AGENDA

Date: November 14, 2023
Time: 2:30 p.m.
Location: Madren Center Auditorium

1. APPROVAL OF MINUTES
2. SPECIAL ORDERS
   a. Approval of provisional bylaws; College of Veterinary Medicine, Dean Steven Marks
   b. Class of ’39 Award for Excellence; President June Pilcher
3. REPORT
   a. Robert H. Jones, Executive Vice President for Academic Affairs & Provost
   b. Standing Committees
      i. Welfare Committee; Chair Billy Terry
      ii. Finance Committee; Chair Greg Cranmer
      iii. Scholastic Policies Committee; Chair John DesJardins.
      iv. Research and Scholarship Committee; Jessica Larsen
      v. Policy Committee; Chair Sarah White
         • FSR202304 Council on Graduate Studies
         • PCR 202302 Faculty Manual Constitutional Alignment
         • FSR 202305 Faculty Manual Constitutional Alignment
   c. University Committees/ Commissions
      i. Committee on Committees; Chair Fran McGuire
   d. Faculty Representative to the Board of Trustees; Brian Powell
   e. President’s Report

4. UNFINISHED BUSINESS

5. NEW BUSINESS
   a. Provisional Bylaws: College of Veterinary Medicine
   b. Ballot: Class of 39 Award for Excellence

ADJOURN

ANNOUNCEMENTS:
UPCOMING MEETINGS:
1. Faculty Senate Executive & Advisory Committee Meeting: December 5th, 2023, 2:30pm
2. Convention of the Delegates Meeting: December 14th, 2:30pm
3. Faculty Senate Meeting, December 12th, 2023, 2:30pm, Madren Center Auditorium
FACULTY SENATE RESOLUTION 202304

Policy Committee Approval: September 19, 2023
Faculty Senate Consideration: October 10, 2023

Topic: “Modification of the Council on Graduate Studies”

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, Policy Committee Report 201920, “Council on Graduate Studies” recommended that the Faculty Manual be amended to adopt the newly proposed Council on Graduate Studies that subsumes the Graduate Advisory Committee; and

Whereas, PCR 201920 and its recommendations were accepted by the Faculty Senate on September 12, 2023; it is therefore

Resolved, that Faculty Manual Chapter IX§F3 be amended to strike section F3h and replace subsections 1a, 1b, 1c, 1d with the following sections:

1. Council on Graduate Studies
   a. Overview
      i. The Council on Graduate Studies provides oversight of graduate education by reviewing, considering, and disseminating recommendations from its constituent committees. Policy recommendations requiring specific action are approved and forwarded to the Academic Council.
      ii. The Council on Graduate Studies is expected to transcend unit and college lines to promote excellence in all facets of graduate education.
      iii. The Council shall meet at least once per academic semester, or more frequently as required by the chair.
   b. Membership Terms and Requirements
      i. Elections for the Council occur during college elections in March with terms starting in August.
      ii. Unless otherwise noted, all faculty are elected to serve three-year terms and graduate students serve one-year terms on the Council on Graduate Studies and associated committees.
      iii. When possible, Faculty elected to the Council on Graduate Studies and associated committees should have significant experience in graduate education.
For a description of Graduate Faculty and associated policies, please refer to the Graduate School’s Policies and Procedures Handbook.

iii. Individuals who have had their Graduate Faculty Status revoked for cause, and are no longer Graduate Faculty, are ineligible to serve on the Council on Graduate Studies and associated committees.

c. Membership
i. Two faculty members elected from each college per college bylaws to serve a three-year term;
ii. Four graduate student representatives nominated by the President of the Graduate Student Government and appointed by the Dean of the Graduate School for a one-year term;
iii. One faculty member appointed by the President of the Faculty Senate for a three-year term
iv. One Library faculty member representative elected, per the Library’s bylaws, for a 3-year term
v. Non-voting members include one representative from each of the following subcommittees:
   (1) Graduate Curriculum Committee
   (2) Graduate Admissions and Continuing Enrollment Appeals Committee
   (3) Graduate Fellowships and Awards Committee
   (4) Graduate Academic Grievance Committee
   (5) Graduate Academic Integrity Committee
vii. The Associate Provost and Dean of the Graduate School (or dean’s designee) serves as non-voting chair.

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.

Final Proposed Language:
CHAPTER IX§F3
1. Council on Graduate Studies
   a. Overview
      i. The Council on Graduate Studies provides oversight of graduate education by reviewing, considering, and disseminating recommendations from its constituent committees. Policy recommendations requiring specific action are approved and forwarded to the Academic Council.
      ii. The Council on Graduate Studies is expected to transcend unit and college lines to promote excellence in all facets of graduate education.
      iii. The Council shall meet at least once per academic semester, or more frequently as required by the chair.
   b. Membership Terms and Requirements
      i. Elections for the Council occur during college elections in March with terms starting in August.
      i. Unless otherwise noted, all faculty are elected to serve three-year terms and graduate students serve one-year terms on the Council on Graduate Studies and
associated committees.

ii. When possible, Faculty elected to the Council on Graduate Studies and associated committees should have significant experience in graduate education. For a description of Graduate Faculty and associated policies, please refer to the Graduate School’s Policies and Procedures Handbook.

iii. Individuals who have had their Graduate Faculty Status revoked for cause, and are no longer Graduate Faculty, are ineligible to serve on the Council on Graduate Studies and associated committees.

c. Membership

i. Two faculty members elected from each college per college bylaws to serve a three-year term;

ii. Four graduate student representatives nominated by the President of the Graduate Student Government and appointed by the Dean of the Graduate School for a one-year term;

iii. One faculty member appointed by the President of the Faculty Senate for a three-year term

iv. One Library faculty member representative elected, per the Library’s bylaws, for a 3-year term

v. Non-voting members include one representative from each of the following subcommittees:

   (1) Graduate Curriculum Committee
   (2) Graduate Admissions and Continuing Enrollment Appeals Committee
   (3) Graduate Fellowships and Awards Committee
   (4) Graduate Academic Grievance Committee
   (5) Graduate Academic Integrity Committee
   (6) Graduate Advisory Committee

vii. The Associate Provost and Dean of the Graduate School (or dean's designee) serves as non-voting chair.

e. Graduate Curriculum Committee

i. Responsibilities

   (1) Provide oversight of the curriculum for all graduate programs, certificates, and courses within the University.
   (2) Make recommendations to the Provost concerning any changes to the graduate curriculum.
   (3) This committee is also described in the Constitution of the Faculty of Clemson University.

ii. Membership

   (1) Two regular faculty of the graduate curriculum committees from each of the academic colleges. One of the faculty shall be the chair of the college graduate committee and the other faculty elected by the college graduate committee.

   NOTE: Should a college have a single curriculum committee, the college committee shall elect two regular faculty to this committee.

   (2) Non-voting members:
(a) One Library faculty member elected by the Library faculty accorded voting rights in the Library;
(b) One graduate student, nominated by the Graduate Student Body President and appointed by the Associate Provost and Dean of the Graduate School. This student serves a renewable one-year term;
(c) Registrar, or designee;
(d) Other members of the Graduate School, as needed and appointed by the Associate Provost and Dean of the Graduate School.

iii. Associate Provost and Dean of the Graduate School (or dean’s designee) serves as non-voting chair

f. The Graduate Admissions and Continuing Enrollment Appeals Committee
i. Responsibilities
(1) Primarily deals with graduate admissions and continuing enrollment appeals.

ii. Membership
(1) Two faculty from each college elected by the faculty accorded voting rights in each college.

iii. Associate Provost and Dean of the Graduate School (or dean’s designee) serves as non-voting chair.

g. Graduate Fellowships and Awards Committee
i. Responsibilities
(1) Formulate and recommend policies and procedures relating to graduate fellowships and awards to the Council on Graduate Studies.
(2) Oversee selection of the recipients for University-wide fellowships and the campus competition from departmental nominations for awards for outstanding graduate students.

ii. Membership
(1) One faculty member from each college elected by the faculty accorded voting rights in each college.
(2) Non-voting members
(a) Associate Vice President of Enrollment Management (or designee)

iii. Associate Provost and Dean of the Graduate School (or dean’s designee) serves as non-voting chair.

h. Graduate Advisory Committee

i. Responsibilities
(1) Independently studies and reviews policy on non-curricular graduate student academic matters and on those issues affecting the general welfare of graduate students.

ii. Membership
(1) One faculty member from each college and the Library elected by the faculty accorded voting rights in each college and the Library;
(2) One faculty member appointed by the President of the Faculty Senate for a three-year term;
(3) Two graduate students nominated by the President of the GSG and appointed by the Dean of the Graduate School for one-year terms.

iii. Associate Provost and Dean of the Graduate School (or dean’s designee) serves as non-voting chair.

i. The Graduate Academic Grievance Committee

   i. Responsibilities
   (1) Hears grievances and recommends resolutions to student grievances forwarded to it from the Graduate School and the Initial Grievance Review Board (IGRB).
   (2) In the case of appeal, prepares the file and forwards recommendations to the Dean of the Graduate School.
   (3) The IGRB is responsible for determining which grievances go forward to the Graduate Academic Grievance Committee.

   ii. Membership
   (1) Two faculty members from each college elected by the faculty accorded voting rights in each college serving two-year terms;
   (2) A graduate student representative from each college nominated by the President of Graduate Student Government and appointed by the Dean of the Graduate School for one-year term.

iii. The Associate Provost and Dean of the Graduate School (or dean’s designee) serves as non-voting chair.

iv. Initial Grievance Review Board

   (1) Membership
   (a) One faculty representative from each college, selected from and by the membership of the Graduate Academic Grievance Committee, for one-year terms;
   (b) One graduate student representative selected from and by the Graduate Academic Grievance committee, also for a one-year term.
   (c) The IGRB selects a faculty member to serve as its chair.

NOTE: No member of the Graduate Academic Grievance Committee may simultaneously be a member of either the Undergraduate Academic Grievance Committee or the undergraduate or graduate academic integrity committees.
POLICY COMMITTEE REPORT

Standing Agenda Items: 202302 Faculty Manual Constitutional Alignment

The Policy Committee has considered this matter under the charge of general university policy review and faculty participation in university governance and submits this report and recommendations for consideration by the Faculty Senate.

BACKGROUND

On December 13, 2022, the Faculty Senate adopted the recommendations of Welfare Committee Report 202223: Voting Rights for Special Faculty, without objection. Included in the report is a recommendation to amend the Faculty Manual to reclassify members of the following ranks from “Special Faculty” to “Regular Faculty”: Lecturer, Senior Lecturer, Principal Lecturer, Professor of Practice, and all ranks with the Research, Clinical, or Extension modifier. WCR 202223 also recommended a change to the Faculty Manual to add a formal distinction among the existing and new Regular Faculty ranks to distinguish between “Tenure and Tenure-Track Faculty” and “Non-Tenure Track Faculty” to be used in policies which need to distinguish between these two groups, such as those relating to promotion and tenure.

The Constitutional Amendment

The adoption by the Faculty Senate and subsequent approval by the faculty of a Constitutional Amendment to expand the membership of the faculty shifted the focus of this agenda item to include considering changes to the parts of the Faculty Manual that conflict with the Constitution as amended. For reference, the Constitutional faculty now includes:

“the President; Executive Vice President for Academic Affairs and Provost; other administrators with faculty rank; tenured and tenure-track faculty and librarians; Emeritus Faculty; non-tenure track faculty with the primary responsibility of teaching, research, and service or any combination thereof; and such other individuals as the faculty may duly elect. Faculty with the adjunct, visiting or temporary rank modifiers and post-doctoral researchers are not eligible for automatic membership.”
DISCUSSION
While the Constitutional amendment adds confusion to the use of “Faculty” and “faculty”, the Policy Committee recommends unlinking the Faculty Manual categories of faculty from the constitutional definition. This can be accomplished by revising the Manual, especially Chapter IV, Faculty Ranks to be more related to qualifications for appointment and less about the rights and responsibilities that are granted in the Constitution.

Considering the Constitutional amendment grants rights and responsibilities in shared governance for additional classifications of faculty, the Policy Committee considered the policies in the Faculty Manual that expressly limit participation based on those classifications and examine where specific policies conflict with the amended Constitution. The Policy Committee found that conflicts occur in: Search and Review Committees, Departmental and College Faculty Governance Functions, University Governance, Faculty Appointments and Reappointments, Administrative Faculty, Post-Tenure Review, and include extra-policy mentions of “regular” and “special”. These conflicts center around the use of “Faculty”, “faculty”, regular faculty, and special faculty as defining classification terms.

The Committee undertook this agenda item by outlining base assumptions, starting with the Constitution’s definition of “with regular appointments”. This phrase appears to be the basis for the current Faculty Manual’s use of a similar phrase, “regular faculty”. The use of the term “regular appointment” does not appear in older versions of the Constitution (pre-1970s merger of Academic and Research faculty). The original Constitution and By-Laws of the Academic Faculty listed the membership of the faculty as, “the President of the College, the Dean of the College, the Deans of the Teaching Schools, Directors of Teaching, Professors, Associate Professors, Assistant Professors and Instructors on the College Staff, and such other members as may be duly elected as provided for in the By-Laws.”, and indicating senate seats are allocated based on the number of “full-time faculty equivalents”.¹ The concept of tenure being associated with faculty appointments was not introduced until September 1956 in which the Faculty Senate defined Instructor as, “appointed on a year-to-year basis for a period not to exceed five years, at the end of this period either he shall be promoted in academic rank or his connection with the faculty of the College shall be terminated.”²

The Faculty Manual consistently utilized the idea that, “Individuals appointed to the Faculty of Clemson University are expected to exhibit and maintain mastery of their fields, whether they are appointed primarily for teaching, research, public service, librarianship, or administration.”³. The term “regular appointment” appears to have its origin in the post-faculty merger period, first appearing as an amendment to the Statement of Terms of Appointment in the Faculty Manual as, “all regular full-time appointments being to the rank of instructor or higher” and by indicating, “With the exception of special appointments - for

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¹ Clemson University General Faculty Meeting Minutes, 1956
² Clemson University Faculty Senate, Proposed Tenure Plan, 1956
³ Clemson University Faculty Manual, 1982, Chapter II§4 (p. II:4)
example: military personnel, post-doctoral research appointments, consultants, part-time appointments, lectureships, adjunct professorships, and visiting professorships (clearly limited to a brief association with the institution), appointments of professional librarians, and reappointments of retired faculty members on special conditions - all regular full-time appointments are to the rank of instructor or higher.”

What is not clear is the basis for the term “regular” meaning anything besides a full-time academic faculty member in an institution that, at the time, employed a small number of non-tenure track faculty, including extension and “research faculty”. With the conversion of the Research Council and its faculty to “regular faculty”, the differentiation between the two groups of faculty disappeared while the term “regular faculty” continued to be used to indicate those faculty appointed primarily for teaching, research, public service, librarianship, or administration. As the nature of faculty appointments shifted to including tenure and “Full time equivalent” appointments, a redefinition to include primary duties of teaching, research, and service began to take shape.

In November of 1979 there became a rise in the use of the faculty appointment of “lecturers” such that the Faculty Senate considered an amendment (that did not pass) to the Faculty Manual to address the thought that “the present tenure policy relegates certain individuals to second-class faculty citizenship, for they are "permanent" but non-tenure-track professionals, but they are not "special appointments" [from the 1956 definition].”

The Faculty Senate grappled with the concept of instructors and lecturers until the Policy Committee issued a report in 1981 that indicated, “The ways in which the rank of Instructor is construed and assigned at Clemson are at variance with generally accepted practice in higher education. It is usually the case that this rank is assigned to beginning professionals, individuals who may lack the appropriate terminal degree but who are actively pursuing it. These are individuals who in other respects--in instructional load, Committee responsibilities, participation in departmental governance, etc.-- are expected to perform in accordance with the same standards as more senior faculty. Even research and publication may be expected of them, though in some cases research and writing in connection with a thesis or dissertation may be regarded as acceptable substitutes.”, and “This rank [Lecturer] is assigned to individuals with special teaching, research, and public service functions. Lecturer is not a tenurable rank, and time spent in this rank at Clemson or elsewhere may not be credited towards the University's tenure probationary period.”

The term “special appointment” began to appear in policy after the financial exigency and the pursuit of becoming a higher order research institution in the early 1980s. The separation of teaching faculty (the most common appointment for tenure-track faculty at the time) and Instructor/Lecturer became ambiguous as more faculty were being evaluated with emphasis on research, but the idea remained that “[special] appointments are for stated periods of limited association with the University.” The line between teaching

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4 Clemson University Faculty Manual, 1972, Chapter II§4 (p. II:5)
5 Clemson University Faculty Senate Minutes, November 20, 1979
6 Clemson University Faculty Senate Minutes, September 22, 1981
7 Clemson University Faculty Senate Minutes, December 7, 1982
faculty and research faculty continued to blur with the evolution of Faculty Manual language for appointments indicating, “Except for faculty with tenured status, individuals holding teaching, research, or public service appointments shall be informed each year in writing of their appointments and of all matters relative to their eligibility for the acquisition of tenure.”

**Terminology**

For the purposes of this report and future interpretations, the Policy Committee establishes and utilizes the following definitions:

**Faculty Designation:** The structure applied to groupings of faculty associated with the primary responsibilities to the academic mission outlined by the Faculty Manual and/or the appointment letter. For example, the faculty designation of “Lecturer” refers to the appointment of faculty with the primary responsibility of teaching.

**Faculty Ranks:** The reference to the classification structure within a given faculty designation. For example, within the faculty designation of “Lecturers”, there exists three “faculty ranks”: Lecturer, Senior Lecturer, and Principal Lecturer.

**Full-time:** A member of the faculty appointed to a position with either a 12-month or 9-month obligation whose workload comprises the equivalent of no less than 30 hours per compensated week of teaching, research, and service or any combination thereof and regardless of the funding source of the faculty member’s base salary. This definition is not to be conflated with the state employment categories of “full-time equivalent” (FTE) or “term limited position” (TLP) nor the concepts of “regular or special appointment”.

**Part-time:** A member of the faculty appointed to a position that does not satisfy the criteria for full-time. These positions should carry the rank modifier of “Part-Time” in every case.

**Regular appointment:** A full-time appointment to the faculty of Clemson University with the express opportunity for continued association. This would include faculty appointed with the primary duties of teaching, research, and service or any combination thereof. This mirrors the core concept of the Constitutional amendment in that it recognizes those contributions of faculty to the educational mission with the expectation of renewal without regard to specific employment types such as “FTE”, “TLP”, “full-time”, or “part-time”.

**Special appointment:** An appointment to the faculty that does not satisfy the criteria for a regular appointment specifically that such an appointment is for stated periods of limited association with the University without the express consideration for appointment renewal. This does not preclude the renewal of such special appointments.

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8 Clemson University Faculty Manual, Chapter II:14, 1985
Chapter IV delineates the “General Qualifications for Faculty Appointments” and then transitions into listing the Faculty Ranks with a purpose for use of each title. This is the most appropriate place to define and clarify specific roles, rights, and responsibilities of ranks according to policy. WCR 202223 recommends the modification of the differential modifiers of “regular” and “special” and the Policy Committee tends to agree that a change is necessary, but the recommendation to include the lecturer ranks into the category of “regular faculty” creates complications in other sections of the Faculty Manual. For that reason, the committee takes these recommendations under consideration along with the Constitutional amendment and proposes the removal of the differentiation between “regular” and “special” appointments in faculty designations.

The overarching intent is to maintain the current structures of intended representation found in the Faculty Manual while complying with the Constitution without changing policies that restrict the intent of the Constitutional amendment. Several themes arose during the committee’s deliberations around current policy and serve as the logic for specific recommended changes including:

1. The use of the phrase “regular faculty” throughout the Faculty Manual is interpreted to mean “constitutional faculty” or “tenured or tenure track faculty” on a variable basis and rationale. Judgement has to be used to delineate policy change recommendations.
2. The use of Faculty specifically refers to tenured or tenure track faculty and administrative faculty.
3. When multiple forms of faculty designations are delineated in policy, such policy is exclusive rather than inclusive.

Limitations In The Faculty Manual On Faculty Roles In Governance Search and Review Committees

The Policy Committee establishes that in accordance with the logic of the faculty in approving the Constitutional amendment that rights and responsibilities for the faculty include serving on Search and Review committees. Unless otherwise noted in policy by specific ranks, the committee recommends amending the usage of “regular faculty” to “faculty” for all search and review committees. In cases where current membership is delineated to include specifically include “special faculty”, the Policy Committee recommends that the membership is amended to, “tenured and tenure track faculty and representation across other faculty designations”, with future consideration of refining committee membership. Specific instances are:

Alumni Distinguished Professorships⁹: Candidates must have the rank of Professor and selection committee membership is elected by the “regular faculty” of each college. The Policy Committee recommends the selection committee members are elected by the faculty of the college.

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⁹ Clemson University Faculty Manual, 2022, Chapter IV§B3d (p. 32)
“For the selection of the Provost, the President of the University (after consultation with the Faculty Senate Advisory Committee) shall appoint a committee that includes a majority of regular tenured and tenure track faculty as well as at least one academic administrator reporting directly or indirectly to the Provost, at least one member of the special faculty member from other faculty designations not represented, one graduate student, one undergraduate student, and a staff member appointed by the President of the Staff Senate.”

The Policy Committee recommends amending “regular faculty” to “tenured or tenure track faculty” and “special faculty” to “faculty member from other faculty designations not represented and recommends that the composition of this committee is addressed in a future standing agenda item.

General Policies for Selection of Academic Administrators indicate:
“As appropriately representative of the academic unit, additional members shall include at least one academic administrator, one special faculty member, one faculty member from other faculty designations not represented, one staff member, and one student.”

The Policy Committee recommends amending “regular faculty” to “tenured or tenure track faculty” and “special faculty” to “faculty member from other faculty designations not represented”.

For University-level academic administrators, “While the size of academic administrator search and screening committees will vary, depending on the scope of the position, the majority of members on academic administrator search and screening committees shall be regular tenured or tenure track faculty.”, and “At least four regular tenured or tenure track faculty members shall be selected during a meeting of the Faculty Senate Advisory Committee. At least one faculty member from other faculty designations not represented special faculty member shall be selected during a meeting of the Faculty Senate Advisory Committee in consultation with members of the special faculty. If no faculty member from other faculty designations not represented special faculty representative can be elected, such as might occur if no person agrees to be nominated, the committee will consist of the other members described here.”

The Policy Committee recommends amending “regular faculty” to “tenured or tenure track faculty” and “special faculty” to “faculty member from other faculty designations not represented”.

For academic colleges and those units within colleges, “At least four regular tenured or tenure track faculty members shall be elected by vote of the regular faculty in the unit. The special faculty of the academic unit shall elect at least one of their members as their representative faculty member from other faculty designations not represented. If no special faculty representative can be elected, such as might occur in a small department or if no person agrees to be nominated, the committee will consist of the other members described here.”

The Policy Committee recommends amending “regular

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10 Clemson University Faculty Manual, 2023, Chapter VIII§D2 (p. 94)
11 Clemson University Faculty Manual, 2023, Chapter VIII§E3a (p. 96)
12 Clemson University Faculty Manual, 2023, Chapter VIII§E3e (p. 96)
13 Clemson University Faculty Manual, 2023, Chapter VIII§E3f (p. 97)
faculty” to “tenured or tenure track faculty” and “special faculty” to “faculty member from other faculty designations not represented”.

Acting Appointments: “A person appointed as the acting administrator must be a member of the Faculty tenured, tenure track, or administrative faculty with an appointment in an academic unit.” The Policy Committee recommends amending “Faculty” to “tenured, tenure track, or administrative faculty”.

Interim Appointments: “Appointments to interim positions are approved by the administrator at the next level in the organization, after consulting with a search and screening committee composed of relevant faculty, including regular faculty representation from across all faculty designations, administrative faculty, special faculty and staff as appropriate for the academic unit.” and “For academic college-level interim appointments: only in the absence of a unit Advisory Committee, a committee consisting of at least four regular faculty members elected from and by the unit’s constituent group; For university-level interim appointments: a committee consisting of at least four regular faculty members selected during a meeting of the Faculty Senate Advisory Committee.” The Policy Committee recommends amending “regular faculty” to “representation from across all faculty designations” to maintain the intent of the policy and amending “regular faculty” to “faculty” in the remaining policies for the composition of search and screening committees.

General Policies for Review of Academic Administrators indicate:
Membership of review committees for University-level academic administrators are comprised of, “At least four regular tenured or tenure track faculty members shall be selected during a meeting of the Faculty Senate Advisory Committee. These members may be nominated by any faculty member. At least one special faculty member from other faculty designations not represented shall be selected during a meeting of the Faculty Senate Advisory Committee in consultation with members of the special faculty. If no special faculty representative can be elected, such as might occur if no person agrees to be nominated, the committee will consist of the other members described here.” The Policy Committee recommends amending “regular faculty” to “tenured or tenure track faculty” and “special faculty” to “faculty member from other faculty designations not represented”.

Membership of review committees for academic administrators in academic colleges and those units within colleges are comprised of, “Four regular tenured or tenure track faculty members and at least one faculty member from other faculty designations not represented shall be elected by vote of the regular faculty in the unit. The special faculty of the academic unit (department, school, college, etc.) shall elect one of their number as their representative. The Policy Committee recommends amending “regular faculty” to

14 Clemson University Faculty Manual, 2023, Chapter VIII§E5a (p. 100)
15 Clemson University Faculty Manual, 2023, Chapter VIII§E5b (p. 100)
16 Clemson University Faculty Manual, 2023, Chapter VIII§E4b (p. 99)
“tenured or tenure track faculty” and inserting the phrase, “and at least one faculty member from other faculty designations not represented” to eliminate the need for the prerequisite of, “The special faculty of the academic unit (department, school, college, etc.) shall elect one of their number as their representative.” and indicating that committee members are elected by the faculty of the unit to remove the use of “regular”.

If no special faculty representative faculty member from other faculty designations not represented can be elected, such as might occur in a small department or if no person agrees to be nominated, the committee will consist of the members described here.17 The Policy Committee recommends amending “regular faculty” to “tenured or tenure track faculty” and “special faculty” to “faculty member from other faculty designations not represented”.

The review process for a department chair includes the stipulation that, “If a department has fewer than four regular faculty members, the regular faculty shall elect regular faculty members from related units to ensure the presence of four elected faculty.”18 The Policy Committee recommends amending “regular faculty” to “faculty”.

**Titled Professorships and Endowed Chairs**19: The majority membership of search and screening committees “shall be composed of regular tenured and tenure track faculty”, elected by “regular tenured and tenure track faculty”. The Policy Committee recommends removing the word, “regular” as this does not change the policy.

**Emeritus Faculty**: “Regular Tenured and tenure track faculty member, including library faculty, who have served at least five years at the University and 15 years in the academic profession receive the title of Emeritus or Emerita appended to their professorial rank upon official retirement.”20 The Policy Committee recommends amending “regular faculty” to “tenured or tenure track faculty” and recommends that the Faculty Manual provisions for Emeritus Faculty be clarified or modified based on recommendations from Welfare Committee Report 202224.

**Departmental and College Faculty Governance Functions**

The Policy Committee establishes that in accordance with the logic of the faculty in approving the Constitutional amendment that rights and responsibilities for the faculty include rights to participate in department and college shared governance. Unless otherwise noted in policy by specific ranks, the committee recommends changing all usage of “regular faculty” to “faculty” for all shared governance functions. Specific instances are:

Departmental policies must include the following requirements for TPR committee structure: “Departmental regular faculty determine the tenure, promotion and

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17 Clemson University *Faculty Manual*, 2023, Chapter VIII§E4c (p. 99)
18 Clemson University *Faculty Manual*, 2023, Chapter VIII§I4a (p. 104)
19 Clemson University *Faculty Manual*, 2022, Chapter IV§B3ei (p. 33)
20 Clemson University *Faculty Manual*, 2022, Chapter IV§B84 (p. 35)
reappointment standards, as well as procedures for selecting the TPR committee and the procedures the committee must follow beyond those stipulated in the Faculty Manual.” and “Limiting voting rights on a TPR committee making recommendations concerning tenure to tenured regular faculty members excluding individuals who, as administrators, have input into faculty personnel decisions such as appointment, tenure, and promotion.” and “Limiting voting rights on a TPR committee making a recommendation concerning promotion to rank or appointment at a rank to regular faculty with equivalent or higher rank.”21, subordinate clause: “In cases in which the department does not have enough regular faculty members to constitute a TPR committee, the full departmental regular faculty will elect regular faculty members from other departments who are qualified to serve on the TPR committee.”22

1. Departmental regular faculty determine the tenure, promotion, and reappointment standards, as well as procedures for selecting the TPR committee and the procedures the committee must follow beyond those stipulated in the Faculty Manual. The Policy Committee recommends amending “regular faculty” to “faculty” with the recommendation to make the language clearer to facilitate the intent that the responsible parties for certain TPR criteria rest primarily with faculty from those faculty designations.

2. Limiting voting rights on a TPR committee making recommendations concerning tenure to tenured regular faculty members excluding individuals who, as administrators, have input into faculty personnel decisions such as appointment, tenure, and promotion. The Policy Committee recommends amending “regular faculty” to “faculty”.

3. Limiting voting rights on a TPR committee making a recommendation concerning promotion to rank or appointment at a rank to regular faculty with equivalent or higher rank. The Policy Committee recommends removing this section and replacing with the following:

4. **TPR Committee membership and voting rights shall not specifically exclude any faculty designation that is under review for reappointment or promotion consideration** and shall delineate the voting composition of the committee when evaluating specific faculty designations.

“Interdisciplinary curriculum committees can be formed, outside of the boundaries of departments or colleges, following review by the faculty members of the Committee on Committees and subject to the restriction that only regular faculty members may be voting members of such curriculum committees and the chair of such committees is elected by and from the members of such committees.”23 The Policy Committee recommends removing the restriction in accordance with the Constitutional amendment that now permits any “constitutional faculty” to be elected to serve on curriculum committees.

21 Clemson University Faculty Manual, 2022, Chapter V§D1 (p. 46)
22 Clemson University Faculty Manual, 2023, Chapter V§D2 (p. 46)
23 Clemson University Faculty Manual, 2023, Chapter IX§C5a (p. 111)
“Based on the functions of the Faculty outlined in the *Constitution of the Faculty of Clemson University*, voting members on the following committees are limited to regular faculty:

a. Departmental Tenure, Promotion, and Reappointment committees;
b. Departmental Post-Tenure Review committees;
c. College and university curriculum committees;
d. College advisory committees;
e. Faculty Senate;
f. Grievance Board.”

The Policy Committee recommends removing this section. Policies that constrain committee membership are identified within each committee membership criteria in the relevant section or identified in the Constitution.

“Voting membership of college curriculum committees is limited to regular faculty.” The Policy Committee recommends removing the restriction in accordance with the Constitutional amendment that now permits any “constitutional faculty” to be elected to serve on curriculum committees.

Faculty Advisory Committee: “In small departments, the faculty may elect to have the entire regular faculty serve as the advisory committee.” The Policy Committee recommends amending “regular faculty” to “faculty”.

“Membership on departmental committees need not be confined to regular faculty except as noted in CHAPTER IX D. 3. of the Faculty Manual. Faculty, special faculty, diverse representation of faculty designations including administrative faculty, and student and/or staff representation shall be provided for wherever appropriate.” The Policy Committee recommends amending “regular faculty” to “faculty” and including the overall intent that departmental committees may be structured as the department chooses to include diverse representation of faculty designations including administrative faculty, and student and/or staff.

“f. Appointment of an individual with a special faculty rank to a regular faculty rank to a tenured or tenure track rank from any other faculty designation must follow the personnel practices and procedures for appointment described in CHAPTER V B.” & “g. If the approved bylaws of the applicable unit or college specifically provide such privileges, special faculty ranks have voting and membership privileges in unit and college meetings and on unit and college committees except those restricted to regular faculty in CHAPTER IX D. 3.” & “h. Special faculty ranks have voting membership privileges on university committees except those restricted to regular faculty in CHAPTER IX D. 3.”

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24 Clemson University *Faculty Manual*, 2023, Chapter IX§D3 (p. 112)  
25 Clemson University *Faculty Manual*, 2023, Chapter IX§K3 (p. 131)  
26 Clemson University *Faculty Manual*, 2023, Chapter IX§L5 (p. 133)  
27 Clemson University *Faculty Manual*, 2023, Chapter IX§L7 (p. 134)  
28 Clemson University *Faculty Manual*, 2023, Chapter IV§B2 (p. 29)
Committee recommends amending these sections to eliminate conflicts with the establishment of the policy that all faculty have shared governance rights.

University Governance
The Policy Committee establishes that in accordance with the logic of the faculty in approving the Constitutional amendment that rights and responsibilities for the faculty include rights to participate in university shared governance. Unless otherwise noted in policy by specific ranks, the committee recommends changing all usage of “regular faculty” to “faculty” for all university shared governance functions. Specific instances are:

Membership on the Grievance Board is constrained by the Constitution. The language is replicated by the Faculty Manual with, “Members of the Grievance Board must be tenured regular faculty at the time of their election, and will be members, alternates, or former members of the Faculty Senate.” The Policy Committee recommends amending “tenured regular faculty” to “tenured faculty” as it does not change policy.

“Candidates for each Consultant position are nominated by the Faculty Senate Advisory Committee from the ranks of tenured regular faculty.” The Policy Committee recommends amending “tenured regular faculty” to “tenured faculty” as it does not change policy.

“Clemson’s FAR [Faculty Athletics Representative] is a tenured associate or full professor tenured faculty member who has served on Clemson’s faculty a minimum of 10 years, is familiar with the policies and procedures of the Athletic Council (see below), and is knowledgeable of Clemson’s Athletics Programs generally.” In this instance, no change is recommended.

The Faculty Representative to the Board of Trustees must be a “tenured regular faculty member”. The Policy Committee recommends amending “tenured regular faculty” to “tenured faculty” as it does not alter the meaning.

Academic Council membership is limited to, “One regular faculty member from each college and the Library elected for a staggered three-year term beginning August 15 (by the faculty accorded voting rights in each college)” The Policy Committee recommends amending “regular faculty” to “faculty”.

Undergraduate Curriculum Committee membership is comprised of “two voting members from the collegiate undergraduate curriculum committee (or college curriculum committee if there is only one college curriculum committee), one of whom is chair of the collegiate

29 Clemson University Faculty Manual, 2022, Chapter IX§K3 (p. 131)
30 Clemson University Faculty Manual, 2022, Chapter VII§C3 (p. 79)
31 Clemson University Faculty Manual, 2023, Chapter IX§H2 (p. 125)
32 Clemson University Faculty Manual, 2023, Chapter X§J2c (p. 138)
33 Clemson University Faculty Manual, 2023, Chapter IX§F1b (p. 113)
curriculum committee, and one of whom is elected by and from the regular faculty members on the collegiate curriculum committee.”

including, “One regular faculty member from the library faculty elected by the regular library faculty (three-year term)” as non-voting members. The Policy Committee recommends amending “regular faculty” to “faculty”.

General Education Committee consists of, “Two faculty members elected from each College from the ranks of regular tenured or tenure track faculty, Principal Lecturer, or Senior Lecturer. At least one member must be tenured or tenure track faculty. Members serve staggered nonconsecutive 3-year terms. One faculty member elected from the Libraries from the ranks of regular tenured or tenure track faculty, Principal Lecturer, or Senior Lecturer. Member serves a nonconsecutive 3-year term.” The Policy Committee recommends amending “regular faculty” to “tenured or tenure track faculty” and recommends that the composition of this committee is addressed in a future standing agenda item.

Admissions Committee consists of, “One regular tenured or tenure track faculty member, senior lecturer or principal lecturer elected from each college by the faculty accorded voting rights in each college to serve three-year terms” The Policy Committee recommends amending “regular faculty” to “tenured or tenure track faculty” and recommends that the composition of this committee is addressed in a future standing agenda item.

Academic Eligibility Committee consists of, “Two regular tenured or tenure track faculty members, senior lecturers, or principal lecturers elected from each college by the faculty accorded voting rights in each college to serve a three-year term; One regular tenured or tenure track faculty member, senior lecturer or principal lecturer elected from the Libraries by the faculty accorded voting rights in the Libraries to serve a three-year term” The Policy Committee recommends amending “regular faculty” to “tenured or tenure track faculty” and recommends that the composition of this committee is addressed in a future standing agenda item.

Clemson University Honors College Committee consists of, “One regular faculty member from each college and the Library, elected by the faculty accorded voting rights in each college and Library for three-year terms” The Policy Committee recommends amending “regular faculty” to “faculty”.

34 Clemson University Faculty Manual, 2023, Chapter IX§F2d (p. 115)
35 Clemson University Faculty Manual, 2023, Chapter IX§F2e (p. 116)
36 Clemson University Faculty Manual, 2023, Chapter IX§F2f (p. 116)
37 Clemson University Faculty Manual, 2023, Chapter IX§F2g (p. 117)
38 Clemson University Faculty Manual, 2023, Chapter IX§F2h (p. 117)
Financial Aid Advisory Committee consists of, “One regular faculty member from each college, elected by the faculty accorded voting rights in each college, serving three-year terms.”\(^{39}\) The Policy Committee recommends amending “regular faculty” to “faculty”.

The Academic Grievance Committee consists of, “Two tenured faculty members from each college elected by the faculty accorded voting rights in each college for three-year staggered terms;”\(^{40}\) In this instance, no change is recommended.

Graduate Curriculum Committee consists of, “Two regular faculty members of the graduate curriculum committees from each of the academic colleges. One of the faculty shall be the chair of the college graduate committee and the other faculty elected by and from the college graduate committee. Should a college have a single curriculum committee, the college committee shall elect two regular faculty to this committee.”\(^{41}\) The Policy Committee recommends removing “regular faculty” because the composition of the committee is based on the composition of subordinate college committees and recommends that the composition of this committee is addressed in standing agenda item #202313 Graduate Faculty Status.

Graduate Academic Integrity Committee consists of, “Three tenured faculty from each college and the Library elected by the faculty accorded voting rights in each college and the Library”.\(^{42}\) In this instance, no change is recommended.

Council on Global Engagement consists of, “One regular faculty member elected from each college and Library elected by the faculty accorded voting rights in each college and Library shall serve staggered two-year terms and are limited to two consecutive terms”\(^{43}\) The Policy Committee recommends amending “regular faculty” to “faculty”.

The Athletic Council consists of, “One regular faculty representative and one regular faculty alternate elected by the faculty accorded voting rights in each college and the Library serve three-year terms, and consecutive terms are permitted”\(^{44}\), “the voting members elect from the regular, full-time faculty members a chair and vice chair”, and “All regular, full-time faculty Athletic Council members are eligible for election to these offices”\(^{45}\) The Policy Committee recommends amending “regular faculty” to “faculty”.

**Faculty Appointments**

The *Faculty Manual* separates the appointment procedures for “regular” and “special” faculty ranks. Regular faculty are recruited and evaluated by a search and screening committee while special faculty are recruited and evaluated in accordance with the

\(^{39}\) Clemson University *Faculty Manual*, 2023, Chapter IX§F2i (p. 117)

\(^{40}\) Clemson University *Faculty Manual*, 2023, Chapter IX§F2k (p. 119)

\(^{41}\) Clemson University *Faculty Manual*, 2023, Chapter IX§F2e (p. 120)

\(^{42}\) Clemson University *Faculty Manual*, 2023, Chapter IX§F2j (p. 123)

\(^{43}\) Clemson University *Faculty Manual*, 2023, Chapter IX§G2 (p. 124)

\(^{44}\) Clemson University *Faculty Manual*, 2023, Chapter IX§H3b (p. 126)

\(^{45}\) Clemson University *Faculty Manual*, 2023, Chapter IX§H3c (p. 126)
departmental bylaws. The Policy Committee recommends delineating these sections by “tenured and tenure track faculty and other faculty designations.”

“Because the regular faculty of a department or equivalent academic unit is the primary judge of the qualifications of its members, peer evaluation is essential in recommendations for appointment, renewal of appointment, tenure, and promotion. All peer recommendations regarding any individual holding regular or special faculty rank in a department shall, therefore, originate within the regular faculty of that department.” The Policy Committee recommends amending “regular faculty” and “special faculty” to “faculty.”

Regular appointments are defined as “the rank of instructor or higher.” and “In any regular appointment at Clemson University the faculty appointment without tenure is for one year or less, subject to renewal for a one-year term. The Policy Committee recommends removal of this section and rewriting the initial appointment terms to apply to all faculty and recommends that “regular appointments” is addressed in a future standing agenda item.

Special appointments are defined as “those awarded to post-doctoral research fellows, lecturers, visiting, adjunct, part-time faculty as well as to ROTC personnel, generally specify limited faculty functions and time durations”. The Policy Committee recommends removing the word, “lecturers”, as they do not meet the current interpretation of the term, “special appointment”, and recommends that other faculty designations be reviewed for identification as “special appointments” specifically investigating USGS faculty and similar designations.

Reappointment policies found in Chapter V duplicate the concept that every faculty is evaluated by their department’s TPR committee for reappointment (if applicable) at varying intervals. The Policy Committee recommends that editorial classifications of “regular faculty”, such as section headers, are modified to “tenured or tenure track faculty” as applicable.

Notice of reappointment and non-reappointment differ for “regular” and “special” ranks with tenured and tenure track appointment:
“Not less than three months in advance of the appointment’s expiration if the faculty member is in the first year of service;
(2) Not less than six months in advance if in the second year of service;
(3) At least 12 months before the expiration of an appointment after two or more years of service”

46 Clemson University Faculty Manual, 2022, Chapter V§B4 (p. 37)
47 Clemson University Faculty Manual, 2022, Chapter V§B7 (p. 40)
48 Clemson University Faculty Manual, 2023, Chapter V§B7 (p. 40)
49 Clemson University Faculty Manual, 2022, Chapter V§D5 (p. 49)
The Policy Committee recommends the removal of “regular and special” and to delineate the headers to indicate the difference between faculty ranks and faculty designations. Chapter V in fact lists policies for all ranks.

Administrative Faculty
The Associate Provosts hold faculty rank; they are members of the administrative faculty, which is a subset of the tenured or tenure track faculty.50 The deans of the colleges and the dean of the library hold faculty rank; they are members of the administrative faculty, which is a subset of the tenured Faculty.51 An academic administrator reporting to an associate provost holds tenure or tenure track faculty rank at the time of appointment; they may or may not be members of the administrative faculty, each of which is a subset of the faculty.52 Department chairs hold faculty rank; they are members of the administrative faculty, which is a subset of the tenured Faculty.53 Academic Administrators Reporting to a Dean of an Academic College / Library other than a Department Chair “holds faculty rank; they may or may not be members of the administrative faculty they are members of either the regular or the administrative faculty, each of which is a subset of the Faculty.”54 Academic Administrators within a Department other than the Chair “holds faculty rank; they are members of either the regular or may or may not be members of the administrative faculty, each of which is a subset of the Faculty.”55 “An academic administrator not specified elsewhere in this chapter holds faculty rank; they are members of either the regular or may or may not be members of the administrative faculty, each of which is a subset of the Faculty.”56 “Off-campus academic administrators hold faculty rank; they are members of either the regular or may or may not be members of the administrative faculty, each of which is a subset of the Faculty.”57 The Policy Committee recommends the removal of the phrase, “each of which is a subset of the Faculty.”, as administrative faculty is defined in the Constitution.

Post-Tenure Review
The policies listed in Chapter V§G pertain specifically to tenured faculty members, for any mention of the terms, “regular appointment” or “regular faculty”, The Policy Committee recommends amending to “tenured faculty”.

Extra-policy mentions of “regular” and “special”.

Chapter III§E Terminology

50 Clemson University Faculty Manual, 2023, Chapter VIII§F1b (p. 101)  
51 Clemson University Faculty Manual, 2023, Chapter VIII§G1d (p. 102)  
52 Clemson University Faculty Manual, 2023, Chapter VIII§H1b (p. 103)  
53 Clemson University Faculty Manual, 2023, Chapter VIII§I1f (p. 103)  
54 Clemson University Faculty Manual, 2023, Chapter VIII§J1b (p. 105)  
55 Clemson University Faculty Manual, 2023, Chapter VIII§K1b (p. 105)  
56 Clemson University Faculty Manual, 2023, Chapter VIII§L1a (p. 105)  
57 Clemson University Faculty Manual, 2023, Chapter VIII§M1b (p. 106)
“Several categories of “faculty” are used throughout the Faculty Manual. Unless otherwise specified, the following definitions apply:

a. Special faculty includes those who have been hired under the various titles for special faculty (CHAPTER IV B. 2.) The Policy Committee recommends the removal of the phrase, “special faculty”. The distinction serves no useful purpose in policy.

b. Regular faculty are a subset of the faculty defined in the Constitution of the Faculty of Clemson University. The regular faculty includes those individuals with regular appointments as Professor, Associate Professor, Assistant Professor, Instructor and the corresponding Librarian Ranks (CHAPTER IV B. 1.) and no duties consistent with Administrative faculty as described below. The Policy Committee recommends the removal of delineation of the phrase, “regular appointments”. The distinction applies to appointment type and is not tied to specific ranks.

“Administrative faculty include but are not limited to those faculty members appointed to the following positions: department chairs, school directors, college deans, the dean of the Library, the Provost, the President of the University, the Associate Provosts, and any academic administrators identified as Administrative faculty in CHAPTER VIII. Additionally, any faculty member whose job duties include the establishment of goals and percentage of emphasis, assignment of workload, annual FAS Evaluation or salary determination (CHAPTER V E. ) for one or more other regular, special or administrative faculty (with the exception of those faculty supported exclusively by external funds, including PSA funds) is considered to be a member of the administrative faculty rather than the regular faculty.”

The Policy Committee recommends the removal of delineation of the ranks of faculty reviewed by an administrative and recommends that the definitions of “administrative faculty” and “academic administrators” be considered in a future standing agenda item.

“This chapter is concerned with policies and procedures for initial appointment, reappointment, annual review, salary adjustments and termination for all regular and special faculty designations.” “It also is concerned with policies and procedures for tenure, promotion, and post-tenure review for regular faculty ranks.” The Policy Committee recommends the removal of “regular and special”. Chapter V in fact lists policies for all ranks.

“No faculty appointments shall be made to a regular or special faculty rank not specified in this manual.” And “Appointments to special faculty ranks other than Lecturer, Senior Lecturer, or Principal Lecturer Clinical, Research, Extension, Professors of Practice, and Temporary, do not require notice of non-renewal since such appointments are for stated periods of limited association with the university.” The Policy Committee recommends that this section is clarified such that all faculty appointments are made in accordance with the Faculty Manual and recommends that the appointments not requiring notice of non-renewal be considered as a future standing agenda item.

58 Clemson University Faculty Manual, 2023, Chapter III §E1 (pp. 25-26)
59 Clemson University Faculty Manual, 2022, Chapter V §A1 (p. 37)
60 Clemson University Faculty Manual, 2022, Chapter V §B1 (p. 37)
The appointment, tenure, and promotion policies found in Chapter V\textsuperscript{61} include specific provision only applicable to tenured and tenure track faculty and do not benefit from the use the “regular” modifier. The Policy Committee recommends amending all instances of “regular faculty” regarding appointment procedures to the tenured and tenured track faculty ranks to “tenured or tenure track faculty” as applicable. The prevailing interpretation is that appointments to tenured and tenured track faculty ranks are reviewed by a search and screening committee composed primarily of the same faculty designations. Units may provide for the election of additional members to search and screening committees as they desire.

“Every individual appointed to a regular or special faculty rank shall be evaluated in each year, regardless of tenure status.”\textsuperscript{62} The Policy Committee recommends the removal of the phrase, “regular or special”, as all faculty are required to receive an annual performance review.

The Class of ’39 Award for Excellence section indicates, “Must be a faculty member as defined in the Constitution of the Faculty of Clemson University;”\textsuperscript{63} The Policy Committee recommends no change, the Faculty Manual wording is identical to the Memorandum of Understanding for the Class of 1939 Award for Excellence.

There is a policy that indicates, “No tenured or tenure track faculty member, other than instructor, with a rank higher than instructor may be considered as a candidate for an advanced degree at Clemson University in the faculty member’s primary area of professional responsibility or in the department in which the faculty member is a member.”\textsuperscript{64} The Policy Committee recommends rewording this policy to eliminate the use of the phrase “or higher” by including the phrase, “tenured or tenure track, other than Instructor” to replicate the intent of the prohibition and recommends exploring the need for such a policy restricting additional degree attainment in a future standing agenda item.

Part of a department chair’s responsibilities include, “Annually evaluating each member of the department’s faculty, including administrative faculty, regular and special, and participating in the evaluation of staff; developing budgets in concert with school directors and college deans and allocating such funds for instructional and other purposes”\textsuperscript{65} The Policy Committee recommends rewording this policy to eliminate the use of the phrase “regular and special” by including the phrase, “including administrative faculty”.

“In order to operate the University effectively, the Board delegates responsibility in various areas to the President of the University, to certain administrative officials, and to the

\begin{itemize}
\item \textsuperscript{61} Clemson University Faculty Manual, 2022 (pp. 37-45)
\item \textsuperscript{62} Clemson University Faculty Manual, 2022, Chapter V§E1 (p. 50)
\item \textsuperscript{63} Clemson University Faculty Manual, 2022, Chapter V§F2 (p. 54)
\item \textsuperscript{64} Clemson University Faculty Manual, 2022, Chapter VI§K1 (p. 72)
\item \textsuperscript{65} Clemson University Faculty Manual, 2023, Chapter VIII§12f (p. 95)
\end{itemize}
Faculty.” The Policy Committee recommends amending “Faculty” to “faculty” as a matter of fact that the Board issued their statement on the principles of shared governance without regard to tenure or tenure track status.

“The Faculty, as the repository of learning in the various academic fields of study, is charged with creating the curriculum; setting requirements for degrees; determining when requirements have been met; and approving candidates for degrees. The Faculty also has primary responsibility for such academic matters as evaluating the qualifications of current or prospective faculty members; initiating recommendations for faculty and academic administrative appointments; faculty reappointment, tenure, and promotion recommendations. To carry out its role in the governance of the University, the Faculty is formally organized through the Constitution of the Faculty of Clemson University. The Faculty Senate, various University committees, and the several college, school, and departmental faculties and their committees facilitate the execution of the business of the faculty.”

The Policy Committee recommends amending “Faculty” to “faculty”.

Interesting Finds

“An academic administrator, with the exception of the President of the University, must be a member tenured, tenure track, or administrative Faculty at the time of appointment in accordance with the Constitution of the Faculty of Clemson University.” The Policy Committee recommends amending “Faculty” to clarify the original intent that a candidate for the appointment to President must be tenured or tenure eligible, which would include current administrative faculty.

Recommendations

The Policy Committee establishes that in accordance with the logic of the faculty in approving the Constitutional amendment that rights and responsibilities for the faculty include serving on Search and Review committees. Unless otherwise noted in policy by specific ranks, the committee recommends changing all usage of “regular faculty” to “faculty” for all search and review committees inclusive of the additional membership allotment for committees that include both regular and special modifiers. In cases where membership is delineated to include “special faculty”, the Policy Committee recommends that the membership is converted to, “tenured and tenure track faculty and representation across other faculty designations”, with future consideration to refine committee membership.

Additionally included are rights and responsibilities to participate in department and college shared governance. Unless otherwise noted in policy by specific ranks and

66 Clemson University Faculty Manual, 2023, Chapter IX§12f (p. 108)

67 Clemson University Faculty Manual, 2023, Chapter IX§A3 (p. 108)

68 Clemson University Faculty Manual, 2023, Chapter VIII§E1 (p. 95)
identified in this report, the committee recommends changing all usage of “regular faculty” to “faculty” for all shared governance functions.

Additionally included are rights and responsibilities to participate in university shared governance. Unless otherwise noted in policy by specific ranks and identified in this report, the committee recommends changing all usage of “regular faculty” to “faculty” for all university shared governance functions.

The Policy Committee recommends a separate standing agenda item to consider language to facilitate the intent that the responsible parties for certain TPR criteria, including the consideration of promotion and reappointment, rest primarily with faculty from those faculty designations under which the policy applies, “Departmental regular faculty determine the tenure, promotion, and reappointment standards, as well as procedures for selecting the TPR committee and the procedures the committee must follow beyond those stipulated in the *Faculty Manual.*”

The Policy Committee recommends that the composition of the **Provost Selection Committee** is addressed as a separate agenda item.

The Policy Committee recommends that the *Faculty Manual* provisions for Emeritus Faculty be clarified or modified based on recommendations from Welfare Committee Report 202224 as a separate agenda item.

The Policy Committee recommends that the composition of the **General Education Committee** is addressed as a separate agenda item to be committed upon approval, without amendment, of this report.

The Policy Committee recommends that the composition of the **Admissions Committee** is addressed as a separate agenda item to be committed upon approval, without amendment, of this report.

The Policy Committee recommends that the composition of the **Academic Eligibility Committee** is addressed as a separate agenda item to be committed upon approval, without amendment, of this report.

The Policy Committee recommends that the composition of the **Graduate Curriculum Committee** is addressed as a separate agenda item to be committed upon approval, without amendment, of this report.

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69 Clemson University *Faculty Manual*, 2023, Chapter V§D2 (p. 46)
70 Clemson University *Faculty Manual*, 2023, Chapter VIII§D2 (p. 94)
71 Clemson University *Faculty Manual*, 2022, Chapter IV§B4 (p. 35)
72 Clemson University *Faculty Manual*, 2023, Chapter IX§F2e (p. 116)
73 Clemson University *Faculty Manual*, 2023, Chapter IX§F2f (p. 116)
74 Clemson University *Faculty Manual*, 2023, Chapter IX§F2g (p. 117)
75 Clemson University *Faculty Manual*, 2023, Chapter IX§F2e (p. 120)
The Policy Committee recommends that “regular appointments” is addressed as a separate agenda item.\textsuperscript{76}

The Policy Committee recommends that the composition of the Graduate Curriculum Committee\textsuperscript{77} is addressed in standing agenda item #202313 Graduate Faculty Status.

The Policy Committee recommends that other faculty designations be reviewed for identification as “special appointments”\textsuperscript{78} specifically investigating USGS faculty and similar designations and incorporating the definition of the term “regular appointment” as outlined in this report.

The Policy Committee recommends that the definitions of “administrative faculty” and “academic administrators” be considered in a future standing agenda item.

The Policy Committee recommends that a review of faculty appointments that do not require notice of non-renewal\textsuperscript{79} be considered as a future standing agenda item.

The Policy Committee recommends exploring the need for a policy restricting additional degree attainment by tenured and tenure track faculty in a future standing agenda item\textsuperscript{80}.

The Policy Committee recommends exploring the need for clarification of “Academic Administrator” and “administrative faculty” to determine if such a delineation is necessary, complies with current policy and practice, and should be written explicitly.

\textsuperscript{76} Clemson University Faculty Manual, 2022, Chapter V§B7 (p. 40)
\textsuperscript{77} Clemson University Faculty Manual, 2023, Chapter IX§F2e (p. 120)
\textsuperscript{78} Clemson University Faculty Manual, 2023, Chapter V§B7 (p. 40)
\textsuperscript{79} Clemson University Faculty Manual, 2022, Chapter V§B1 (p. 37)
\textsuperscript{80} Clemson University Faculty Manual, 2022, Chapter VI§K1 (p. 72)
FACULTY SENATE RESOLUTION 202305

Policy Committee Approval: November 7, 2023
Faculty Senate Consideration: December 12, 2023

Topic: “Faculty Manual Constitutional Alignment”

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

Whereas, Faculty Senate Resolution 202301, a proposal to amend the Constitution of the Faculty of Clemson University was approved by the Faculty Senate on March 14, 2023, approved by the faculty on August 16, 2023, and approved by the Board of Trustees on October 5, 2023; and

Whereas, The amendments to the Constitution, implemented immediately, created conflicts in several policies indicated in the Faculty Manual, which are now void and must be reconciled to ensure consistency and compliance of academic policies; and

Whereas, the Constitutional amendments establish shared governance rights and responsibilities for faculty appointed to ranks other than those with tenure or on the tenure-track and the Faculty Manual must reflect this change in policy; and

Whereas, Policy Committee Report 202302, “Faculty Manual Constitutional Alignment”, indicates the justification for and the scope of the changes necessary for compliance with the Constitution was adopted by the Faculty Senate on November 14, 2023; it is therefore

Resolved, that the Faculty Manual be amended in accordance with PCR 202302 as follows:

Chapter III

“Administrative faculty include but are not limited to those faculty members appointed to the following positions: department chairs, school directors, college deans, the dean of the Library, the Provost, the President of the University, the Associate Provosts, and any academic administrators identified as Administrative faculty in CHAPTER VIII. Additionally, any faculty member whose job duties include the establishment of goals and percentage of emphasis, assignment of workload, annual FAS Evaluation or salary determination (CHAPTER V E.) for one or more other regular, special or administrative faculty (with the exception of those faculty supported exclusively by
external funds, including PSA funds) is considered to be a member of the administrative faculty rather than the regular faculty.”

Chapter IV

Alumni Distinguished Professorships: Candidates must have the rank of Professor and selection committee membership is elected by the “regular faculty” of each college.

“f. Appointment of an individual with a special faculty rank to a regular faculty rank to a tenured or tenure track rank from any other faculty designation must follow the personnel practices and procedures for appointment described in CHAPTER V B.” & “g. If the approved bylaws of the applicable unit or college specifically provide such privileges, special faculty ranks have voting and membership privileges in unit and college meetings and on unit and college committees except those restricted to regular faculty in CHAPTER IX D. 3.” & “h. Special faculty ranks have voting membership privileges on university committees except those restricted to regular faculty in CHAPTER IX D. 3.”

Chapter V

“Departmental regular faculty determine the tenure, promotion and reappointment standards, as well as procedures for selecting the TPR committee and the procedures the committee must follow beyond those stipulated in the Faculty Manual.” and

“Limiting voting rights on a TPR committee making recommendations concerning tenure to tenured regular faculty members excluding individuals who, as administrators, have input into faculty personnel decisions such as appointment, tenure, and promotion.”

“Limiting voting rights on a TPR committee making a recommendation concerning promotion to rank or appointment at a rank to regular faculty with equivalent or higher rank.”

“In cases in which the department does not have enough regular faculty members to constitute a TPR committee, the full departmental regular faculty will elect regular faculty members from other departments who are qualified to serve on the TPR committee.”

TPR Committee membership and voting rights shall not specifically exclude any faculty designation that is under review for reappointment or promotion consideration.

“Because the regular faculty of a department or equivalent academic unit is the primary judge of the qualifications of its members, peer evaluation is essential in recommendations for appointment, renewal of appointment, tenure, and promotion. All peer recommendations regarding any individual holding regular or special faculty rank in a department shall, therefore, originate within the regular faculty of that department.”

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1 Clemson University Faculty Manual, 2023, Chapter III§E1 (pp. 25-26)
2 Clemson University Faculty Manual, 2022, Chapter IV§B3d (p. 32)
3 Clemson University Faculty Manual, 2023, Chapter IV§B2 (p. 29)
4 Clemson University Faculty Manual, 2022, Chapter V§D1 (p. 46)
5 Clemson University Faculty Manual, 2023, Chapter V§D2 (p. 46)
6 Clemson University Faculty Manual, 2022, Chapter V§B4 (p. 37)
Regular appointments are defined as “the rank of instructor or higher,” and “In any regular appointment at Clemson University the An Initial faculty appointment without tenure is for one year or less, subject to renewal for a one-year term.”

Special appointments are defined as “those awarded to post-doctoral research fellows, lecturers, visiting, adjunct, part-time faculty as well as to ROTC personnel, generally specify limited faculty functions and time durations.”

“This chapter is concerned with policies and procedures for initial appointment, reappointment, annual review, salary adjustments and termination for all regular and special faculty designations.”

“No faculty appointments shall be made to a regular or special faculty rank not specified in this manual.” And “Appointments to special faculty ranks other than Lecturer, Senior Lecturer, or Principal Lecturer Clinical, Research, Extension, Professors of Practice, and Temporary, do not require notice of non-renewal since such appointments are for stated periods of limited association with the university.”

“Every individual appointed to a regular or special faculty rank shall be evaluated in each year, regardless of tenure status.”

The Class of ’39 Award for Excellence section indicates, “Must be a faculty member as defined in the Constitution of the Faculty of Clemson University;”

Chapter VI

“No tenured or tenure track faculty member, other than instructor, with a rank higher than instructor may be considered as a candidate for an advanced degree at Clemson University in the faculty member’s primary area of professional responsibility or in the department in which the faculty member is a member.”

Chapter VIII

“For the selection of the Provost, the President of the University (after consultation with the Faculty Senate Advisory Committee) shall appoint a committee that includes a majority of regular tenured and tenure track faculty as well as at least one academic administrator reporting directly or indirectly to the Provost, at least one member of the special faculty member from other faculty designations not represented, one graduate student, one undergraduate student, and a staff member appointed by the President of the Staff Senate.”

“As appropriately representative of the academic unit, additional members shall include at least

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7 Clemson University Faculty Manual, 2022, Chapter V§B7 (p. 40)
8 Clemson University Faculty Manual, 2023, Chapter V§B7 (p. 40)
9 Clemson University Faculty Manual, 2022, Chapter V§A1 (p. 37)
10 Clemson University Faculty Manual, 2022, Chapter V§B1 (p. 37)
11 Clemson University Faculty Manual, 2022, Chapter V§E1 (p. 50)
12 Clemson University Faculty Manual, 2022, Chapter V§F2 (p. 54)
13 Clemson University Faculty Manual, 2022, Chapter VI§K1 (p. 72)
14 Clemson University Faculty Manual, 2023, Chapter VIII§D2 (p. 94)
one academic administrator, one special faculty member faculty member from other faculty designations not represented, one staff member, and one student.”

While the size of academic administrator search and screening committees will vary, depending on the scope of the position, the majority of members on academic administrator search and screening committees shall be regular tenured or tenure track faculty.”

“At least four regular tenured or tenure track faculty members shall be selected during a meeting of the Faculty Senate Advisory Committee. At least one faculty member from other faculty designations not represented shall be selected during a meeting of the Faculty Senate Advisory Committee in consultation with members of the special faculty. If no faculty member from other faculty designations not represented can be elected, such as might occur if no person agrees to be nominated, the committee will consist of the other members described here.”

“At least four regular tenured or tenure track faculty members shall be elected by vote of the regular faculty in the unit. The special faculty of the academic unit shall elect at least one of their members as their representative faculty member from other faculty designations not represented. If no ONE special faculty representative can be elected, such as might occur in a small department or if no person agrees to be nominated, the committee will consist of the other members described here.”

“A person appointed as the acting administrator must be a member of the Faculty tenured, tenure track, or administrative faculty with an appointment in an academic unit.”

“Appointments to interim positions are approved by the administrator at the next level in the organization, after consulting with a search and screening committee composed of relevant faculty, including regular faculty representation from across all faculty designations, administrative faculty, special faculty and staff as appropriate for the academic unit.”

“For academic college-level interim appointments: only in the absence of a unit Advisory Committee, a committee consisting of at least four regular faculty members elected from and by the unit’s constituent group; For university-level interim appointments: a committee consisting of at least four regular faculty members selected during a meeting of the Faculty Senate Advisory Committee.”

General Policies for Review of Academic Administrators

Membership of review committees for University-level academic administrators are comprised of, “At least four regular tenured or tenure track faculty members shall be selected during a meeting of the Faculty Senate Advisory Committee. These members may be nominated by any faculty

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15 Clemson University Faculty Manual, 2023, Chapter VIII§E3a (p. 96)
16 Clemson University Faculty Manual, 2023, Chapter VIII§E3a (p. 96)
17 Clemson University Faculty Manual, 2023, Chapter VIII§E3c (p. 96)
18 Clemson University Faculty Manual, 2023, Chapter VIII§E3f (p. 97)
19 Clemson University Faculty Manual, 2023, Chapter VIII§E5a (p. 100)
20 Clemson University Faculty Manual, 2023, Chapter VIII§E5b (p. 100)
21 Clemson University Faculty Manual, 2023, Chapter VIII§E5b (p. 100)
member. At least one special faculty member from other faculty designations not represented shall be selected during a meeting of the Faculty Senate Advisory Committee in consultation with members of the special faculty. If no special faculty representative can be elected, such as might occur if no person agrees to be nominated, the committee will consist of the other members described here.”

Membership of review committees for academic administrators in academic colleges and those units within colleges are comprised of, “Four regular tenured or tenure track faculty members and at least one faculty member from other faculty designations not represented shall be elected by vote of the regular faculty in the unit. The special faculty of the academic unit (department, school, college, etc.) shall elect one of their number as their representative.”

If no special faculty representative faculty member from other faculty designations not represented can be elected, such as might occur in a small department or if no person agrees to be nominated, the committee will consist of the members described here.”

The review process for a department chair includes the stipulation that, “If a department has fewer than four regular faculty members, the regular faculty shall elect regular faculty members from related units to ensure the presence of four elected faculty.”

The Associate Provosts hold faculty rank; they are members of the administrative faculty, which is a subset of the tenured or tenure track faculty.

The deans of the colleges and the dean of the library hold faculty rank; they are members of the administrative faculty, which is a subset of the tenured Faculty.

An academic administrator reporting to an associate provost holds tenured or tenure track faculty rank at the time of appointment; they may or may not be members of the administrative faculty, each of which is a subset of the faculty.

Department chairs hold faculty rank; they are members of the administrative faculty, which is a subset of the tenured Faculty.

Academic Administrators Reporting to a Dean of an Academic College / Library other than a Department Chair “holds faculty rank; they may or may not be members of the administrative faculty they are members of either the regular or the administrative faculty, each of which is a subset of the Faculty.”

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22 Clemson University Faculty Manual, 2023, Chapter VIII§E4b (p. 99)
23 Clemson University Faculty Manual, 2023, Chapter VIII§E4b (p. 99)
24 Clemson University Faculty Manual, 2023, Chapter VIII§E4c (p. 99)
25 Clemson University Faculty Manual, 2023, Chapter VIII§I4a (p. 104)
26 Clemson University Faculty Manual, 2023, Chapter VIII§F1b (p. 101)
27 Clemson University Faculty Manual, 2023, Chapter VIII§G1d (p. 102)
28 Clemson University Faculty Manual, 2023, Chapter VIII§H1b (p. 103)
29 Clemson University Faculty Manual, 2023, Chapter VIII§I1f (p. 103)
30 Clemson University Faculty Manual, 2023, Chapter VIII§J1b (p. 105)
Academic Administrators within a Department other than the Chair “holds faculty rank; they are members of either the regular or may or may not be members of the administrative faculty, each of which is a subset of the Faculty.”

“An academic administrator not specified elsewhere in this chapter holds faculty rank; they are members of either the regular or may or may not be members of the administrative faculty, each of which is a subset of the Faculty.”

“Off-campus academic administrators hold faculty rank; they are members of either the regular or may or may not be members of the administrative faculty, each of which is a subset of the Faculty.”

“Annually evaluating each member of the department’s faculty, including administrative faculty, regular and special, and participating in the evaluation of staff; developing budgets in concert with school directors and college deans and allocating such funds for instructional and other purposes.”

“An academic administrator, with the exception of the President of the University, must be a member tenured, tenure track, or administrative Faculty at the time of appointment in accordance with the Constitution of the Faculty of Clemson University.”

Chapter IX

Titled Professorships and Endowed Chairs: The majority membership of search and screening committees “shall be composed of “regular tenured and tenure track faculty”, elected by “regular tenured and tenure track faculty”.

Emeritus Faculty: “Regular “Tenured and tenure track” faculty member, including library faculty, who have served at least five years at the University and 15 years in the academic profession receive the title of Emeritus or Emerita appended to their professorial rank upon official retirement.”

“Interdisciplinary curriculum committees can be formed, outside of the boundaries of departments or colleges, following review by the faculty members of the Committee on Committees and subject to the restriction that only regular faculty members may be voting members of such curriculum committees and the chair of such committees is elected by and from the members of such committees.”

“Based on the functions of the Faculty outlined in the Constitution of the Faculty of Clemson University, voting members on the following committees are limited to regular faculty.

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31 Clemson University Faculty Manual, 2023, Chapter VIII§K1b (p. 105)
32 Clemson University Faculty Manual, 2023, Chapter VIII§L1a (p. 105)
33 Clemson University Faculty Manual, 2023, Chapter VIII§M1b (p. 106)
34 Clemson University Faculty Manual, 2023, Chapter VIII§I2f (p. 95)
35 Clemson University Faculty Manual, 2023, Chapter VIII§E1 (p. 95)
36 Clemson University Faculty Manual, 2022, Chapter IV§B3e (p. 33)
37 Clemson University Faculty Manual, 2023, Chapter IX§C5a (p. 111)
a. Departmental Tenure, Promotion, and Reappointment committees;
b. Departmental Post-Tenure Review committees;
c. College and university curriculum committees;
d. College advisory committees;
e. Faculty Senate;
f. Grievance Board.”

“Voting membership of college curriculum committees is limited to regular faculty.”

“Members of the Grievance Board must be tenured regular faculty at the time of their election, and will be members, alternates, or former members of the Faculty Senate.”

“Candidates for each Consultant position are nominated by the Faculty Senate Advisory Committee from the ranks of tenured regular faculty.”

“Clemson’s FAR [Faculty Athletics Representative] is a tenured associate or full professor tenured faculty member who has served on Clemson’s faculty a minimum of 10 years, is familiar with the policies and procedures of the Athletic Council (see below), and is knowledgeable of Clemson’s Athletics Programs generally.”

Academic Council membership is limited to, “One regular faculty member from each college and the Library elected for a staggered three-year term beginning August 15 (by the faculty accorded voting rights in each college)”

Undergraduate Curriculum Committee membership is comprised of “two voting members from the collegiate undergraduate curriculum committee (or college curriculum committee if there is only one college curriculum committee), one of whom is chair of the collegiate curriculum committee, and one of whom is elected by and from the regular faculty members on the collegiate curriculum committee.”

Academic Eligibility Committee consists of, “Two regular tenured or tenure track faculty members, senior lecturers, or principal lecturers elected from each college by the faculty accorded voting rights in each college to serve a three-year term; One regular tenured or tenure track faculty member, senior lecturer or principal lecturer elected from the Libraries by the faculty accorded voting rights in the Libraries to serve a three-year term”

Clemson University Honors College Committee consists of, “One regular faculty member from each college and the Library, elected by the faculty accorded voting rights in each college and Library for three-year terms”

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39 Clemson University Faculty Manual, 2023, Chapter IX§D3 (p. 112)
40 Clemson University Faculty Manual, 2023, Chapter IX§K3 (p. 131)
41 Clemson University Faculty Manual, 2022, Chapter IX§K3 (p. 131)
42 Clemson University Faculty Manual, 2022, Chapter VII§C3 (p. 79)
43 Clemson University Faculty Manual, 2023, Chapter IX§H2 (p. 125)
44 Clemson University Faculty Manual, 2023, Chapter IX§F1b (p. 113)
45 Clemson University Faculty Manual, 2023, Chapter IX§F2d (p. 115)
46 Clemson University Faculty Manual, 2023, Chapter IX§F2g (p. 117)
47 Clemson University Faculty Manual, 2023, Chapter IX§F2h (p. 117)
Financial Aid Advisory Committee consists of, “One regular faculty member from each college, elected by the faculty accorded voting rights in each college, serving three-year terms”\(^{48}\)

The Academic Grievance Committee consists of, “Two tenured faculty members from each college elected by the faculty accorded voting rights in each college for three-year staggered terms;”\(^{49}\)

Graduate Curriculum Committee consists of, “Two regular faculty members of the graduate curriculum committees from each of the academic colleges. One of the faculty shall be the chair of the college graduate committee and the other faculty elected by and from the college graduate committee. Should a college have a single curriculum committee, the college committee shall elect two regular faculty to this committee.”\(^{50}\)

Graduate Academic Integrity Committee consists of, “Three tenured faculty from each college and the Library elected by the faculty accorded voting rights in each college and the Library”\(^{51}\)

Council on Global Engagement consists of, “One regular faculty member elected from each college and Library elected by the faculty accorded voting rights in each college and Library shall serve staggered two-year terms and are limited to two consecutive terms”\(^{52}\)

The Athletic Council consists of, “One regular faculty representative and one regular faculty alternate elected by the faculty accorded voting rights in each college and the Library serve three-year terms, and consecutive terms are permitted”\(^{53}\), “the voting members elect from the regular, full-time faculty members a chair and vice chair”, and “All regular, full-time faculty Athletic Council members are eligible for election to these offices”\(^{54}\)

“In order to operate the University effectively, the Board delegates responsibility in various areas to the President of the University, to certain administrative officials, and to the Faculty.”\(^{55}\)

“The Faculty, as the repository of learning in the various academic fields of study, is charged with creating the curriculum; setting requirements for degrees; determining when requirements have been met; and approving candidates for degrees. The Faculty also has primary responsibility for such academic matters as evaluating the qualifications of current or prospective faculty members; initiating recommendations for faculty and academic administrative appointments; faculty reappointment, tenure, and promotion recommendations. To carry out its role in the governance of the University, the Faculty is formally organized through the Constitution of the Faculty of Clemson University. The Faculty Senate, various University committees, and the several college, school, and departmental faculties and their committees facilitate the execution of the business of the faculty.”\(^{56}\)
Chapter X

The Faculty Representative to the Board of Trustees must be a “tenured regular faculty member”.

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.

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57 Clemson University Faculty Manual, 2023, Chapter X§J2c (p. 138)

RESOLUTION OF THE FACULTY SENATE OF CLEMSON UNIVERSITY
MEMORANDUM

TO: Faculty and Staff

FROM: David Blakesley  
Faculty Senate President
Sarah White  
Faculty Senate Policy Committee Chair

SUBJECT: Guidance for Academic Units for Changes to Bylaws and TPR Documents to Comply with the Constitution of the Faculty of Clemson University Amendments

The Board of Trustees has approved the amendments to the Constitution of the Faculty of Clemson University that were submitted on behalf of the faculty after the General Faculty Meeting approval on August 16, 2023. The Faculty Senate Policy Committee has prepared guidance to aid in the consideration of revisions to governing documents and TPR documents. This guidance ensures the alignment of academic policies and shared governance structures found in the Faculty Manual, College Bylaws, Departmental Bylaws and TPR Documents with the amended Constitution. The Vice President of Academic Affairs and Provost will automatically approve changes to documents in adherence to this guidance after an abbreviated review by the Faculty Manual Consultant. Units that incorporate additional changes beyond the scope of this guidance will undergo the normal comprehensive review and approval process. The Faculty Senate begins with the strategic goal in all considered changes that all faculty with an expectation of continuing or long-term association with the institution contribute to the academic mission of Clemson University and are thus entitled to the rights and responsibilities thereof, including not only a voice but also a vote in shared governance.

1. Academic Unit Bylaws:

Faculty Membership. The Constitution prescribes the membership of the faculty and permits the faculty to organize as academic collegiate units. With that, the voting membership of the collegiate faculty shall endow those granted rights and responsibilities by the Constitution. Sample language to affect this principle: “Section 1. Members. Voting membership shall consist of all faculty, as defined by the Constitution of the Faculty of Clemson University, with majority faculty appointments within an academic unit of the College, hereafter referred to in these bylaws as “College Faculty”. For department bylaws: “Voting membership shall consist of all Collegiate Faculty with majority faculty appointments within the department, hereafter referred to in these bylaws as “faculty”.

Standing Committee Membership. Standing Committee, including Faculty Advisory Committees, compositions shall not explicitly exclude any member of the faculty that is granted membership rights in the academic unit, in voice or vote. Standing committee membership is generally elected service positions, indicating the unit faculty is the primary judge of qualifications for candidates in these roles. Since the Constitution specifically prescribes curriculum committees, this guidance also applies to departmental and college
level curriculum committee composition. Sample language to affect this principle: “Standing Committees shall be composed of one elected member of the faculty per academic unit or program division.

2. Department TPR Documents

The primary judge of criteria and qualification for the appointment, reappointment, tenure, and promotion of faculty is the faculty of a given academic unit. As such, TPR Committee composition should be inclusive rather than exclusive to enable the principle that faculty are entitled to a peer review process within their faculty designation. Sample language to affect this principle: “The TPR Committee shall be composed of at least three elected members from each of the following faculty designations for each academic program or at large: Tenured and Tenure Track, Lecturers, Clinical, Research, and Extension. The Chair is elected from and by the committee membership for a term of two years. When considering candidates, the TPR committee voting rights are modified as follows:

1. Candidates for Tenure: only tenured faculty members may consider and issue recommendations.
2. Candidates for appointment, promotion, or reappointment for faculty designated on the tenure track: only tenured committee members may consider and issue recommendations.
3. Candidates for appointment, promotion, and reappointment to any other faculty designation: the TPR Committee shall appoint committee members to evaluate candidates and issue recommendations. These appointed members shall be composed of at least a majority of the faculty designation under review. For example, candidates for promotion to Senior Lecturer shall have their application considered by a committee with at least a majority membership of Senior or Principal Lecturers.
4. In all cases, the Chair of the TPR Committee retains the responsibilities of the committee chair.

In cases where a committee of the whole (meaning all faculty in a small department), all principles above must still be met. Separate TPR committees composed of the different faculty designations is not authorized.

There are no recommended changes to Post Tenure Review unless a unit’s TPR Committee serves as the PTR committee. In such cases, the addition of the sample language to affect this principle:

5. Faculty under Post Tenure review: only tenured faculty members may consider and issue recommendations.

3. All Governing Documents

With the elimination or clarification of the terms, “regular faculty” and “special faculty” as appointment types and not classifications or faculty designations subject to abridgement of rights and responsibilities in shared governance, governing documents shall refrain from utilizing these terms to refer to any faculty, or faculty designation. Faculty shall be referred to by their faculty designation (tenured, tenure track, lecturer, clinical, research, or
extension) or by their faculty rank. For clarification, the general principle is that the “faculty” in all policy mentions includes all faculty designations.

4. Specific questions about implementation or requests to review draft language for feedback can be directed to:

Fran McGuire, Faculty Manual Consultant (left@clemson.edu); and William Everroad, Director of Faculty Shared Governance (weverro@clemson.edu)

5. The Provost retains the right to consider and review all governing documents subject to compliance with the Faculty Manual and the Constitution of the Faculty of Clemson University.
Dr. Kuang-Ching “KC” Wang is C. Tycho Howle SmartState Endowed Chair in Collaborative Computing Environments and Professor of Electrical and Computer Engineering. Dr. Wang earned his Ph.D. in Electrical Engineering from the University of Wisconsin, Madison and joined Clemson University in 2004. Dr. Wang is currently also the Associate Director of Research for the Watt Family Innovation Center, the co-director for the AI Research Institute for Science and Engineering (AIRISE), and the executive director for Clemson STRIDE – the National Science Foundation sponsored initiative for strengthening research translation at Clemson University.

Since joining Clemson, Dr. Wang has charted his career path with a keen motivation to create impacts for the university, the state, and the nation beyond his own disciplinary research. To date, through his leadership of more than $84 million sponsored research, Dr. Wang has not only advanced knowledge in computing and networking technologies, he has also created such tangible contributions as: 1) first outdoor Wi-Fi network pilot for Clemson campus (2008, in partnership with CCIT), 2) first campus parking camera surveillance system pilot (2008, in partnership with CU Police), 3) invited presentation at the White House as leading university in connected vehicle research (2012, in partnership with Portland, OR), 4) NSF CloudLab, one of only two of the nation’s most advanced cloud computing system testbed (2014-present), 5) NSF GENI (2009-2018) and NSF FABRIC (2019-present), the nation’s most advanced future Internet testbeds, and 6) Watt AI, Clemson’s first and only campus wide AI research program for undergraduate students from all majors. Most recently, Dr. Wang created Clemson STRIDE with a $6 million NSF grant to build campus-wide programs that will empower faculty, postdocs, and students from all disciplines to pursue translational research that can lead to start-ups, technology transfer to industries, and societal impacts. In the 19 years at Clemson, Dr. Wang has not only embraced Clemson University’s land grant mission but has found therein endless inspirations and drive that have shaped his unique research career.

From 2018-2023, specifically, Dr. Wang made outstanding contributions in the following areas:

- **Driving research in computing and networking, putting Clemson University “on the map” as part of the nation’s first prototype of the future Internet.**

  Just as the Internet was known to be first created between UCLA and Stanford in 1969, followed by a handful of universities forming the NSFNET in the 80’s, it has been Dr. Wang’s career pursuit to make Clemson a founding anchor on the future Internet when it emerges. In the decade since 2009, Dr. Wang made persistent contributions to NSF’s future Internet program (NSF GENI), culminating into his leadership in envisioning and creating NSF FABRIC (circa 2019), the first cross-US and international future Internet testbed. Clemson, together with UNC Chapel Hill, University of Illinois, University of Kentucky, and the US Department of Energy is now leading the nation’s efforts in prototyping and shaping the future Internet.

- **Empowering sciences beyond computing.**

  Dr. Wang has consistently been a staunch supporter of Clemson colleagues to leverage advanced networking and computing to empower broad domains of sciences. To date, he has worked with colleagues in Civil Engineering and Computer Science, and industrial and municipal partners across US, to establish Clemson as a pioneer in **Connected Vehicle research**, leading to his invited presentation at the White House (2006-2017). He has also worked with colleagues in Genetics to transform localized genetics computing onto national workflows, establishing Clemson’s national reputation and leadership in
**distributed big data sciences** (2012-2017). He has worked with colleagues in ECE and Computer Science to bring **cybersecurity research** onto campus and national science networks (2016-2020). Most recently, Dr. Wang worked with colleagues and partners to successfully established significant momentum in **AI in health, life and agricultural sciences** research (2016-2017). These efforts have been supported by NSF, NIH, DoD, USDOT. These efforts have taken on lasting momentum, driven by the collaborating colleagues. It has been Dr. Wang’s genuine belief in building sustainable partnerships through cross-disciplinary collaboration and educating students to become capable cross-disciplinary researchers.

- **His interrelations with the Student Body:**
  - **AI education for students in all disciplines.**

  In 2017, Dr. Wang joined the Watt Family Innovation Center as Associate Director of Research. At the time, there is a wide range of budding interests from faculty in non-computing disciplines wanting to explore AI research, while a growing frustration of a shortage of AI-versed faculty and students to explore such opportunities for innovation. At the same time, students from many majors have voiced their desires to learn about AI before they graduate from Clemson, to avail them with broader career choices. Dr. Wang took on the challenge. In collaboration with Watt Center colleagues and IBM, Dr. Wang spearheaded a strategy dubbed “**Watt AI**” that will capitalize Clemson’s nationally renowned undergraduate research program **Creative Inquiry** to create a solution that will unleash both the faculty’s need for more AI-educated students and the students’ need for AI education for broad, potentially non-computing, majors. Since then, the program has been a proven success. More than 120 students have graduated from the program, with some entering prestigious graduate programs in Harvard University, Columbia University, Urbana-Champaign, and Michigan State, some joining companies such as Netflix, Boeing, Oliver Wyman, Deloitte, and SpaceX, and some continued in PhD programs at Clemson, all acknowledging Watt AI to have contributed to their success.

- **His activities in behalf of the university:**
  - **Leading institution transformational initiatives.**

  Dr. Wang’s broadly collaborative research and education endeavors have provided him deep appreciation and understanding of Clemson’s research landscape. In 2021, Dr. Wang was called upon by Provost Jones to lead the **Clemson Elevate Research Ascension** working group for the **Health and Data Sciences** pillar. Informed by Dr. Wang’s collaborative philosophy, the resulting recommendations have offered an empowering strategy that tightly connects with all other research ascension pillars. Dr. Wang is also Provost’s designated lead for the campus-wide **AI faculty cluster hires**. Dr. Wang has participated in nearly two dozen faculty search committees in different departments and has hosted the orientation to welcome these new AI faculty.

  In 2023, National Science Foundation announced a new program to help universities strengthen their capacity for research translation. In view of the tremendous impact this can have for Clemson and the multitude of stakeholders that must be engaged in such a pursuit, Dr. Wang stepped up and led a multi-faceted team with Clemson colleagues and regional innovation ecosystem partners. The proposal was successful, giving birth to **Clemson STRIDE** (currently under press embargo, pending NSF official announcement). Clemson STRIDE brings together Clemson University Research Foundation, Office of
Research, the Watt Center, the Graduate School, all colleges, and the newly established Clemson Launchpad and Clemson Advancement Office together, with SCRA and NEXT Upstate partners. Clemson STRIDE will embark on a tremendous journey of transformation in Clemson’s culture and support for research translation, beginning 2024.

- His activities benefitting the local community, state or nation:
  - **Leading collaboration in regional innovation ecosystem.**
    
    In 2022, National Science Foundation announced a new program to create regional hubs of innovation dubbed the NSF Regional Innovation Engines (NSF Engines). The program will support regional partnerships with 10-year $160 million funding support to foster significant economic and societal impacts by connecting translational research with community priorities of the region and the nation. Dr. Wang stepped up and led a team, with Provost Jones and President Clements as co-leads, and with academic, industry, non-profit, and venture capital partners across six states in the US Southeast. The proposal was not selected in the first round of competition; nonetheless, the collaborative team has been well energized and continues to work together in anticipation of subsequent rounds of competition (expected in 2024). In spite of the NSF program, the multi-lateral strategizing exercise has galvanized significant will and excitement with Clemson’s industrial partners such as many on the President’s Industrial Advisory Board to co-create novel partnerships with Clemson.

  - **Representing Clemson University in the state’s innovation and education initiatives.**
    
    Since 2021, Dr. Wang has been representing the university for its broad cyber research and education programs to support state-wide initiatives. Currently Dr. Wang serves on the South Carolina Cybersecurity innovation and education working groups chartered by the SC Governor. Dr. Wang has also been representing Clemson on collaboration planning efforts for translational research in life and health sciences orchestrated by organizations as SCBIO.
Dear Class of ’39 Award Selection Committee,

It is with great pleasure that I nominate Dr. Martine LaBerge for the Class of ’39 Award for Excellence. Dr. LaBerge demonstrates an extraordinary commitment to Clemson University and the community. She has been a Clemson faculty member for 33 years and is a national leader in biomedical engineering. She personifies Clemson’s “all in” mindset. This nomination letter has combined a number of personal statements from Dr. LaBerge’s colleagues, and we hope that it serves as an exemplary summary of her candidacy for this award.

My name is Dr. John DesJardins, and I am a professor in the bioengineering department. I have known and worked with Dr. LaBerge for 25 years. She hired me in 1998, and has been my boss, PhD advisor, colleague and friend throughout my Clemson career.

Dr. LaBerge has been a dedicated scientist, starting her career with Clemson University as an Assistant Professor of Bioengineering, holding several positions with the University, and is currently serving in the position of Professor and Chair of the Department of Bioengineering. During her career, she has served as the major advisor to 80 PhD and MS bioengineering students and managed a research program with a $15M+ budget. Dr. LaBerge has spent her career nurturing Clemson’s bioengineering program, making a global name for it, and producing graduates who are ready to compete and make their own mark in the field.

She has nurtured a supportive and creative academic environment within her department that has resulted in:

(i) outstanding success in undergraduate and graduate education as evidenced by her successful guidance of the Department through ABET and SACSCOC re-accreditation;
(ii) faculty excellence in research and scholarship contributing to ~35% increased productivity in proposal submissions and funding (faculty submitted 153 proposals for a total of $46 million in 2019-20, up from 105 proposals and $34 million in 2018-19);
(iii) the acquisition of two large scale NIH programmatic grants (SC BioCRAFT and SC TRIMH) and other significant extramural grant funding (e.g. NSF Career awards) by Bioengineering faculty members that annually provide multiple millions of dollars in federal funding for the department and college;
(iv) cultivation of progressive initiatives that embrace diversity, equity and inclusion at all levels within the department and university that contribute to Bioengineering having the first Diversity & Inclusion committee in CECAS and the most diverse faculty at Clemson University; and
(v) the department rising to #34 in US News & World Report national rankings (#18 among public schools) and becoming a national leader in innovation and entrepreneurship through intellectual property activities and new faculty-initiated biotech startup companies.

As an exemplary faculty member and educator at Clemson, Dr. LaBerge's colleagues hold deep respect for her and note her dedication to creating partnerships across disciplines, fostering collaboration among scholars, entrepreneurs, and business. She has established critical
relationships with medical schools, health systems, biomedical manufacturers, and others to foster a community of collaboration and innovation. In her role as Chair of the Department of Bioengineering, she has played a critical role in expanding campus facilities, that include her exemplary leadership in conceiving, founding and serving as the Executive Director of the Clemson University Biomedical Engineering Innovation Campus (CUBEInC). She raised total of $16M for upfit and equipment project at CUBEInC from the State of South Carolina ($7M contribution) and matched by industrial partners and Greenville Health System (GHS). Today, this facility serves as a location for our clinical and academic colleagues to “Partner with Industry to Innovate”. By teaming up with CUBEInC, corporate partners ensure that pioneering work results in tangible clinical applications. Partners join a unique knowledge network of engaged peers for learning, training, innovation and development.

JoVanna King, Senior Associate Vice President For Development, adds her accolades to this nomination, stating that, “[she] has had the honor of working with Dr. LaBerge for three decades, and over the years [she has] developed tremendous respect for her dedication to her work and to Clemson University.

Dr. Marian Kennedy, Associate Professor of Materials Science and Engineering, adds additional praises. I am honored to be part of the nomination team assembling the package for Martine LaBerge, a seminal faculty recruited to Clemson who has influenced not only her field of bioengineering but the experience and impact of Clemson faculty in general. She has been a long advocate for the inclusion of faculty from underrepresented groups and the cultural changes needed to ensure these faculty grew into leaders of their domains. She has made a substantial impact through both one-on-one mentoring of faculty who sought her counsel and by allocating her time to service on committees aligned with her mission and able to make change. In her meetings with faculty, she is able to give direct feedback on her assessment of the faculty’s strengths and weaknesses and then help them to identify ways to steer their careers. Two examples of her service on university committees include her role on the “Advocate Advisory Board” and more recently the “University Faculty Mentoring Committee”. The Advocate Advisory Board was initiated as part of the NSF ADVANCE grant with goals of gender equity, retention, and support and on this board, she provided oversight for the Senior Tiger Advocates, a committee of men faculty who provide gender bias training for men. By providing input based on her experience as a department chair and interim dean, she ensured that programming provided by the ADVANCE team was relevant to STEM faculty and improved campus climate. She was selected as the CECAS representative to the university Faculty Mentoring Committee, she provided input on mentoring and training for early and mid-career faculty and the senior faculty coaching them. This committee is comprised of college representatives who will network faculty mentoring activities amongst colleges.

Dr. LaBerge has served as a leader not only at Clemson, but also in numerous roles in the local and national community in her field. As our most recent Department Chair in Bioengineering for over 20 years her accomplishments are innumerable, but to highlight just some of these in the last 5 years, she secured a $1M endowment for the John E. Gilpin, Distinguished Bioengineering Professorship, she developed the M.S. in Medical Device Reprocessing degree program approved by SC Commission of Higher Education, and she developed the Certificate in Orthopaedic Medical Device Product Specialist for our undergraduates.

When called to serve Clemson, she never backed down from a challenge, even serving as the Acting Dean of the College of Engineering and Science, supervising 13 departments, hiring 4 new department chairs, managing a $60M Budget, while the university completed a search for a new Dean.

At the state and regional level, her contributions have been generationally impactful. She was the architect that developed the Clemson University-Medical University of South Carolina (CU-MUSC) Bioengineering Program located on the campus of the MUSC in the new Bioengineering building (BEB). She has served as Clemson University Representative on SCBIO Board and SC Upstate Alliance Task Force Board. She instigated, developed, and implemented the South Carolina Translational Medical Technology Program (SC MedTransTech) in 2008, across-disciplinary collaboration and partnership between the academic and research universities in the Bioengineering Alliance of South Carolina and partner hospitals (AnMed, GHS, Palmetto Health, MUSC Health, Oconee MC, Bon Secours St. Francis Health System) aimed at funding the
development of clinically relevant medical technology and transferring this technology from the laboratory to bedside. He tireless efforts to the state continue to yield benefits to countless faculty, students, industry and clinical partners.

In service to our profession nationally, she brings the best of her experiences at Clemson, and shares it with our peers. She serves as a Scientific Advisory Board Member to the National Science Foundation and was an external advisory board chair for the Department of Biomedical Engineering at the University of Florida. She is currently an External Advisory Board member for the Department of Biomedical Engineering, University of Kentucky and the Department of Biomedical Engineering at the University of Kansas. She is a fellow and member of the Biomedical Engineering Society, and member of the American Society of Engineering Education, the American Society of Materials, the American Society of Mechanical Engineers, the Orthopaedic Research Society, the Society For Biomaterials and Sigma Xi. Most recently, she was the chair of the Society For Biomaterials Fellows Nominations Committee, and USA Representative to the World Congress of Biomaterials Planning – International Union of Biomaterials Science and Engineering Societies, and the Chair of the BME/BIOE Council of Department Chairs/Heads (North America). Truly outstanding national contributions to our field.

Dr. Martine LaBerge’s awards are impressive and exhaustive. She served as President of the Society for Biomaterials, Fellow of the American Institute for Medical and Biological Engineering and served as the secretary/treasurer of the AIMBE Academic Council. She was inducted Fellow, Biomaterials Science and Engineering by the International Union of Societies for Biomaterials and Engineering. She is a past Board Director of the Biomedical Engineering Society.

Dr. LaBerge represents the spirit of the Class of ‘39, demonstrating remarkable service to Clemson University, the community, the state, and the nation. It is my privilege to nominate this brilliant engineer for the Class of ‘39 Award for Excellence in recognition of her steadfast dedication and commitment to biomedical science. I can think of no one more deserving of this honor than Dr. LaBerge.

Sincerely,

Dr. John DesJardins
October 20, 2023

Robert E. Jones, Executive Vice President and Provost
Sikes Hall
Clemson University

Orville Vernon Burton: Class of ’39 Nomination Letter

Dear Provost Jones:

On behalf of the College of Arts and Humanities, it is my great pleasure to nominate Professor Orville Vernon Burton for the 2023 Class of ’39 Award for Excellence.

The criteria for this award include excellence in at least two of the following (1) assigned duties, (2) interrelations with the Student Body, (3) activities on behalf of the University, or (4) activities benefitting the local community, state, or nation. The vast majority of Burton’s work encompasses all four of these elements; in fact, as you will see below, his activities and contributions often connect and impact more than one of these categories. However, this letter will focus on (3) activities on behalf of the University, and (4) activities benefitting the local community, state, or nation.

Professor Burton is the inaugural Judge Matthew J. Perry Distinguished Chair of History and Professor Global Black Studies, Sociology and Anthropology, and Computer Science at Clemson University. He directed the Clemson CyberInstitute from 2010 to 2016.

In addition, he serves as Executive Director of the College of Charleston’s Low Country and Atlantic World Program.

Activities on behalf of the University
Dr. Burton’s primary research area is U.S. History, with particular focus on the American South, including race relations, community, and social justice. His secondary area is the intersection of humanities and social science. He is a pioneer of the emerging field known as “digital humanities.” He founded Clemson’s Cyberinstitute and was instrumental in creating the new Digital History Ph.D. program for our History department, the first such degree program in the United States. Because of his pioneering of digital humanities, the editor of Southern Quarterly wrote him “I am absolutely awed by your immense accomplishment and in so many diverse areas,” and asked that he guest edit a special issue of the journal devoted to the Digital South. He was also asked to include a memoir of his experiences. That special issue of the Southern Quarterly: A Journal of Arts and Letters in the South was published in 2022.
Burton has published more than 20 books and nearly 300 articles (including one of ten included in the 2013 Presidential Inaugural Portfolio commissioned by the Joint Congressional Committee). He served as chair and vice-chair of the Board of Directors of the Congressional National Abraham Lincoln Bicentennial Foundation. He has raised over $10 million in grants, almost unheard of in the humanities. His research on race relations and the legal system led to involvement with the courts as an expert witness on cases where minority plaintiffs and the courts need research and testimony regarding the intent of policy makers and the effects of laws, including voting rights, felony disfranchisement, political gerrymandering, and redistricting. He has three times testified before Congress on the Voting Rights Act.

Since 2012, he has taught a creative inquiry course in which undergraduate students interview military veterans as part of the Library of Congress (LOC) Veterans Oral History Project. He works with the Clemson Corps and several community organizations, including the Oconee and Walhalla military museums, Upstate Warriors Solution, the Military History Center of the Carolinas, and local American Legion and VFW posts. In 2019, the LOC brought Burton and his students to the Pentagon and LOC for a ceremony that honored their efforts, and the LOC now uses the Clemson Veterans project as a model for other universities. When he took over the Veterans Project, only Clemson graduates, and only white men had been interviewed. Now the interviewees include Black and minority veterans of World War II, Korea, and Vietnam, as well as women. Burton has developed a website for the interviews and is working with the Clemson Library to acquire and archive records in Special Collections.

Clemson University has benefited from Burton’s academic and personal reputation in many ways, but one was the invitation of his friend, Justice Sonia Sotomayor, to come to Clemson to speak. The students, faculty, staff, and the community valued that remarkable visit. Another event, again impossible without his stature, was international conference on “Lincoln’s Unfinished Work.” Participants included Randall Kennedy, Heather Cox Richardson, Eric Foner, and forty other major scholars. Let me add that the audience included Clemson faculty, administrators, staff, and students, and local public school teachers and students. The conference, the book published afterwards, and the website highlighted the quality of Clemson University.

ACTIVITIES BENEFITTING THE LOCAL COMMUNITY, STATE, OR NATION.
Professor Burton is not only a leading academic, he is also a “public historian” and, as such, has devoted his life to bridging the divide between the academic community and public through scholarly research and civic outreach. This work has been recognized nationally and internationally including CNN, NBC, NPR, the BBC, the New York Review of Books, NY Times, Washington Post, Chronicle of Higher Education, and global and local newspapers, radio networks and podcasts. He has served as a “talking head” in many TV documentaries including one on Harvey Gannt’s integration of Clemson. He has been the most frequent guest ever on SCETV Walter Edgar’s Journal. He also makes himself available to Clemson student clubs, as well as local secondary schools, Rotary groups, Lions Clubs, church groups. Burton stands out in his willingness, eagerness even, to help the community and to encourage young colleagues. He is currently the national “go-to” person for matters pertaining to civil rights and the judiciary and he has recently been in the spotlight for his book about the Supreme Court and civil rights: Justice Deferred: Race and the Supreme Court (2021), which was nominated for a Pulitzer.
Closer to home, Vernon chairs the History Advisory Board for the new Echo Project, a racial reconciliation project centered around the Echo Theater which had been “the Redneck Shop” and KKK center in Laurens, SC. Now, based on the model of Bryan Stevenson’s Montgomery Equal Justice Initiative (EJI), the Echo project is using history to work for racial reconciliation. Burton directed five Clemson graduate students to conduct oral histories and write position papers to prepare for the opening of the Echo Museum for Racial Reconciliation. He has also acquired collections of interviews and papers related to the Echo Project from the Library. He has developed a new history course, modeled on the Veterans project, that has been approved by Creative Inquiry for Clemson undergraduates to do research for the Echo Project and learn about the Civil Rights Movement in upstate South Carolina. Burton has worked with Abbeville, Greer, Union, Anderson, and especially the Greenwood County Remembrance Project in their efforts to install historical markers.

In addition to invitations to speak on local, national, and international news outlets, Professor Burton advises museums like the new North Carolina State Museum on the Civil War and Reconstruction, the International Museum of African American History in Charleston, Charlotte’s New South Levine Museum, the South Carolina History Museum, and particularly Penn Center on Saint Helena Island and the National Park Service’s Reconstruction Era National Park (which he helped establish), Cecil Williams Civil Rights Museum in Orangeburg, and the Benjamin Mays Historical Site in Greenwood, South Carolina (which just this year designated its new library the “Vernon Burton Research Library”), as well as the Gullah Geechee Corridor.

In 2022, he was selected as the only non African American to serve on the South Carolina African American Heritage Commission.

Professor Burton is an exceptional scholar, but he has gone way beyond this by bridging the divide between academia and the public sphere. There can be no greater service or accomplishment for a professor of the humanities. His humility, generosity, and tireless sacrifice have made Clemson a better place. He amply represents what the Class of ’39 Award for Excellence is all about.

Sincerely,

Nicholas Vazsonyi, Dean
College of Arts and Humanities
September 27, 2023

Dear Class of 1939 Award Review Committee:

It is my distinct honor and privilege to nominate Dr. William C. Bridges, Jr. (Alumni Professor of Mathematical and Statistical Sciences) for the Class of 1939 Faculty Award for Excellence. The criteria for this award align perfectly with Dr. Bridges’ exceptional faculty career. Since joining Clemson in 1984, Professor Bridges has consistently exceeded expectations in his role and has demonstrated unwavering dedication to the students, faculty, and research environment at Clemson University. Dr. William Bridges embodies the spirit of the Class of 1939. Below outlines Dr. Bridges’ outstanding achievements in four key areas: assigned responsibilities, interrelations with the student body, activities on behalf of the University, and activities benefiting the local community, state, or nation.

Dr. Bridges is renowned throughout the campus for his extraordinary dedication to research, teaching, and mentorship, serving both faculty and students. This aligns with the core philosophy of the Class of 1939 in establishing the Faculty Award for Excellence. Few members of the Clemson faculty embody such unwavering commitment to all facets of education and student guidance as Professor Bridges. The impact that Dr. Bridges has made on numerous Clemson graduates is nothing short of remarkable. Dr. Bridges has played a pivotal role as a graduate educator by serving on the advisory committees of more than 300 master’s and PhD students during his career. Over the past five years alone, he has served as the primary advisor for nine graduate students in mathematical and statistical sciences, in addition to mentoring a postdoctoral researcher, and serving as an advisory committee member for a remarkable 40 more graduate students. Moreover, faculty members from diverse disciplines (e.g., biology, genetics, agriculture, engineering, education, psychology, etc.) consistently direct their students to seek Dr. Bridges’ expert guidance in statistics, recognizing him as the ultimate “go-to” source for statistical expertise at Clemson University. Through these interactions, Dr. Bridges has published a staggering number of peer-reviewed papers (> 400 during his career and approximately 135 in the past five years according to google scholar) that have garnered a great deal of attention from the broader research community (Citations:>8500, h-index 50, i10-index 177) and have led to significant amounts of extramural funding (> $71 million). Importantly, most of these works are co-authored with graduate students that Dr. Bridges directly mentored. Given the prolific nature of both his research program and graduate mentoring activities, it is safe to say that Dr. Bridges is one of the most impactful faculty members at Clemson University.

In addition to his dedication to mentoring graduate students and maintaining his vast research program, Dr. Bridges manages an exceptionally demanding instructional workload, consistently teaching seven or eight sections each year; the standard load in the school is 3 sections. This workload is shouldered voluntarily to ensure that courses run that the school lacks the staffing to cover. This is a testament to his enduring dedication to teaching and the Clemson University community. Notably, he takes charge of graduate statistical methods courses, which serve as the fundamental statistical foundation for students’ graduate projects. It’s a testament to his expertise that students who have completed these courses frequently turn to Dr. Bridges for guidance, either by inviting him to join their advisory committees or seeking his expert assistance in applying statistics to their dissertation research. Furthermore, Dr. Bridges is deeply involved in
undergraduate education. He played a pivotal role in the creation of the General Education Course, STAT 2220: “Statistics in Everyday Life,” designed with the explicit purpose of enhancing statistical literacy among students. Additionally, he was an early advocate and actively participated in Creative Inquiry courses. Dr. Bridges’ contributions extend beyond the classroom. His efforts were instrumental in securing the license for the JMP suite of computer programs from the SAS Institute, a critical resource for numerous statistics and applied mathematics classes at Clemson.

Despite the substantial array and high volume of courses he instructs, Dr. Bridges continues to excel as an educator. His effectiveness as both an undergraduate and graduate course instructor is evident. Student comments are testament to his effective, enthusiastic, caring, and approachable teaching style:

- Dr. Bridges is one of the best professors I have ever had. He is truly passionate about statistics and teaching it to students.
- Dr. Bridges sincerely cares about his students learning and their well-being. He’s reasonable, flexible and understanding.
- Explains the content very realistically. He makes each problem a real-life application, so it is not just concepts to memory. His teaching and grading style is very beneficial to students.
- Dr. Bridges really does try and help his students learn. He went above and beyond helping students outside of class time to understand not only what was being done in class, but also what was being done in outside research.
- One of my favorite professors as a graduate student! Great knowledge, easy to learn, great communication and lots of examples.
- Dr. Bridges is also one of the most helpful professors I have ever had in terms of making himself available after class hours and field any questions or concerns.

As previously referenced, Dr. Bridges is also an exemplary researcher. His research is profiled throughout impactful statistical journals as well as domain science journals. As observed by Colin Gallagher, Interim Director of the School of Mathematical and Statistics Sciences: “In the past academic year alone, he coauthored 34 published research articles and was supported on 4 extramural grants (>$750,000). These papers and grants sought to solve problems across a multitude of diverse fields; e.g., Environmental Science, Crop Science, Microbiology, Math Education, Turfgrass Science, Veterinary Science, Agronomy, Geoscience, Genetics, and Poultry Science. The authorship of each of these papers includes a Clemson student and/or faculty member. We anticipate another 20+ publications this next year. From early morning until late in the day, unless Billy is teaching or has a meeting elsewhere, he nearly always has students in his office and waiting in the hall for their meeting time.” According to Dr. Chris Cox: “Dr. Bridges has been a vigorously engaged researcher, using his expertise in statistics and quantitative genetics to collaborate with students and faculty across most if not all disciplines of our university. Dr. Bridges’ extensive involvement in interdisciplinary research has led to co-authorship of over 400 publications, as well as substantial contributions to many successful and significant sponsored
program initiatives and funded research projects at Clemson University.” Dr. Bridges gives his time to provide critical consultation to research faculty across the university through his connections in the SC Translational Research Improving Musculoskeletal Health Center for Biomedical Research Excellence (SC TRIMH). He serves in the administrative core, providing mentorship and direction to over 70 SC-TRIMH faculty members who collaborate. He provides statistical consultation to facilitate research rigor and and increases the strength of the scholarship of each project leader. Dr. Bridges serves as co-author on numerous SC TRIMH publications. This level of contribution far exceeds what is typical for faculty. These levels of scholarly productivity (combined with Dr. Bridges’ significant mentoring and teaching loads) are exemplary. He has been successful in moving science in general, and the field of Statistics in particular forward.

In providing attestation to Dr. Bridges’ dedication to his work and to Clemson, the following individuals provided input on this nomination. Each of these individuals have provided unequivocal praise and support for the nomination, speaking highly of Dr. Bridges. All attest to his credibility and respect spanning the entire campus and beyond, as well as his reputation for being kind, approachable, and easygoing.

- Christopher L. Cox, Professor Emeritus and Mathematical Sciences Chair, 2015-2018,
- Hoke S. Hill, Professor Emeritus and Applied Economic and Statistics Chair, 2014-2017,
- Robert Taylor, Professor Emeritus and Mathematical Sciences Chair, 2003-2013,
- Colin Gallagher, Professor and Interim Director of Mathematical and Statistical Sciences,
- Cynthia Young, Dean, College of Science.

After Dr. Bridges completes his daily duties as a professor, he continues to serve both the university and the community. Examples include his role as a faculty advisor to the rowing crew and his remarkable 20-year tenure as an Assistant Scoutmaster for Scout Troop 235/7235.

In closing, Dr. Bridges mentions that every day, he tries to live up to a statement from a former student and use it as his guiding philosophy. The student wrote “While at first I thought I was ‘special’ to receive this level of commitment, attention, and assistance, I have come to realize that Dr. Bridges considers all his students – all Clemson students for that matter – as special and is equally committed to and involved in their work.” For 29 years and counting, Dr. William Bridges has personified the Class of 1939 Faculty Award for Excellence. Commitment above and beyond characterized the Great Class of 1939, and Dr. Bridges exemplifies commitment to Clemson. Dr. Bridges personifies Faculty Excellence, and I am honored to provide this nomination.

Sincerely,

Windsor Westbrook Sherrill, PhD, MBA, MHA
Associate VP for Health Research and Provost’s Distinguished Professor Public Health Sciences