

JAN 2017

801 University Union  
Clemson, SC 29634  
Phone: 864-656-9000  
Email: StaffSenate-L@clemson.edu  
Web: clemson.edu/staffsenate

# CLEMSON

## STAFF SENATE NEWSLETTER

2016-17 STAFF SENATE PRESIDENT  
**DEVERAUX WILLIAMS**

Happy New Year Clemson Staff! I hope everyone enjoyed their holiday break and look forward to a wonderful spring semester. I want to congratulate all the coaches and head coach Dabo Swinney on winning Clemson's 2nd National Championship in football!

Throughout the spring semester, I will be coming to an office near you! I plan to randomly visit several offices around campus to meet and greet as many staff as I can because I believe building those relationships is what Clemson is all about. Go Tigers!



### Employee Referral Program

Clemson University's Office of Human Resources (OHR) launched its new employee referral program on January 17, 2017. Throughout 2017, OHR will be partnering with [EmployeeReferrals.com](http://EmployeeReferrals.com) to offer this award program to Clemson's employees in an effort to expand, improve and diversify the University's pool of applicants.

Special Note Regarding EmployeeReferrals.com: EmployeeReferrals.com is a University-approved provider for Clemson University's Employee Referral Program. If you are experiencing difficulty in receiving emails from EmployeeReferrals.com, the email may be temporarily located in your spam or trash. This is due to your personal email settings. Please review this [information](#) to change your settings.

#### Program Details

- Employees are asked to review the email that was sent to them on January 17th from EmployeeReferrals.com. Or you can go directly to the site and sign up by clicking [HERE](#).
- In the event that an eligible Clemson employee refers a new hire into an FTE position, that Clemson employee will receive a one-time, lump-sum award of \$500.
- Employees can leverage EmployeeReferral.com's social media tools to share job referrals throughout their networks.

Contact [ASK-HR/864-656-2000](tel:864-656-2000) with questions or concerns.

## Meeting Summary

### CLEMSON UNIVERSITY STAFF SENATE

January 10, 2017, 10:30 AM, Madren Conference Center

#### Special Order of the Day

- Gerald Vander Mey, Clemson University Master Plan.
- Drs. Julia Frugoli and Sez Atamturktur Russcher, National Science Foundation ADVANCE grant.

#### President's Reports

##### Lisa Gagnon, Human Resources

- Employee Tuition Assistance, Lisa Gagnon gave an official update on behalf of HR regarding the revisions and improvements upon the newly proposed Employee Tuition Assistance policy, reiterating that tuition costs which qualified for only 75% coverage will in fact be covered 100%.
- Employee Types Document, HR has been working on an official, easily accessible resource highlighting the various employee classifications at Clemson University, including their differences, similarities, and qualifications in regards to employee benefits and opportunities.
- Employee Referral Program (see left)

#### Committee Reports

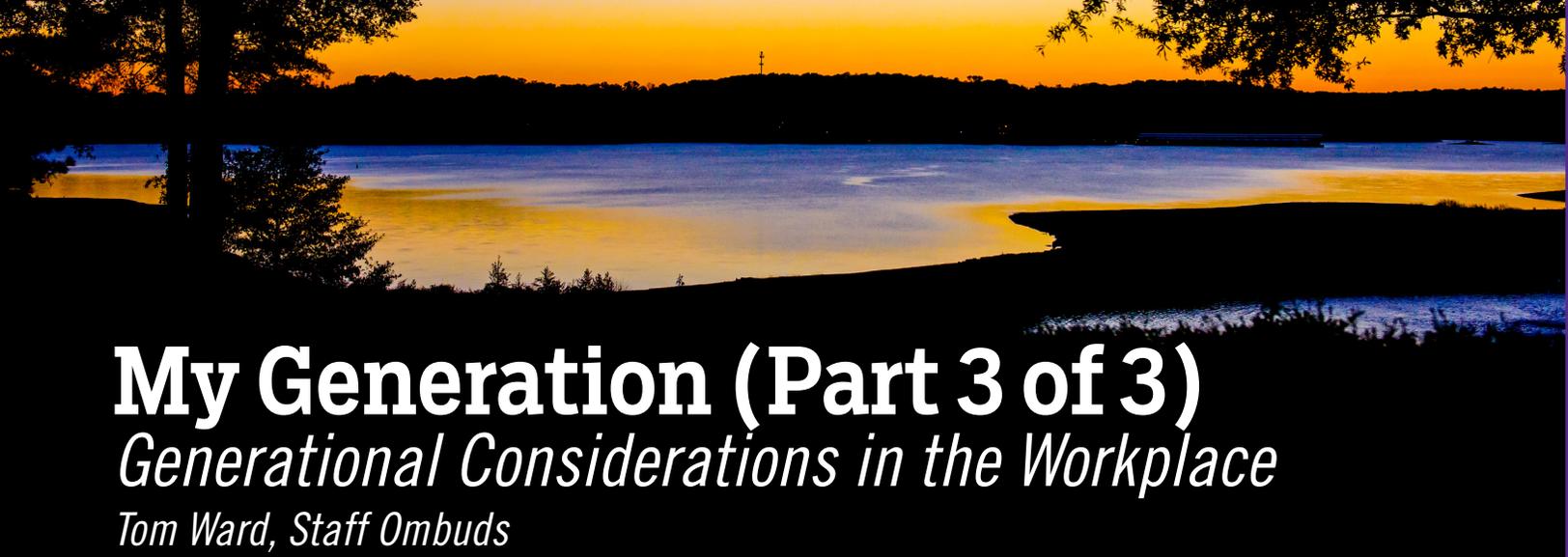
**Membership**, Shelly Geer & Bindu Rangaraju. *Call for Officer Nominations* – Membership is accepting nominations for the offices of Vice President (President-Elect), Secretary, and Treasurer for 2017-2018. The term is for one year. Officers are installed at the Annual Banquet in April. Nomination forms must be completed and returned before the start of the regularly scheduled Staff Senate meeting on March 14, 2017. Each candidate will have the opportunity to address the Senate at the March meeting. Voting will be conducted after the meeting in an online ballot. Elections will close at noon on March 21, 2017. The Executive Committee and Candidates will be notified of the results after they have been confirmed by the Membership Committee.

#### Unfinished Business

**State Outreach/CU4Health Assessments**, The Staff Senate is currently funding more CU4Health assessments for our off-campus employees thanks to the assistance of Caitlin Moore, Wellness Coordinator for Clemson University's Joseph F. Sullivan Center. Also, the Staff Senate Executive Committee will be hitting the road Monday, January 23 through Wednesday, January 25, 2017 to visit four of Clemson University's various Rec Facilities in an effort to meet with all interested off-campus employees, particularly staff, in order to discuss any questions, comments, and concerns that they may have to show that we are all one Clemson family regardless of which site we work at. The Exec Committee will be visiting Sandhill Rec in Columbia, Pee Dee Rec in Florence, Baruch Institute in Georgetown, and Edisto Rec in Blackville.

#### Next Meeting

Next Meeting: Tuesday, February 14, 2017, 10:30 a.m., Madren Center



# My Generation (Part 3 of 3)

## *Generational Considerations in the Workplace*

*Tom Ward, Staff Ombuds*

In the second installment on this topic ([Nov. 16 newsletter](#)) I provided information about the events, influences and values related to Baby Boomers, Gen Xers and Millennials who currently dominate the workplace. In this final installment I explore the differences in perception about work ethics and offer a different perspective about when generational differences may matter and potentially create conflict, and when generational differences may actually align.

Key attributes of generational work ethics include The Baby Boomer generation valuing loyalty but have a negative stereotype as being narcissistic. The Gen Xers value work-life balance but have a negative stereotype of being “slackers.” The Millennial generation values innovation and change but have the negative stereotype as being even more narcissistic than Baby Boomers. Nice stereotypes, eh? Consider the events and influences on each generation and this starts to make more sense. But remember, these are generalized stereotypes painted with a broad brush stroke.

In her book, *Retiring the Generation Gap: How Employees Young & Old Can Find Common Ground*<sup>1</sup>, Jennifer Deal presents research findings that may surprise many. Despite all the generational differences that may exist, those currently in the workplace essentially value many of the same kinds of things, including the importance of family, the desire for respect, the desire to trust leaders, discomfort with change, loyalty, the desire for learning and training, and the expectation for feedback. Deal underscores that the more important dynamic impacting conflict is that of clout or power fueled by common insecurities and the desire for power.

In their article, “Generational Differences: When They Matter, And When They Don’t,”<sup>2</sup> David Sturt and Todd Nordstrom present generational differences that matter along with generational perspectives that actually align. Three differences that can matter and can create conflict include:

- Management Style - 8 in 10 Millennials report they want their manager to be a coach/mentor while Baby Boomers tend to want fair, ethical, dependable, and consistent managers.
- Team Culture - 61% of Gen Xers think consensus is key, as opposed to 55% of Millennials and only 39% of Boomers. And yet, Boomers are least likely to believe the boss knows best.
- Motivations - Boomers are more likely to view compensation and workplace innovation as reasons to choose a new employer while Millennials tend to put a premium on company values and cutting edge technology as motivators.

Generational perspectives that align and can be beneficial include:

- Flexible Schedules – 74% of Millennials report wanting flexible work schedules, and 94% of Boomers want the same thing. Everyone is interested in creating work arrangement that align with other life priorities.
- Making an Impact – The IBM Institute for Business Value reported the top goal of all three generations is “making an impact,” especially

when their employer expresses appreciation for their work. Success and achievement appear to be the hallmarks for longevity.

- Motivation – Motivation to work for and stay with an employer is universally more about how appreciated people feel for a job well done. Recognition is a form of respect.

Why is all this important? Clemson University needs people who are willing and able to effectively work with others with different perspectives and life experiences. This requires intention, humility and most of all, respect. True respect requires the willingness and ability to acknowledge and listen to another person, giving serious consideration, worth and value to their thoughts, feelings, needs, ideas, wishes, preferences and accepting their individuality and idiosyncrasies. Genuine respect is one of those critical attributes of successful and productive workplaces. Learning to sincerely appreciate and value the differences people represent and bring to the workplace becomes a win for everyone, and the organization. Food for thought.

1. Jennifer J. Deal, *Retiring the Generation Gap: How Employees Young & Old Can Find Common Ground* (Jossey-Bass), March 2007.
2. David Sturt and Todd Nordstrom, *Generational Differences: When They Matter, And When They Don't*, Forbes Magazine, Aug. 16, 2016

The Staff Ombudsman is a designated neutral and confidential resource available to all Clemson University staff who may want to privately discuss concerns they encounter in the workplace in order to insure clarity and explore options available for addressing concerns. The office is located on the main floor of the Clemson House. For contact and further information: [www.clemson.edu/ombudsman](http://www.clemson.edu/ombudsman).

### **Research opportunity**

As part of a research project on accessible student services, you are being contacted to complete a survey to gain insight on how you work with students in your role. Please take approximately 10-15 minutes to complete [this confidential survey](#).

Additionally, if you would like to take the survey in a paper or a verbal format, contact Dr. Boettcher at [mboettc@clemson.edu](mailto:mboettc@clemson.edu) to receive a paper copy of this survey or to set-up a verbal format over the phone.

If you have any questions or concerns about this study or if any problems arise, please contact Michelle Boettcher.

If you are having issues accessing the survey, copy and paste the following link into your web browser: [https://clemsoneducation.co1.qualtrics.com/jfe/form/SV\\_bQpRZ6IKZ8XZOQt](https://clemsoneducation.co1.qualtrics.com/jfe/form/SV_bQpRZ6IKZ8XZOQt)

## Financial Literacy Series

*Encouraging financial awareness, education, and engagement*

In an effort to help employees make sound financial decisions, the Office of Human Resources collaborated with the South Carolina Retirement System to provide a series of no-cost financial literacy seminars.

Whether you are beginning your professional career or nearing retirement, the financial literacy seminars will provide the tools and resources you need to make informed decisions regarding your financial well-being now and in the future. All faculty and staff members, regardless of their benefits-eligibility status, are welcome to attend. Click here for more information.

### Roth Options Now Available Through 401(k) and 457 Supplemental Retirement Plans

Traditional contributions to retirement savings plans are tax-deferred. This means your contributions are not subject to income tax until the point you take a distribution.

After-tax Roth contributions made to Clemson's 401(k) and 257 Deferred Compensation Plan provides another option. For more information, click here. To register to attend an upcoming introductory course, [click here](#).

### IRS Form 1095-C

As a result of the Affordable Care Act (ACA), Clemson University employees who were eligible to enroll in the state health insurance anytime in 2016 will receive an additional IRS tax form, Form 1095-C, to use when filing tax returns. Employees will receive the form regardless of whether or not they elected to enroll. Per IRS requirements, employees can expect this form no later than March 2, 2017.

For more information, including how to consent to receive Form 1095-C online, [click here](#).

## STAFF SENATOR SPOTLIGHT

### Savannah Wigington

*Accountant / Fiscal Analyst in the College of Education*

#### What is your role in the department?

Post-award grants coordinator and account for Centers/Programs/Deans Offices in the College of Education

#### How long have you been with Clemson University?

3.5 years

#### Why did you choose to be a Staff Senator?

I want to be more involved on campus and try to make a difference for staff at Clemson

#### How do you spend your time when you're not working?

Working out, going on the lake, hiking

#### What might someone be surprised to know about you?

I am a third generation graduate from Clemson and my grandmother was the third woman to receive a Master's degree from Clemson

#### What is your favorite off-campus place for lunch?

Chipotle

## STAFF SENATE SCHOLARSHIP

Now Accepting Applications for 12 \$1,500 scholarships!

*Deadline: March 1, 2017*

Applications Now Open For Staff Senate Scholarship – If you have a child that will be attending Clemson as a full-time student next year, he or she is eligible to apply for the Staff Senate Scholarship. Thanks to our generous donors, TWELVE \$1,500 scholarships will be awarded from the Staff Senate Scholarship Fund this year!

Eligibility - Who can receive the scholarship? The applicant must be a child of a currently employed full-time Clemson University staff (non-faculty) member and fit one of the two criteria:

- Academic Performance – To be eligible by academic performance, University policies state, in part, that students must have a minimum cumulative 2.5 GPA and be enrolled as a full-time undergraduate student to be considered for scholarship assistance. Official Registrar records are consulted to determine major, class, GPA and other selection criteria as of March 1.
- Financial Need – To be considered under financial need, applicants must also submit a Free Application for Federal Student Aid (FAFSA) by March 1. Contact Clemson's Office of Student Financial Aid at 864-656-2280 if you have questions about the FAFSA.

Applying – How do I apply for the scholarship? Eligible applicants must submit the Restricted Scholarships application each year (required). A separate letter identifying the applicant's parent(s) as a staff member must accompany the application, including: the applicant's Clemson University ID number, his or her parent's name(s) and address, and a statement that they would like to be considered for a Staff Senate Scholarship.

Deadlines - When is the scholarship application due? The application deadline is March 1, 2017. This deadline applies to:

- Submission of the Restricted Scholarships application
- Admissions acceptance (Students who wish to be considered for a Staff Senate scholarship must complete the admission process by March 1)
- Submission of the Free Application for Federal Student Aid (FAFSA) for those applying with financial need
- Submission of the letter identifying the staff parent and applicant

Selection Process - How are scholarships awarded? Recipients of the scholarships are selected by the University Scholarships and Awards Committee in early June. Recipients are emailed to check their iROAR account. Unused scholarships are awarded during the fall makeup period. Students who were accepted after the scholarship deadline, as well as students previously considered, will be reconsidered after October 15. Staff Senate scholarships are NOT automatically renewable. Applications must be resubmitted every year to be considered for scholarship eligibility. Of every two scholarships, one scholarship will be awarded based on academic achievement, and a second will be awarded to students demonstrating financial need.

For more eligibility and general scholarship information, visit:

- <http://www.clemson.edu/financial-aid/types/scholarships/cu-schol-index.html>



# BLACK HISTORY MONTH

*Forward Ever, backward Never!*

Wednesday, February 1

### BLACK HISTORY MONTH KICK-OFF CELEBRATION

6:30pm Hendrix Meeting Rooms A & B

Featuring Social Justice Spoken Word Artist, Clint Smith. (See sidebar)

Sponsored by Division of Student Affairs and University Housing and Dining

Wednesday, February 1, 8, 15, and 22

### DINING HALL NIGHTS

4:45pm Fresh Food Company

Core Campus will offer authentic foods from the following cultures: West and East African, African-American southern cuisine, and Caribbean. (Dietary accommodation will also be provided for individuals)

Sponsored by University Housing and Dining

Saturday, February 4

### STEP AFIKA

7:00pm Tillman Auditorium

Traditional African dance performance that integrates songs, storytelling, humor, and audience participation.

Sponsored by CLEMSONLIVE

Saturday, February 11

### DAY TRIP TO ATLANTA, GA

Trip includes: Tour of the National Center for Civil and Human Rights, dinner at Chef Rob's Caribbean Café, and film screening. \$20 registration fee, sign-up on February 2, Brackett 300 8:00am-4:30pm.

Sponsored by Pan African Studies

Monday, February 27

### BLACK HISTORY MONTH ADDRESS

7:00pm Tillman Auditorium

Featuring prominent African American speaker, Lawrence Ross. (See sidebar)

Sponsored by Division of Student Affairs, Office of Inclusion & Equity, and University Housing & Dining

Tuesday, February 28

### PLANT A SEED

11:00am Life Sciences Bldg. Atrium

Culminating event will allow attendees to plant a seed filled with their hopes, dreams and/or goals for the future, in hope of watching them grow into fruition after the month is over.

Sponsored by Department of Plant and Environmental Science

FEBRUARY 1, 6:30pm



**CLINT SMITH**, writer, poet, and teacher, will present a series of work relevant to the past, present, and future of Black America.

FEBRUARY 27, 7:00pm



**LAWRENCE ROSS**, writer, author, and lecturer, will be this year's Black History Month keynote speaker and address the overall theme.



For more information on events:  
Contact Keenan Jones at [kdjones@clermson.edu](mailto:kdjones@clermson.edu)