Backpack Drive!!

The Staff Senate Activities Committee is sponsoring a Backpack Drive through Golden Harvest Food Bank. With your support, we’ve pledged to raise $1,800 in order to support 10 kids this coming school year.

What is the backpack program?

The BackPack Program meets the needs of hungry children at times when other resources are not available, especially on the weekends. Qualified elementary school students are sent home every Friday with a backpack full of nutritious, kid-friendly, and easy to open foods.

Please consider making a donation to help support less fortunate children in our community. Let’s meet our goal, or even better, go over it!

Click HERE for more information.

Meeting Summary

CLEMSON UNIVERSITY STAFF SENATE
Aug. 11, 2015, 10:30 AM, Madren Conference Center

President’s Reports
Board of Trustees: The Summer Quarterly was held in Greenville, SC from July 16-18. Tina White shared a report with the Board on behalf of the Senate.

Human Resources: Jim Kerr, New Employee Onboarding discussion

Committee Reports
Activities, Roberta Balliet: Activities is sponsoring a BackPack Drive through Golden Harvest Food Bank. Please see inset on the left for more details.

Policy and Welfare, Terri Vaughn:
• Parking permit expiration date has been changed from August 15, 2016 to June 30, 2016 to align the permit cycle with the fiscal year.
• Clemson University has recently been named a “Mother Friendly Employer” by the SC Breastfeeding Coalition.
• Tiger Transit on demand has been discontinued due to lack of use, lack of funding, and the addition of several new parking spaces available on campus.

Scholarship: Leslie Doss and Erin Thomas. The committee is planning a spring fundraiser at the Wren House. The date of the Zombie Run has been moved from October 24 to November 14.

New Business
State Outreach: The first event was Tuesday, June 23, Sandhill Recreation and Education Center, Columbia, SC.

Blood Drive Assistance – The blood drive held on July 28th was a success! Please see more details on page 2.

Next Meeting: Tuesday, September 8, 2015, 10:30 a.m., Madren Conference Center
NEW STAFF SENATOR SPOTLIGHT

The staff spotlight introduces new staff senators with a brief Q&A each month.

Billy Edwards
Director, Youth Learning Institute Center for Behavior Analysis

How long have you been with Clemson University?
Three years in October

Why did you choose to be a Staff Senator?
I chose to be a staff senator to have the opportunity to represent my colleagues, to become more involved with our beloved university, and to have the opportunity to be a part of all the amazing things that Clemson undertakes.

How do you spend your time when not working?
I spend time with family and friends, going to the gym, and of course, watching football. I also enjoy music and the arts.

What might someone be surprised to know about you?
I can play every brass instrument.

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

Blood Drive Success
The blood drive held on July 28 was a success! The Blood Connection reported that 32 units were collected and 9 were from first time donors. Thanks to everyone for supporting this lifesaving event.

A Season of Change
By Tom Ward, Staff Ombuds

I doubt employees at Clemson University would argue that Clemson is undergoing pretty significant changes these days. What is visible in building construction and renovation is paralleled by changes to the organization itself, both in personnel and structure.

Though debated amongst linguists, the Chinese symbol for “crisis” denotes a combined meaning of both danger and opportunity. While the changes Clemson University is undergoing are in no way a crisis, the analogy to the meaning behind this Chinese symbol offers some interesting relevance. Maybe fear is a better way to think about it than danger.

Organizational change is challenging for many people. Depending on how well the change process is designed and managed, affected employees can either feel engaged, encouraged and motivated, or feel fear due to uncertainty and perceived vulnerability. Most significant organizational change processes do not achieve their intended outcomes due to poor design and/or implementation of the change process itself. This puts significant responsibility on the leadership and management of the organization to design and manage change processes in ways that genuinely engage the workforce instead of setting the stage for fear. This entails transparency, honesty, effective communication and flow of information, and appropriate participation of stakeholders.

The other portion of the meaning behind the Chinese symbol for crisis is the concept of opportunity. When significant change processes are designed and implemented well, employees and other stakeholders are more likely to buy into the reason for change and feel engaged in the change process itself. This is particularly noticeable when organizational goals, resources and priorities get realigned. Employees able to see and feel opportunity in the midst of significant change(s) tend to buy into the reason for change, feel like their voice and views matter, they are clear on the goals and aspirations of the organization as a whole, and are able to understand and articulate how their work supports those goals.

Sounds easy and clear, right? Hardly. It is quite challenging to successfully implement significant organizational change processes. It requires the collective will and efforts of all stakeholders. It requires honesty, trust and transparency. And, maybe most important, it requires patience and perseverance, and the collective commitment to acknowledge mistakes that may be made along the way, and to learn from them as a part of the process itself. Food for thought -

The Staff Ombudsman is a designated neutral and confidential resource available to all staff who may want to privately discuss concerns they encounter in the workplace in order to 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.
The Staff Senate Scholarship

Be a partner in education by supporting the Staff Senate Scholarship Fund

By donating to the Staff Senate Scholarship Fund, you will help children of Clemson staff members continue their education at Clemson. The fund provides scholarships for 12 students each year. You can donate any amount, and it’s easy!

Find out more information here:

http://www.clemson.edu/facultystaff/staffsenate/scholarships.html

This newsletter is published monthly for all Clemson University employees. Reader comments, questions and suggestions are always welcome!
Two new services offered by Clemson's Office of Human Resources earn praise from new employees

By Jim Kerr, Director of HR

Joining Clemson University’s ranks has never been easier thanks to two significant upgrades to services provided by the Office of Human Resources (OHR).

First, Clemson’s Onboarding program is a service that allows newly hired faculty and staff to quickly become acclimated to their work environment and gain an appreciation for the University’s objectives and culture. Research shows that employees who participate in a thorough onboarding program are more likely to transition smoothly into their new positions, exhibit improved job performance and remain employed at the organization through the transition-laden first year.

Throughout Onboarding’s pilot program, new members of Clemson’s faculty and staff (and their supervisors) realized positive results. According to Jameka Jackson, a recent hire in Student Financial Services, “Clemson University’s Onboarding program was such a collaborative effort with everything condensed and covered well.” A key element to the success of this new program is Tigers at Work, an enhanced website that gives new hires a wealth of information to guide them through their first year at Clemson. Click HERE for more information.

Second, Clemson’s international faculty, staff and students and their supervisors will benefit greatly from International Employees at Work, the University’s new online reference tool. The site’s visa-specific, online toolkits provide 1) all the required resources, forms, and step-by-step processes and 2) lists of all required forms and documents. Navigating the complex processes required to seek work authorization in the United States just got easier. Click HERE for more information.

http://www.clemson.edu/campus-life/campus-services/sds/awareness-day.html

Student Disability Services works with students with disabilities to provide access to in-class and out-of-class academic adjustments.