

April 22, 2016

Clemson University is in the midst of a historic moment. In mid-April 2016, several members of the Clemson family described their pain; this pain has been exposed to the broader Clemson University community over several years, and has been acknowledged in several ways by various Faculty Senate groups. In February 2015, the Clemson University Faculty Senate passed a Resolution on Renaming Tillman Hall. In July 2015, nine Past Presidents of the Faculty Senate “extend[ed] to the Board of Trustees an open invitation to, and an offer of sponsorship or assistance in hosting, a campus forum having a format of their choosing in which they can better gauge the campus appetite for changing the name of Tillman Hall, and participate in a civil and intellectual exchange of views regarding the Tillman issue and the future of the University.” A Faculty Senate Past President, Jeremy King, called for “forward movement in considering and effecting a Tillman Hall name change” in July 2015.

Faculty Senate is part of the leadership team of Clemson University. As part of the Faculty Senate’s strengthened commitment to effect positive change in the current climate at Clemson University, the decision was made to charge an ad hoc committee on diversity and inclusion. In light of current events, we have chosen to announce this charge immediately instead of waiting until the next scheduled meeting of the Faculty Senate in May.

Therefore Clemson University’s **Faculty Senate ad hoc Committee on Diversity and Inclusion** shall be given the following charge by the 2016-2017 Faculty Senate President, Mary Beth Kurz:

- Develop recommendations regarding incentivized and improved diversity and inclusion faculty development opportunities. Such opportunities should include on and off campus programs related to course content, teaching methods, and interpersonal communication skills – individual faculty should be able to select faculty development opportunities as their interests and needs allow. The recommendations must encompass issues related to faculty awareness of diversity and inclusion issues faced by students, faculty and staff; the financial support required for such programs and opportunities; and the sustainability of such programs.
- Investigate and contribute to the faculty-driven processes used in the CU 1000 course revision and efforts to improve diversity and inclusiveness content in other courses, especially as related to the concept that the faculty own the curriculum.
- Create specifications for a Diversity and Inclusion Dashboard with measures related to (but not necessarily limited to)
 - 1) Recruitment, retention and representation of protected classes in the regular, special and administrative faculty ranks and the academic administration.
 - 2) Faculty and administrator training and competence development.
 - 3) Budget allocations and expenditures related to diversity and inclusion actions, activities and efforts.
- Provide monthly updates to the EAC and Full Faculty Senate
- Provide a written report to the Faculty Senate President by December 1, 2016 to be presented at the January 3, 2017 EAC meeting and then the January 10, 2017 full senate meeting.

The committee shall be appointed by the Faculty Senate President and shall be composed of at least 5 Senators, plus the Faculty Representative to the Board of Trustees, and up to 3 additional faculty members (of any rank). Advisory members will be solicited from the President’s Commission on the Status of Black Faculty and Staff; the President’s Commission on the Status of Women; Clemson University Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) Task Force; the Gantt Multicultural Center; the Chief Diversity Office and interested students. The chair shall be drawn from and elected by the regular faculty members appointed to the committee.

This charge is informed by the following Student Demands at http://seestripescu.org/?page_id=70 (last accessed April 15, 2016):

- We want the percentage of people of color in faculty and administration increased.
- We want incentivized diversity training for administrators and faculty.
- We want “Diversity” included as a Clemson University core value, starting with a diversity/university history component added to the CU1000 course.

The charge for the Clemson University Faculty Senate ad hoc Committee on Diversity and Inclusion has been endorsed by the following current and former Faculty Senate members and affiliates (as of 10 am, April 25 2016):

Robert Brookover IV
Neil Calkin
Mikel Cole
Ufuk Ersoy
Leigh Haltiwanger
Sallie Hambright-Belue
Elaine Hiott
Jan Holmevik
Eric Lapin
Janie Clark Lindle
Fran Mcguire
Peter Laurence
Amy Lawton-Rauh
James McCubbin

Thompson Mefford
Christine Minor
Jennifer Ogle
Monica Patterson
Diane Perpich
Cassie Quiqley
Shannon Robert
Kelly Smith
Elizabeth Stephan
Joshua Summers
Rhonda Thomas
John Wagner
Katherine Weisensee
Andrew Wesolek