

**General Faculty Meeting
Agenda
August 16, 2023**

Call to Order (10:00 a.m.)

1. Reports

- a. **President's State of the University (President Clements)**
President Clements welcomed faculty back to campus and thanked everyone for their hard work over the last year and in preparation for the upcoming semester. He also welcomed the 230 or so new faculty joining us this year. He reviewed several metrics of success including national level faculty/student awards and honors earned, increases in fundraising revenue and donations, increases in student applications for this year, and increases in external funding. He reiterated his thanks for the hard work of all faculty and staff to achieve these successes.

- b. **Provost's State of Academic Affairs (Provost Jones)**
Provost Jones also welcomed faculty back to campus, remarking on the energy that a new year and new semester bring. Turning towards academic affairs, he noted that the university is moving forward with the Clemson Elevate plan. Recent notable activities that have or are taking place as actions to achieve the plan's goals include National Scholar recruitment. He also mentioned the launch of the new QEP focused on experiential learning, plans for improving efficiency and effectiveness of student academic advising, and plans for building in more capacity of the support structures and research space on campus for faculty. He also noted that the Board of Trustees had approved the two new colleges (CAC and CAAH) and the establishment of Clemson's Veterinary School. This will be the first of two years of the shadowing the new revenue-based budgeting (RBB) model.

- c. **Faculty Senate President's Report (David Blakesley)**
"Welcome back to all of my colleagues, new and those who have "refreshed"! If you're like me, your summer days have rushed by too quickly. You've caught up with a few projects and maybe some friends, but you have too many more projects to worry about right now. At the moment, and to paraphrase William James, it feels like a blooming, buzzing confusion with all the sensations and hugeness of a new semester coming at us all at once. But we have done this before. Our experience doesn't make it easier, but it does provide reassurance that we will survive again, that our boats will launch smoothly from the shore, off into the limitless possibilities that a new semester offers.
It has been a busy summer for the Faculty Senate. Committees have begun their work on standing agenda items. We learned that we will receive COLA and merit-informed raises, with reassurances that the process and the results will be more transparent. Daniel Hall and the Library Bridge have re-opened so that we can now walk through

familiar parts of campus without sidestepping buildings and barricades. New buildings seem to be popping up all over, including the beautiful Clemson Alumni and Visitors Center by the Madren Center and the Advanced Materials Innovation Complex behind Serrine. Access to and parking on campus will continue to surprise those who don't allow enough time to find alternatives, as you may have discovered this morning. Every Faculty Senate president creates what's called a standing agenda, which includes committee charges rolling over from the previous year or years and new items that have bubbled to the surface. This year's standing agenda is the legacy of our fantastic and Immediate Past President, Kristine Vernon, and unflappable Director of Faculty Governance William Everroad, who have made my job much easier, as has Kelsey Wiley, the Faculty Senate Coordinator. If you'd like to review the details of our current standing agenda, please ask your College's Senators for a copy. The Welfare Committee will continue to study and make recommendations regarding the value of faculty service in TPR and annual evaluations. The Welfare Committee will also study the diversity of the Senate over time so that we can accurately track the results of our efforts on behalf of inclusivity. The Scholastic Policies Committee will continue to examine absence policies, required content on course syllabuses, and evaluate recent changes to student surveys of teaching. I asked the Research Committee to launch a new study of what "productive" means when referring to faculty performance. The Policy Committee always has more than it can handle, but it will produce reports on departmental mergers, the meaning of "home department," forms and processes for the review of administrators, the post-tenure review process, faculty designations, and more. The Finance Committee will evaluate the nature and effectiveness of start-up packages for cluster hires, and efforts to reduce salary disparities, compression, and inversion. Together, all of this good work supports our efforts to govern the university responsibly, ethically, and fairly. I urge everyone to contribute to these ongoing conversations through their College's representatives or by coming to a full Senate meeting. Next month, I will be personally inviting all leaders of commissions to not only join a Senate meeting but to sit behind one of those fancy placards that identifies you and the commission you represent. That invitation will be ongoing, so the placards will hold a seat for you. The Faculty Senate meets on the second Tuesday of each month at the Madren Center at 2:30pm.

I also want to encourage you to share your ideas with the Senate by requesting time during our free special order and free speech periods at the start of each full Senate meeting. Simply fill out a short form at the Senate's website to make your request. Our Open Forum is a dedicated space on our website for faculty member essays that contribute to the ongoing conversations in our small corner of this deliberative democracy. If you want to put in your oar (or "or"), email us at senate@clemson.edu. Between now and next week when classes begin, the faculty has before it plenty of meetings, orientations, welcome parties, retreats, and other special events that will remind you why new semesters and new years feel like emerging into light and promise. Perhaps none will be more important for the future of Clemson University and the Faculty Senate than today's General Faculty Meeting when we consider and vote to accept or reject three resolutions: 1) to change the name of the Research Committee to the "Research, Scholarship, and Creative Endeavors Committee"; 2) revise the Senate's Constitution so that the term Faculty includes "non-tenure track faculty with the primary responsibility of teaching, research, and service or any combination thereof"; and 3) increase the size of the Faculty Senate to reflect the broader constituency

created by the redefinition of the term Faculty. Faculty Senators and Delegates have worked hard for four years to bring us to this point. We owe all of them our gratitude. These resolutions are for the Faculty, researched and written by the Faculty, and now presented to all for consideration. As the Faculty Senate President, I urge you to vote “Yes” for all of them. As your colleague, I urge you to vote “Yes” because it’s high time that we prove that we value and respect the voices of all of our colleagues.

The first resolution to amend the charge and name of the Research Committee to include Scholarship and Creative Endeavors will broaden the committee’s scope to include policies that affect our scholarly and creative work, which can sometimes be neglected or under-appreciated in the drive to solidify R1 status. This modest change in the Research Committee’s charge and name will facilitate the advancement of all faculty productivity in line with R1 research and research support goals. All great university’s are known for the research, scholarship, and creative work of their faculty, as well as the impact this work has on students in and beyond the classroom. I urge all of you to vote in favor of this resolution. In doing so, you’ll communicate to your colleagues that we value and respect a broad interpretation of what creates the intellectual life and social and economic impact of a great modern university.

The second proposal seeks to amend the composition of the Constitutional Faculty to include, “non-tenure track faculty with the primary responsibility of teaching, research, and service or any combination thereof” with the exception of, “[f]aculty with the adjunct, visiting or temporary rank modifiers and post-doctoral researchers” who are “not eligible for automatic membership.” As indicated in the Faculty Senate report, this action follows the Association of American University Professors’ guidelines and mirrors the composition of every AAU aspirational peer institution faculty studied by including contract teaching, research, and clinical faculty in university shared governance processes.

The third proposal seeks to amend the mechanism by which Senate seats are apportioned to each college by allocating “one seat for every 40 eligible faculty members appointed in the college” and one seat for each represented academic unit within the college. The proposed apportionment will increase the size of the Faculty Senate to be more in line with peers and to accommodate the growth and expansion of the Constitutional Faculty to now include several ranks of special faculty.

These are what William James called “bignesses,” a blooming, buzzing confusion in their own right. But when you step back and take the broad view, a vote to accept these changes to the Constitution simply supports inclusivity in multiple ways and shows that we value the teaching, research, scholarship, and creative endeavors of all faculty members, who are currently categorized somewhat absurdly as “Regular” or “Special.” A vote in favor of these resolutions will show that we value the contributions of all of our colleagues, that human connections across ranks and disciplines make our work and our lives better, that collaboration and engagement grow when we all belong and have a voice that will be heard. We should listen gracefully and sincerely. We should accept offers to participate in shared governance not merely because it’s right but also because we need help (seriously, right?). Most of you appreciate that demands for local and professional service are high. Doubling the representation on the Faculty Senate may relieve some of that pressure.

To me, votes in favor of these resolutions will begin a new chapter in Clemson’s history. Someday I want to be able to say, “I was there” when we made it happen. In the Republic, Plato mentioned the proverb, “χάλεπὰ τὰ καλά” (khalepà tà kalá), “beautiful

or worthy things are difficult to obtain.” It will have been worth it. Four years of debate, discussion, listening, and acting. Now is the moment.

Next week, we’ll settle in. The blooming, buzzing confusion will subside into a quieter hum. We’ll welcome new and returning students to our classes and rediscover the comforts of returning from the wilderness.

Thank you for your time and all you do for Clemson and each other. Here’s to a great new year for all and Go Tigers!”

d. Faculty Representative to the Board of Trustees Report (Brian Powell)

“My name is Brian Powell and I am your Faculty Representative to the Board of Trustees. I’m entering my third and final year serving in this role and have thoroughly enjoyed serving on your behalf. In my previous two addresses, I’ve noted that the most surprising thing to me about this job has been the realization of how profoundly complicated our university is. Participating in the quarterly Board of Trustee meetings since 2021 has allowed me to see how the multiple facets of the University work together to help us fulfill our land-grant mission and become a preeminent research institution. Everything we do has the potential to impact our cities, our state, and our nation. I can assure you that the consequences of those impacts, both positive and negative, are broadly and extensively considered by the Board of Trustees prior to any decisions being made. The Board of Trustees has had a busy year with some notable activities including the formation of our new College of Veterinary Medicine, approving the Clemson Elevate strategic plan, and electing Board Chair Kim Wilkerson to her second term, who as you know is the first female Board of Trustees Chair.

The Faculty Representative to the Board of Trustees is to serve “As the primary conduit between the Board and faculty, to communicate with and gather information from faculty, and consult with the Faculty Senate on Board-related matters”. I’ve had the pleasure of a strong working relationship with past faculty senate presidents Thompson Mefford and Christine Vernon and current president David Blakesley. My approach in this role has been to increase communication and interaction between the board members and the faculty, staff, and students. To this end, I’ve hosted several board members for campus visits where we tour around and meet with various individuals or groups. This has given the board members a better sense of the day-to-day life around campus and the visits have been very well received. I hope to get every board member to campus for one of these visits before my term ends.

These visits are great because the board members can directly interact with us in a fairly informal setting. I also have the opportunity to provide a formal written report to the board for every quarterly meeting and frequently provide an oral summary of that report live at the meeting. There is no specific guidance regarding the content of these reports. So I have used them as an opportunity to inform the board about some of our internal processes, such as the specifics of our tenure and promotion process, or provide updates on the status of some event such some details of how our faculty and students navigated difficulties in research and teaching during the pandemic. When choosing the topic of the report, I typically have written about something that has been brought to my attention by our faculty or something that is broadly affecting the faculty and/or staff. Many of you have called or emailed with a comment or concern and I sincerely appreciate you reaching out. I also sit on the patio of the Madren center on the third Tuesday of each month from 4:30-5:30 for an open forum discussion. At that meeting, I am only there to listen with no agenda. I don’t take any notes and I don’t take

any action regarding the discussions unless specifically asked to. But this has been a good way to get the “pulse” of what is on your mind. I’m always open for discussions if you are interested.

Regarding the quarterly reports that I have sent the Board of Trustees this year, I have covered a range of topics. First was a description of the personnel at Clemson who help to support our research enterprise, describing how undergraduate students, graduate students, postdocs, research professors, and staff all support research. Using specific examples, I described how each of these groups are best utilized in research endeavors. I also provided a report describing of the tenure and promotion process with an emphasis on the importance of tenure and academic freedom. I highlighted a concept from a recent Chronicle of Higher Education article indicating the need to extend the concept of “truth seeking” in academic freedom to the means of inquiry, not just the ultimate truth being sought. We are producing the next generation of critical thinkers and they need to be trained as such. To this end, I’m pleased to report that the board has passed a resolution adopting the principles expressed in the statement on Freedom of Expression from the University of Chicago (<https://freeexpression.uchicago.edu/>). If you have not read this statement, I strongly encourage you to do so. In adopting this document, Clemson has joined the ranks of over 100 other universities around the country.

My most recent report highlighted how diversity, equity, and inclusion programs have helped us to promote workforce development, better prepare all of our students for their professional careers, and fulfill our land grant mission. Additionally, I provided a briefing to the board regarding the activities of the Emeritus college, highlighting their 20-year anniversary. Clemson is rather remarkable as our retirement organization is only one of four in the country that is a stand-alone college. The faculty of the emeritus college continue to support the university and embody the phrase “Clemson family”. In my address last year, I told you about a phrase my mother kept on the wall of our home that stated “This isn’t exactly home sweet home, adjust” giving the sentiment that we must work together as a family to support each other. Thankfully, we can continue to adjust as the University grows through the Clemson Elevate plan. In the Clemson Forward strategic plan, we didn’t set a goal to become an R1 University. Instead, we set individual goals that would get us there and achieved them. Now through Clemson Elevate, we have goals and metrics to set us on a path for the AAU. And we can get there with the same ingenuity, creativity, communication, and hard work that helped us to come out of the pandemic as a strong institution. Shared governance and effective communication between the faculty and the administration will be key to this success. I know many of us are tired but remain dedicated to delivering high quality education and performing research on a level consistent with our R1 status and our aspirational goals. I can assure you that the Board is supporting the faculty, staff, and students in every way they can. In my role as faculty representative, I will do my best to keep the Board informed of your needs to meet these goals. So if there is something you feel needs attention, please contact me.

I wish you well in the coming semester. Please remember that few jobs in the world have the ability and potential to alter the course of history and make the world a better place. But ours does. As President Clements just stated, Every day we are changing lives. It is with extreme gratitude and pleasure that I am a member of our community of scholars.

Since I have the podium, I’d like to take the last minute of my time to provide my

personal opinion on the proposed amendment we will vote on during this meeting regarding constitutional faculty. I emphasize this is my personal opinion and I am not speaking as the faculty representative to the board. I've been participating in faculty service for the past 5 years first as a faculty senator and now as the board representative. Seeing the impact the non-tenure track faculty have on the university, I can confidently say they are remarkable and deserve the rights to participation in faculty governance activities that the amendment will afford them. Despite making up approximately 1/3 of the faculty, they have taught 64% of the student credit hours! As we make strides towards becoming an AAU university, I encourage us to adopt the same policies that many of our aspirational peers within the AAU have which give ALL members of the faculty the rights to participation in faculty governance. Thank you for your time."

2. Unfinished Business

3. New Business

a. FSR 202217 Research Committee Charge

There was one statement of support that noted the amendment reflected the spirit of shared governance and the desire to have the Research Committee name and scope change to the various activities of faculty, especially within the context of shaping our AAU profile. Faculty Senate had very strong support on this matter.

Tellers Report	
# of votes cast	637
# of votes in favor	615
# of votes opposed	13

Motion passes with more than 2/3rd voting in favor.

b. FSR 202301 Constitutional Faculty and Faculty Senate Apportionment

A statement of support reiterated the importance of representation and the shared commonalities of between special rank and tenure-track faculty.

A motion to amend the amendment to insert the words "The majority of college allocated seats shall be reserved for tenured or tenure track faculty members."

In a statement of opposition to the motion to amend the amendment, President Blakesley stated that "it's time to give faculty a voice without restrictions. Without restrictions regarding rank, discipline or College. Without restrictions regarding length of service, which would have to also apply to junior faculty on the tenure track" and that "any restriction on that right will be a half measure that will create a division and hierarchy we don't want or need".

In response, in support of the motion to amend the amendment, concerns were raised over the trend of hiring more non-tenure track faculty, often instead of tenure-track faculty, which could eventually lead to overrepresentation of Faculty Senate with special rank faculty. Additionally, there were also concerns raised regarding the potential decrease in the power of Faculty Senate from administration.

In opposition of the amendment to the amendment, it was noted that the AAUP does not support restricting seats to a faculty category except in periods of transition. It was also reiterated that colleges should be able to decide it's representation, and when it

comes to Faculty Senate and other university-level committee positions, that we cannot overstate the importance of the election process; elections can ensure that the most qualified faculty member, regardless of category or rank, can be voted into these positions.

Teller's Report	
# of votes cast	592
# of votes in favor	232
# of votes opposed	360

Motion fails with less than a majority voting in favor.

Previous Question

A final statement of support of the original motion further reiterated the importance of a vote in favor to overall faculty culture, citing the importance of such a change in policy and policy structure that can positively affect morale and retention.

Teller's Report	
# of votes cast	624
# of votes in favor	503
# of votes opposed	121

Motion passes with more than 2/3rd voting in favor.

Adjournment

Lauren Duffy

Lauren Duffy

Associate Professor and Undergraduate Coordinator

Faculty Senate Vice President

Clemson University

Signature: 

Email: lduffy@clermson.edu






2023 GFM Minutes

Final Audit Report

2023-08-31

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