



Minutes

Date: October 11, 2022

Time: 2:30 p.m.

Location: Edgar Brown Union Student Senate Chambers

Call to order at 2:32 pm by President Vernon.

1. APPROVAL OF MINUTES
APPROVED

2. SPECIAL ORDERS

3. REPORT

- a. Robert H. Jones, Executive Vice President for Academic Affairs & Provost

Provost Jones shared four updates.

1. **Clemson Elevate:** The Clemson Elevate Strategic Plan is ready to be presented at the October Board of Trustees (BoT) meeting. It is expected that the BoT will approve the main pillars. In the meantime, the metrics for specific areas are being flushed out along with an implementation plan. There is an expectation of launching the Clemson Elevate plan early next year. Together with teams of faculty who helped develop the strategic plan, they will present updates at town hall meetings, and the website, ensuring that everyone can voice comments and impactful conversations.
2. **Social Justice and Equity Task Force (SJTF):** The Provost shared the status of the SJTF and how that will be used in the future. The Provost indicated that the SJTF was a set of recommendations and not a plan. It included valuable and excellent recommendations. A project manager leads the effort within the Provost's office and acts on specific recommendations. Among those, is the inclusion of the University-wide DEI plan in synergy with Clemson ELEVATE. Many recommendations are already in motion. The Provost mentioned that there will be a report, no later than February 2023, documenting the work and bringing closure to the SJTF.
3. **Questions about sources of funding for the implementation of Clemson Elevate and the RBB model:** Specifically, the Provost addressed the topic of providing competitive start-up packages within the RBB model. Provost Jones said that the RBB does not constitute a funding reduction but clarifies how the money flows. A committee will review it annually. Hiring faculty will be given competitive start-ups and preference for strategic

priorities. The source of funds will be from retiring faculty, growth from colleges, and strategic investment funds to build clusters.

4. TPR process and how to overcome the tension between teaching and research. Teaching and learning provide revenue and support the research enterprise. To bring clarity, the request to external letter writers in TPR packages in evaluating the research impact is to measure the prominence of the evaluated faculty, because Clemson is evaluating the teaching component.

b. Standing Committees

- i. Finance and Infrastructure Committee; Chair Karen Kemper
No report.

- ii. Policy Committee; Chair Svetlana Poznanovik
 1. FSR 202203 Evaluation of Teaching Effectiveness
Moved to be brought forth as an item of New Business in November.

APPROVED

- iii. Research and Scholarship Committee; Chair Hugo Sanabria
No report.

- iv. Scholastic Policies Committee; Chair Peter Laurence
No report.

- v. Welfare Committee; Chair Lindsay Shuller-Nickles
 1. FSR 202214 Impact of Sexual Violence on Campus

APPROVED

c. University Committees/ Commissions

- i. Committee on Committees; Chair Mary Beth Kurz
Report attached.

The University Committees/ Commissions met in September. The committee retired and closed the internal communication committee, because of a lack of meetings.

Two interdisciplinary curriculum committees were approved (CoB & CAAH), and the Environmental Science Policy is under revision.
Last, there was a review of committee membership.

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

Dr. Powell invites a Board of Trustee member on the 3rd Tuesday of each month at the Sol on the Green.

In preparation to the Meeting with the Board of Trustees, Dr. Powell will communicate Faculty activities including the structure of Tenure and Promotion.

Dr. Powell is also gathering information on how to best share the diversity of faculty work and planning the next following trustees' visits.

e. President's Report

"Here we are at the halfway point of this senate term. As I reflect on what we've accomplished together so far, I'm encouraged at the Senate's presence in several important decisions that have been made this year. Our voice has been heard about things that affect faculty welfare such as merit-informed and cost of living raises and the state holiday schedule; in preparing for major strategic shifts of the institution, such as Clemson Elevate and the new budget model; and in matters that affect our teaching, research, Extension and everyday functions of the academy. We still have significant work to do on our standing agenda items, and I encourage the committees to continue to work towards reporting out their findings related to their current items.

It is no secret that the University continues to have its challenges. With our leadership receiving pressures both internally and externally, we strive to work together for positive solutions. Campus culture and climate and infrastructure needs, among others, are at the forefront of people's interest and concern. Additionally, at the half-way point, it's a good time to take stock of "where we are personally". October is the month to recognize some health-related issues: disability employee awareness month, breast cancer awareness month, and even the lesser-known caffeine addiction recovery month, so maybe this is the prompting you need to schedule that doctor's visit you've been putting off or complete something else you know will make a positive difference in your life, or to update your employee benefits during open enrollment.

Senate has developed a culture for caring about how people are doing personally. We continue to strive for practices and policies that promote and support inclusive environments for the people with whom we work alongside each day. I encourage you to reflect yourself on your "halfway point" – be it of your senate activities, your goals for this semester, or something else in your life – take time to write down what makes you feel most productive, encouraged, or alive. Think about what more you can do to help move the needle within your sphere of influence. Let's supercharge for the second half and finish strong for the win."

4. UNFINISHED BUSINESS

5. NEW BUSINESS

ADJOURN

HUGO SANABRIA, Ph.D.
CLEMSON UNIVERSITY

Faculty Senate Secretary
Associate Professor
Physics and Astronomy
CU School of Health Research Faculty Scholar

ANNOUNCEMENTS:

1. Paid Parental Leave Benefit
2. United Way Employee Campaign: October 3-24, 2022
3. Annual Ethics Day: Wednesday, October 12, 2022
4. Open Enrollment for HR: October 2022
5. National Disability Employment Awareness Month: October 2022
6. Day of the Dead Celebration: Friday, November 4, 2022 6:00 pm-9:00 pm, Carillon Gardens

UPCOMING MEETINGS:

1. Convention of the Delegates Meeting: October 13, 2022
2. Faculty Senate Advisory Committee Meeting: Tuesday, October 25th, 2022, 2:30 pm
3. Faculty Senate Executive Committee Meeting: Tuesday, November 4th, 2022, 2:30 p.m.
4. Faculty Senate Meeting: November 15, 2022, 2:30 p.m.
5. Faculty Senate Committee Meetings: November 29, 2022, 2:30 p.m.



WELFARE COMMITTEE

CHAIR: Lindsay Shuller-Nickles

WELFARE COMMITTEE REPORT

Standing Agenda Item 202214: Impact of Sexual Violence on Campus

The Welfare Committee has considered this matter under the charge of making recommendations concerning such policies as relate to: workloads; extra-curricular assignments; summer employment; non-university employment; salaries; leaves of absence; sabbatical leaves; professional travel; retirement; and such other policies as affect faculty welfare and morale and submits this report for consideration by the Faculty Senate.

Background: This agenda item was recommitted by the 2022-2023 FSP at the opening meeting of the Executive Committee in April 2022 as Welfare Committee Agenda Item #202214. The background for this standing agenda item requires a look back through the annual reports of the last few years. Working backwards, the 2021-2022 Welfare Committee Annual Report states: “201902 Impact of Sexual Violence Report wrapped.” No formal report is available.

The 2020-2021 WC Annual Report states:

“Agenda Item 201912: The Impact of Sexual Violence on Campus
Source: roll-over from 2019-2020 session
(Note: wording of the original committee charge for this item is unavailable.)
The inability to make any progress on this item was one of the pandemic’s most regrettable impacts on this committee’s work. The 2020-2021 Welfare Committee did not address this item in a meaningful manner but the committee strongly recommends this item be rolled over to 2021-2022 and assigned a high priority. Additionally, consideration should be given to the different but related issue of the impacts on faculty when supporting students and advisees who face sometimes overwhelming challenges in their lives away from the classroom.”

The 2019-2020 WC Annual Report:

“1-Agenda Item 201912: The impact of sexual violence on campus

Added to original list

Senator Pyle brought this issue forward, and a representative of CMEToo, support group for survivors of sexual violence came to present to our meeting. The following month after I presented this line of inquiry in senate I heard from four women faculty spending time weekly supporting students that are suffered from sexual violence. One of those faculty members came to speak with the Welfare committee. We learned that this is a faculty issue of unreported work time that can add to stress and anxiety because of both loss of work time, but more importantly care for the students and the possibility that it may bring up past assault issues. This is due in large part to needs from the group that the administration has promised but not delivered on, most notably having an office, or a women’s center with people trained in trauma support. Also, the CAPS program is too busy for these students to get in right after an event, as they are a month waiting list unless a student is suicidal. Thus, the students come to faculty. We wrote a resolution that is ready to bring to senate. We hope work on this issue is continued.”

Summary

Student leaders in the It’s On Us organization met with university administrators in November, 2019 and were promised: (1) separation of the Title IX and Interpersonal Violence Prevention offices; (2) hiring of two certified and confidential victims’ advocates; (3) “trauma-informed training” for key leadership in the administration; (4) restructuring of the President’s Commission on Women to include more student representation; and (5) execution of a campus climate survey. The *draft* FSR2020XX resolution stated that, as of February 2020, these measures had not been implemented. The draft further suggested that the Faculty Senate resolved:

1. To form an ad hoc committee to serve as advocates for students and faculty wrestling with the previously mentioned challenges and to provide accountability for the ongoing work of the institution (see the appendix for the draft FSR2020XX resolution), and
2. That university administrators will move immediately to enact the five new measures the university has promised yet failed to provide to Clemson students.

An *ad hoc* committee to serve as advocates was never formed. Upon further discussion, the 2022-2023 FS Welfare committee determined that an *ad hoc* committee is not necessary to serve the faculty interest related to the impact of interpersonal violence on campus.

As part of the current charge, **the committee focused on updating the status of the “promises” made to the student organization(s) (see Table below).** Megan Fallon,

Interpersonal Violence Prevention Coordinator with the Title IX office and Heidi Zinzow, Professor of Psychology, attended the Welfare Committee meeting on August 20th 2022 to help educate the committee about the wealth of resources available at Clemson for faculty and students and to clarify the current status of the promises outlined below. Their input was invaluable to the finalization of this report. Based on self-exploration (*i.e.*, researching Clemson’s website), the committee was under the impression that four of the five promises were complete. Upon proper edification and clarification, we can now confirm that ***one of the promises has been fully met*** (restructuring of the Commission on Women to include more student representation). Pending further administrative postponement, another promise (a climate survey) is set for completion this academic year. Three additional promises are optically complete but are incomplete in practice or could not be fully assessed.

In addition to the status update, the 2022-2023 Welfare Committee discussed the issue of sexual violence on campus from a faculty perspective. Faculty often serve as the first point of contact for students that have experienced violence. Clemson has the resources in place to support faculty. Specifically, the CARE Network, Title IX office, and Interpersonal Violence Response Coordinators provide outreach and education to faculty via brown bag lunches and department meetings.

Coordination of resources (*e.g.*, via a gender-equity center) could facilitate increased awareness and ease access to campus resources. Further, infrastructure such as a gender-equity center would elevate the prioritization of inclusive excellence on par with peer-institutions. While beyond the scope of Faculty Senate, streamlined access to and transparent prioritization of resources to stem the impacts of sexual violence on campus has inevitable impact on faculty productivity and welfare.

This table serves as a status update for the five key promises made by the administration following protests about sexual violence on campus.

(1) separation of the Title IX and Interpersonal Violence Prevention offices

[incomplete]

Interpersonal Violence Prevention Coordinator (currently Megan Fallon) reports to Title IX, which is in the Office of Access and Equity, and the Interpersonal Violence Response Coordinators (currently Lauren Parker and Bat’sé Smart) report to Office of Advocacy and Success. The Interpersonal Violence Response Counselors are located on the third floor of Serrine Hall (<https://www.clemson.edu/studentaffairs/advocacy-success/ivr/index.html>), while the Title IX office remains under the Division of Inclusion and Equity and is located on the second floor of Brackett Hall.

Currently, the offices are physically separated; however, they may become co-located once construction is complete at Holtzendorff Hall. The physical separation of these offices is critical for the safety and well-being of victims of interpersonal violence.

(2) hiring of two certified and confidential victims' advocates

[incomplete]

Lauren Parker and Bat'sé Smart were hired in 2021 as interpersonal violence response coordinators. They are private, but **not confidential** counselors.

The Interpersonal Violence Prevention office works with other entities on campus to advocate for victims of interpersonal violence. Other entities include CU CARES (Counseling Advocacy Referrals Education Support) Relationship and Sexual Violence Services housed in CAPS (Counseling and Psychological Services) and the CARE Network.

Of note, University of South Carolina has **confidential** advocates for interpersonal violence response counselors who report through the university medical center.

(3) "trauma-informed training" for key leadership in the administration

[incomplete]

Trauma-informed training is critical for anyone hearing appeals related to interpersonal violence and for leadership involved in hiring outside counsel to hear cases through the appeals tribunal.

Trauma-based training opportunities are available for key administrators, as well as students, faculty, and staff. For example, a web-based training module developed by the State University of New York has been shared with administrators, but completion is not required. The director of Title IX, Alesia Smith, has conducted brief in-person training with administrators, but details and documentation were not available to the FS Welfare Committee.

While training opportunities are available, there lacks a system of accountability, let alone a transparent system of accountability. For example, integration of Tiger Training course completion into Digital Measures (now called Faculty Success) could enable accountability and transparency of compliance with recommended training for key administration, as well as other faculty.

(4) restructuring of the President's Commission on Women to include more student representation

[complete]

According to Jean McKendry, Director of Research Development in the College of Education and current chair of the Commission on Women, the Commission on Women moved from reporting to the President's office to reporting to the Division of Inclusion and Equity in July 2019. Beginning with the 2020-2021 academic year three students were added to the Commission – an undergraduate, masters, and doctoral student; the Commission had not previously had student members. In spring 2022, the Commission decided to add three *alternate* student members beginning with the 2022-2023

academic year. Dr. McKendry added that the addition of student representatives to the Commission has been viewed very positively given their mission.

(5) execution of a campus climate survey

[in progress]

A committee has been working on launching a campus climate survey for the past year and a half. The survey was scheduled to be deployed in March 2022, but university administration contacted the committee and asked them to postpone the survey, which is now scheduled to launch in November 2022. In the meantime, three members of the Committee (Heather Kettrey, Heidi Zinzow, and Megan Fallon) have secured internal funding to conduct some qualitative research on faculty, staff, and student perceptions of Clemson's institutional responses to sexual misconduct complaints.

Recommendations

The Welfare Committee recommends that the Faculty Senate:

- request a briefing of the Climate Survey results in Spring 2023 and
- work with the University to consider the feasibility of a gender-equity (or inclusive excellence) center on campus.

The Faculty Senate further recommends that the University improve accountability and transparency of leadership compliance with recommended trauma-informed training.

Committees on Committees October 2022 Report

- Shared Governance
 - Retired / Closed Committees
 - Univ Internal Communications Committee
- New Interdisciplinary Curriculum Committees
 - BUS Rubric
 - CAAH
 - ENSP – in revision discussions

20221011 FS Minutes

Final Audit Report

2022-11-09

Created:	2022-11-09
By:	Kelsey Wylie (KWYLIE@clemsn.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAARWt2Y4nY5fShohiax6iIT453u7PdhF9o

"20221011 FS Minutes" History

-  Document created by Kelsey Wylie (KWYLIE@clemsn.edu)
2022-11-09 - 3:03:06 PM GMT- IP address: 198.21.153.87
-  Document emailed to Hugo Sanabria (hsanabr@clemsn.edu) for signature
2022-11-09 - 3:03:27 PM GMT
-  Email viewed by Hugo Sanabria (hsanabr@clemsn.edu)
2022-11-09 - 4:22:12 PM GMT- IP address: 130.127.189.185
-  Document e-signed by Hugo Sanabria (hsanabr@clemsn.edu)
Signature Date: 2022-11-09 - 4:22:48 PM GMT - Time Source: server- IP address: 130.127.189.185
-  Agreement completed.
2022-11-09 - 4:22:48 PM GMT