university administrators that Clemson re-engineer the space previously occupied by the campus bookstore in the lowest level of the Union into a Shared Governance facility. This facility would house the Faculty Senate, Staff Senate, and Undergraduate and Graduate Student Government administrative entities and provide a collaborative area where best practices in governance operations and collective decision-making may take place. Proposals for that vacant space are currently under review, so I mention it here to you to reinforce the university-wide need to support shared governance with this effort. Our representative bodies conduct impressive work and allow for a collective voice in university operations.

All of those elements are essential ingredients to a health, thriving academic community, and we hope that this proposal will be accepted.

Significant Policy Changes:

Over the last several Faculty Senate meetings we proposed key policy changes to our bylaws and to faculty policy manuals. At our June Faculty Senate meeting, The Policy Committee presented minor changes to our university grievance policy. These changes ensure that the university practice aligns with the State of South Carolina's Human Resources requirements. References to the term faculty member have been replaced with the term grievant. Timelines and processing were also updated.

In our April Senate meeting, the senate approved changes to the tenure probationary period in the Faculty Manual. Specifically, if a faculty member chooses to reduce his or her probationary period (which is often referred to throughout academia as "early tenure") and formally submits materials in the tenure and promotion system, the faculty member does not have the ability to withdraw the review. Essentially, this faculty member forfeits any remaining years of the probationary period and is evaluated for tenure with their current dossier credentials. As with a penultimate year evaluation, the faculty member cannot be reconsidered for tenure at a later date if he or she receives a negative outcome.

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At that same senate meeting, we voted to charge a Bylaw Committee with revising Faculty Senate bylaws. This committee is chaired by immediate past President Lawton-Rauh and has the following members:

- William Everroad, University Faculty Governance Director
- Mary Beth Kurz, Faculty Manual Editorial Consultant
- John Whitcomb, Chair, Faculty Senate Policy Committee
- Matt Macauley, Faculty Senate Secretary
- 1 faculty delegate – which will be determined at the August Advisory Committee

The committee will begin its work at the start of the upcoming academic year.

Preview General Faculty Meeting in the Fall:

This fall, the Faculty Senate will work with the Provost office to convene a special General Faculty Meeting to vote on amending the Senate Constitution. The senate is looking forward to a robust conversation with many members of the faculty community to make this happen.

Sincerely,



Jan Rune Holmevik,

Dr. Art.

President Faculty Senate