1. APPROVAL OF MINUTES:
   a. Faculty Senate Meeting Tuesday, May 11th, 2021
      APPROVED

2. SPECIAL ORDERS
   a. Mike Nebesky, Travel Policy
      Mr. Nebesky gave a report on the past, present, and future of the Clemson University travel policy and fielded questions. Report attached.

3. REPORT
   a. Robert H. Jones, Executive Vice President for Academic Affairs & Provost
      No Report.
   b. Standing Committees
      1. Finance and Infrastructure Committee; Chair Andrew Brown
         No report.
      2. Policy Committee; Chair Lauren Duffy
         No report.
      3. Research and Scholarship Committee; Chair Brian Powell
         No report.
      4. Scholastic Policies Committee; Chair Lindsay Shuller-Nickles
         No report.
      5. Welfare Committee; Chair Andrew Pyle (David Blakesley)
         No report.
   c. University Committees/Commissions
      1. Committee on Committees; Chair Mary Beth Kurz
         No report.
      2. Faculty Representative to the Board of Trustees; Joe Ryan
         No report.
3. President’s Report
Report attached.

4. UNFINISHED BUSINESS
FSR 202102 Automatic Extension of Probationary Period due to Placement of Child
APPROVED by majority

5. NEW BUSINESS

ADJOURN

Krista Oldham
Digitally signed by Krista Oldham
Date: 2021.07.13
12:06:29 -04'00'

ANNOUNCEMENTS

1. Faculty Senate Advisory Committee Meeting: Tuesday, June 22nd, 2021, 2:30 p.m.
2. Faculty Senate Executive Committee Meeting: Tuesday, July 6th, 2021, 2:30 p.m.
3. Faculty Senate Meeting: Tuesday, July 13th, 2021, 2:30 p.m.

Thompson Mefford              Krista Oldham               Ravi Ravichandran          Mike Giebelhausen
R. Gordon Halfacre             Kristine Vernon             R. Karthi Karthikeyan      Brian Powell
Christopher Norfolk            Jeffrey Appling            V Sridharan                Mary Beth Kurz
John D. Griffin                Melinda Fischer            John M Lopes               Chelsea Waugaman
John Whitcomb                  Matthew Turnbull            Yongqiang Wang             Amy Lawton-Rauh
Lauren Nicole Duffy            Jim Strickland             Edward Rock                Lindsay Shuller-Nickles
Angelie Close Scheinbaum       Michael Sears              John T Thames              Laurie Haughey
Elizabeth Baldwin              Liam Ohara                  D. Andrew Brown            Brenda L Burk
Karen Kemper                   C.J. Smith                  Neil Calkin                Linda Li-Bleuel
Feng Luo                       Juan C Melgar              David Blakesley            Berinthia Allison
Alyssa Christine Davis         Dave Lamie                  Hugo Sanabria              Thompson Mefford
Kelsey Wylie                   Michael Nebesky             Bridget G Trogden
Outline

• Travel pre-COVID-19
• Travel during COVID-19
• Travel at Clemson – the Future
Travel Pre-COVID-19

<table>
<thead>
<tr>
<th></th>
<th>FY16</th>
<th>FY17</th>
<th>FY18</th>
<th>FY19</th>
<th>AVERAGE</th>
<th>PERCENT SPEND</th>
</tr>
</thead>
<tbody>
<tr>
<td>AIR</td>
<td>$3,564,227</td>
<td>$3,776,373</td>
<td>$4,598,784</td>
<td>$5,122,458</td>
<td>$4,265,461</td>
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<td>RENTALS</td>
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<td>$477,734</td>
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<td>LODGING</td>
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<td>$1,089,226</td>
<td>$1,130,433</td>
<td>$1,049,075</td>
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<td>MILEAGE</td>
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<td>$1,719,397</td>
<td>$1,794,596</td>
<td>$1,891,855</td>
<td>$1,798,264</td>
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<tr>
<td>OTHER</td>
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<td>$671,889</td>
<td>$670,617</td>
<td>$756,687</td>
<td>$687,211</td>
<td>5%</td>
</tr>
<tr>
<td>REGISTRATION</td>
<td>$1,831,592</td>
<td>$1,899,882</td>
<td>$2,034,114</td>
<td>$2,189,959</td>
<td>$1,988,887</td>
<td>14%</td>
</tr>
<tr>
<td>EMPLOYEE TRAVEL</td>
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<td>$13,319,090</td>
<td>$14,812,346</td>
<td>$15,777,419</td>
<td>$14,124,640</td>
<td>100%</td>
</tr>
</tbody>
</table>

- Travel restricted by State law – per-diem limits and no travel card
- Preferred Travel Management Company (TMC) – Christopherson Business Travel
- Pre-approval for International Travel only
COVID-19 Travel Restrictions

• Many lessons learned about travel when COVID-19 hit
• High Risk Travel Policy put in place March 2020 – essential travel only
  • International Travel – requires approval through OGE
  • Domestic Travel – requires approval by Dean/VP
• Required the Use of TMC for ALL travel
  • Duty of Care – know locations and status of our travelers
  • Ticket Credits – can be more easily managed
COVID-19 Travel Restrictions - Current

• High Risk Travel policy and procedures still in place

• Minor changes:
  • Undergrad students now may possibly travel international if approved
  • Domestic requires department approval – no longer Dean/VP

• Required use of TMC still in place – clarified for travel with airfare only

• One exception added – using airline credits from last year, traveler can go directly to airline and then share itinerary

• Using Christopherson
  • Online tool and $9 fee (or agent supported for $26 fee)
  • Same flights in GDS (incl Southwest) as other sites or airlines direct
  • Can book preferred airlines, get frequent flyer credit, etc...
Travel at Clemson – The Future

• Efficient, budgeted, reportable & auditable fully integrated travel program coming in 2022

• Why?
  • Reduce risk - Duty of care for international and domestic travel
  • Improve Customer Service – Recruiting/Visitors/Guests reimbursement
  • Drive Compliancy – with travel policy as well as grant and export control requirements
  • Faster reimbursements - removes manual processing of reimbursements
  • Accurate and aggregated metrics leads to university rates and loyalty programs
  • Financial – contracts, spend leakage, and policy adherence
Duty of Care/Risk Management
What’s Next

• Hired Huron Consulting to help implement new program
• Planning just beginning – interviewing stakeholders
• Need testers and travelers to pilot the solution later this year
• Go Live in 2022
Questions?
Huron / Concur Implementations

• Since 2015 Concur has helped plan and implement Concur travel solutions at countless universities. The following are a few:

  - UC- San Diego
  - Univ of Colorado
  - Univ of Connecticut
  - Univ of Maryland
  - Penn State University
  - UC – Los Angeles
  - Univ of Tennessee
  - Univ of Southern California

  - Florida State University
  - Purdue University
  - Univ of Notre Dame
  - Univ of Pittsburgh
  - Univ of Oklahoma
  - Arizona State Univ
  - Princeton University
Good afternoon.

I will keep my comments brief and begin by thanking our committees and their respective chair for the hard work they have already put in. I look forward to hearing the findings and recommendations that you are developing. Please note that time can move fast, so please continue your efforts in earnest.

I realize that we are still operating in times of uncertainty, with much to be determined for what takes place in the fall. Please note, that the Senate has been engaged in these discussions and will continue to provide our feedback and guidance as plans are made.

Finally, I want to encourage all faculty to reach out to their lead senators. The Senate Advisory committee is an extremely valuable resource to better understand the issues that are effecting our faculty throughout the University.

With that, I conclude my report.
Policy Committee Approval: May 18, 2021
Faculty Senate Consideration: June 8, 2021

Topic: “Automatic Extension of Probationary Period due to Placement of Child”

Whereas, Clemson University makes provision for faculty participation in planning, policymaking, and decision-making with regard to academic matters; and

Whereas, the University also provides for such participation in matters of faculty welfare and general university concern; and

Whereas, the Faculty Manual (Chapter VC3bv(2)(a)) indicates policies regarding the extension of the probationary period; and

Whereas, Policy Committee Report 201914 concluded that changes to the Faculty Manual to clarify the wording that a probationary faculty member could be allowed up to two one-year automatic extensions even for a single instance of birth or placement of a child; and

Whereas, PCR201914 and its recommendations were accepted by the Faculty Senate on April 13th, 2021; and

Whereas, 9 amendments to the Faculty Manual must be made in order to effect the recommendations of PCR201914; it is

Resolved, that Chapter VC3bv(2)(a)(i) be amended to **insert** the words “For events including and related to the birth or placement of children in their immediate family,” at the beginning of the sentence; and it is

Resolved, that Chapter VC3bv(2)(a)(i) be amended to **strike** the words, “receive up to two automatic one-year extensions of the tenure decision for the birth or placement of a child during their probationary period” and to **insert** the words, “make written requests to the department chair for postponements of the tenure decision, where each request is for a one-year extension of the probationary period.”; and it is...
Resolved, that Chapter VC3bv(2)(a)(i) be amended to insert the sentence, “The first two such requests shall be automatically granted.”; and it is

Resolved, that Chapter VC3bv(2)(a)(i) be amended to strike the word, “however,” and begin a new sentence; and it is

Resolved, that Chapter VC3bv(2)(a)(i) be amended to strike the words, “to the department chair and granted upon” and insert the words, “but are subject to”, and to strike the word, “of” and insert the word “by”.

This resolution will become effective upon approval by the Clemson University Executive Vice President for Academic Affairs and Provost and its inclusion in the Faculty Manual (2021-2022).

Final Proposed Language:

v. Modifications to the probationary period

(2) Extensions of the probationary period

(a) Birth or placement of a child

  (i) For events including and related to the birth or placement of children in their immediate family, probationary faculty may receive up to two automatic one-year extensions of the tenure decision for the birth of placement of a child during their probationary period; however, make written requests to the department chair for postponements of the tenure decision, where each request is for a one-year extension of the probationary period. The first two such requests shall be automatically granted. Additional written requests may be submitted to the department chair and granted upon approval, but are subject to approval of by the department chair, TPR committee, dean, and Provost.

  (ii) These requests must be submitted to the department chair. If the request for an extension is received between six months before and one year after the date of birth or placement of a child, it is automatically granted, with timely written notification to the Provost and the probationary faculty member by the department chair.