



GENERAL FACULTY MEETING AGENDA

Date: 16 August 2021

Time: 3:30 p.m.

Location: Watt Family Innovation Center, 720 McMillan Rd, Clemson, SC 29634;

https://clemson.zoom.us/webinar/register/WN_IrsmICzaSWynAlcZnLZo0A

CALL TO ORDER

1. REPORTS

a. State of the University; President Jim Clements

i. The president thanked the leadership at Clemson university starting with Dr. Robert Jones, Faculty Senate President Dr. Thompson Medford, President of Staff Senate C.J. Smith and the Faculty representative to the Board of Trustees Dr. Brian Powell, and the dedication of the faculty to fulfil the mission of teaching, research, and service.

ii. The president acknowledged the concerns on rise on COVID cases due to the Delta variant and will monitor closely the data to inform decisions. He encourages everyone to get vaccinated and the university is providing incentives to encourage vaccination.

iii. Mask mandates are not allowed by law, but masks signage is put in place to encourage mask wearing.

iv. Clemson University is reinstating weekly testing and bimonthly for staff and faculty. So far, less than one percent is testing positive. President recognized the CLIA lab and the robust testing strategies recognized as one of the best in the nation.

v. Successes in the past months.

To guide the refresh on the Clemson forward strategic plan, the University brought in David McNair and Dr. Ray Greenberg.

The University received 47,000 applications this year, 65% higher than previous year.

Diversity of applications also increased by showing an increase of 116% of African American students and 99% increase of Hispanic students.

Two corporate partners have given support to diversity and inclusion efforts (Boing and GE Gas Power).

Students received national awards including the first ever Gates Cambridge scholar, a Truman scholar, seven Goldwater scholars, and seven National Science Foundation Graduate Research Fellowship.

Faculty at all time high on research expenditures with \$229 MDD. Secure large grants with 12 grants of +\$2 MDD totaling \$65 MDD and 10 NSF Career awards.

The PLI graduated the 5th cohort with 23 faculty and staff.

Private donations exceeded \$202.4 MDD an new record for the University.

Build renovations include Daniel Hall, Lehotsky Hall, pedestrian improvements, and the new Samuel J Cadden Chapel

vi. Report of 5-year evaluation on Provost Robert H. Jones

More than 500 faculty and staff responded to the survey.

Administration of academic programs, over 70% of responses ranked him Fair to Excellent.

High marks on extension and outreach programs.

Encouragement of effective teaching 63% rated him Fair to Excellent.

Handling promotion and Tenure over 70% rated him doing a good job.

Communication and Listening skills rated very well.

President Clements commented compared to his peers, his office is very lean.

85% suggested that he need to continue as Provost.

vii. Reflection over the past year

“This past year has been difficult for everyone, and we all hoped things would be different. We all are stretched thin. I am grateful for everyone and knowing that faculty is doing the best they can and making a difference, safe and healthy semester.”

b. State of Academic Affairs; Provost Bob Jones

i. Opening plans and show data and information to help people understand why the University is opening for face-to-face learning

Enablers: Vaccinations, wired classrooms and 6 semesters of experience.

Challenges: Delta variant, infections rates in local communities are rising rapidly.

The leadership is working closely with local and outside experts using epidemiology models to project infection rates.

Recognition to Lior Rennert who PhD who is developing the models.

Weekly surveillance testing to control peak outbreak, dramatically reducing number of infections and maintain Isolation and Quarantine capacity.

Models account for 0 social distance, not very much mask wearing in classrooms, and R_0 of the Delta variant.

Recent COVID Data

Update on Vaccination uploads: Faculty 81%, Staff 56%, Affiliates 75%, Students 39%.

High rate in Pickens and K-12 schools pivoting 100% virtual.

Campus positivity rate near 0.9%.

Wastewater sampling show no indication of outbreak at Clemson or nearby communities.

Current Isolation and Quarantine capacity is at 2%

At convocation <1% first-year students wore masks with strongly recommended

Convocation with transfer students showed 90% mask wearing.

Initiating mask and Vaccination campaign with videos, social media, and signage.

Teaching assignment flexibility for people with health needs, and sudden challenges.

Vaccine incentives announcement.

Plea: Let's all be part of the solution. Make students understand why they have personal responsibility to others.

Testing: Students pre arrival and weekly testing. Employees require arrival and biweekly testing.

Faculty talk to you chairs and school directors and help you craft a plan

Work together: Hundreds of faculty and staff working tirelessly to model and project COVID behavior, develop the core recommendations, and make spaces and protocols work.

The Faculty and Staff Senates passed a joint the Resolution urging masking and vaccinations.

Faculty Pandemic Group and the SC Chapter of AAUP wrote a letter to the Governor to abide by and look for protocols that help us to be safe.

Commitment to show data and that if things go beyond projections, we are not afraid to change protocols and shift making tough decisions.

c. Faculty Senate; President Thompson Mefford

i. "This semester we are facing new challenges, i.e. new COVID variants with a rough road ahead.

Please encourage peers to get vaccinated, wear masks, and take advantage of the free and unlimited testing.

The Faculty Senate is aware of the frustration. So, the Faculty and Staff Senates passed a joint resolution. The resolution states that that is the will of both senates that Clemson Public Health guidelines and decision making be based entirely on science, on using, the best experts available, specifically recommending that the university follow the Centers of Disease Control and the S.C. Department of Health and Environmental Control health and safety guidelines. These include, wearing a face mask at all institutional facilities.

The Senate is reviewing issues related to compensation for faculty. Specifically, we need to make sure that we are offering faculty competitive compensation to address issues of inflationary pressures, retention, and compression within all ranks.

The faculty Senate worked on our inclusive excellence plan. Particularly, the plan addresses climate and infrastructure within the senate and composition of the senate.

There are many inequities among faculty, and the senate can work together to address these issues.

Shared governance is an open communication and that we carry out the strategic goals of the institution. Shared governance should happen between faculty, administration, and the governing body. It something that happens at all levels of the University.

Faculty are the ones setting up our departmental and TPR guidelines; therefore, is through faculty engagement that we make a difference across the university.

Coming weeks we will face new challenges ahead but we can work together to make this a better place.”

d. Faculty Representative to the Board of Trustees; Brian Powell

“Shared governance requires transparency, communication, and accountability at all levels of decision making within the University.

Several actions to safe opening, while staying within restricting that are being imposed upon us by the state.

It is time to find ways to get through this.

Unfortunately, this is South Carolina, one of the eighth states in the country that passed a law against the mask mandate.

Clemson legislature team and others were able to defeat a similar proviso forbidden the testing; thus, our robust testing system is still in place. Clemson has one of the best testing systems in the country. We have better projections thanks to the testing strategy in place.

Consider the restrictions by the Governor and the General Assembly. States’ rights have different meanings to different people. At the core concept is the rights of individuals to be independent and show for themselves. In an astounding display of hypocrisy Governor McMaster is limiting our ability to shoe the best path forward for ourselves.

As a state institution, we must abide by state laws and mandates being enforced on us. However, as the premiere institution of higher learning in the state, we must lead by example. We cannot require vaccinations, but we can inform our students and

each other about the science behind. While we cannot mandate mask wearing, we can lead by example and clarifying the science behind vaccines and encourage social distancing.

We are all responsible to each other.

Testing, Isolation and Quarantine are the best tools and testing is free.

The provost has provided guidance to navigate the surge.

Help your colleagues.”

Other concerns included the discussion that unclassified faculty are not included in the 2.5% base salary increase that the classified staff received. Instead, unclassified faculty salary will be eligible for merit-based performance increase.

2. UNFINISHED BUSINESS

3. NEW BUSINESS

ADJOURN



HUGO SANABRIA, Ph.D.
CLEMSON UNIVERSITY

Faculty Senate Secretary

Associate Professor

Physics and Astronomy

CU School of Health Research Faculty Scholar

Secretary, Faculty Senate

Lead Senator, College of Science

