

The Faculty Senate

Sixty Years of Service

CLEMSON
UNIVERSITY

The Faculty Senate of

A Brief History and Description

In September 1955, the newly appointed dean of what was then Clemson College, Dr. F.M. Kinard, formed a Special Committee on Faculty Organization under the chairmanship of Dr. F.B. Schirmer. That committee's proposal for a "Constitution and By-Laws of the Academic Faculty and the Faculty Senate of Clemson College" was approved at a general meeting of the faculty on January 27, 1956. The document was ratified by the College Board on February 14, 1956, of the same year. With the formation of the Faculty Senate, a new era of cooperation between Clemson College and its faculty had begun.

In its early years, the Faculty Senate focused its attention on the faculty's role in recommending policies and procedures that would define the role in University governance and the professional responsibilities of the faculty, and the contractual relationship between the faculty and the administration.

As the representative body of the University faculty, the Faculty Senate serves as a link between the faculty and the administration and speaks for the faculty on matters of specific concern. The Senate is responsible for academic policies and procedures that relate to the welfare of the faculty, both individually and collectively. When matters of mutual interest arise, the Senate also works with Clemson University's administration and with the faculties of other colleges and universities.

As the University's faculty has grown, the number of Faculty Senate seats has risen from the original 24 to 35. In 2013, 10 lecturers or senior lecturers (2 from

Clemson University

each college) were elected to serve delegates. Senators and delegates are elected for three-year terms by the faculties of their respective colleges and the Library. Any member of the regular faculty whose duties are not primarily administrative is eligible to serve. Senator seat allocations are based upon the number of faculty members in a given college, with each of the colleges and the Library having at least one seat. Two alternates

for each seat are elected. Faculty Senate meets in regular sessions (September to August). Faculty Senate elects a president-elect and a vice president (April to April).

Faculty Senate meets at least once a month. All full-time faculty are eligible for election to the Senate. The Senate elects a president and a vice president.

Faculty Senate meets in regular sessions. Faculty Senate business in regular sessions is comprised of reports from the standing committees. The standing committee is comprised of representatives from each college and one from the Library. The Senate meets monthly each month. The Senate meets with the Senate executive committee of

Faculty Senate committees — Finance, Policy, Research, and Welfare — deal with matters of the University in these areas of concern and make recommendations to the Senate. In addition, senators provide faculty representation on many vital University committees and commissions.

The University Grievance Board is comprised of current and former faculty senators and alternates and hears

grievance petitions under the Grievance Category I and II procedures found in the Faculty Manual.

Some indication of the kinds of contributions the Senate has made to Clemson over the years is given in the following chronological outline. What no outline can begin to suggest are the many hours and numerous efforts expended by hundreds of faculty senators over the course of five decades. Moreover, if there is merit in the widely held view that a dynamic faculty senate is one of the hallmarks of the superior institution of higher learning, Clemson University's stature has been substantially increased by the activities of its Faculty Senate.



Chronological Outline History

1956-57. John D. Lane (English), President. Senate helps develop tenure policy and changes in scholastic regulations. Board approves policy for appointments and promotions supported by Senate. Research Faculty Council established.

1957-58. Ben E. Goodale (Dairy Science), President. Senate recommends policy for conferring title of emeritus; initiates program to provide academic scholarships for outstanding students; refines tenure policy.

1958-59. James H. Langston (Textiles), succeeded by Frank B. Schirmer Jr. (Chemistry), Presidents. Senate helps establish R.F. Poole Memorial Scholarship and accepts responsibility for developing fund-raising plan and criteria for scholarship. Senate committee gathers faculty opinion for report on qualifications desired in President Poole's successor.

1959-60. John E. Miller (Physics), President. Senate recommends changes in class attendance regulations and alters bylaws regarding quorum.

1960-61. Claud B. Green (English), President. Senate submits proposal establishing Alumni Faculty Awards for teaching and research faculty, to be financed with grants from Alumni Loyalty Fund.

1961-62. George F. Meenaghan (Chemical Engineering), President. Educational Council adopts Senate-backed policies regarding academic freedom, outside work by faculty and honorary degrees.

1962-63. Victor Hurst (Dairy Science), President. Senate helps develop statement of faculty responsibility and ethics; recommends requirement for retirement at 65 be changed; passes resolution opposing return to "Big Thursday"—traditional day of Clemson-USC football game.

1963-64. J. Gray Dinwiddie Jr. (Chemistry), President. Senate calls for ending first semester before Christmas holidays.

1964-65. John E. Miller (Physics), President. Reading



list recommended by Senate distributed to potential students. Senate endorses Student Senate proposal for one and one-half reading days before exams. Senate president appears on local television to explain Senate's role at Clemson.

1965-66. James M. Stepp (Agricultural Economics), President. Senate suggests GPR required for continuing enrollment be increased to equal GPR required for graduation; recommends policy to promote Clemson University through sales of books by Clemson faculty; passes resolutions protecting faculty in transfers situations, increasing faculty representation, publicizing teaching programs and establishing committee to study problems of graduate assistant teaching.

1966-67. J.T. Long (Electrical Engineering), President. Committee to study problems related to graduate assistant teaching broadened to include study of all undergraduate teaching. Senate supports Tiger Brotherhood proposal to establish Undergraduate Teaching Award. Board approves Senate committee report recommending names for buildings and streets.

1967-68. James N. Thurston (Electrical Engineering), President. Senate passes resolutions recommending composition of Honorary Degree Committee and calling for initiation of faculty/course evaluation system.

1968-69. Eugene Park (Mathematics), President. Long-Range Planning Committee recommended by Senate organized. Senate studies new teacher evaluation system, comparative fringe benefits in South Carolina colleges and universities, and more formal faculty participation in selection of academic administrators.

1969-70. John F. Pearce (Economics), President. Senate and Research Faculty Council merged. Senate requests faculty membership on working committees of Board of Trustees; suggests 1962 Self-Study Report's statement of purposes and goals of Clemson University be modified in 1971 Self-Study Report; recommends revised statements be included in University Announcements, Faculty Manual and Student Handbook; asks that administration fully implement sabbatical leave policy stated in Faculty Manual and acknowledge that faculty have right to be identified by academic rank and institution affiliation when speaking or



writing for publication; opposes state legislation "which would prohibit or restrict private consulting by State employees"; helps streamline commencement exercises. Senate resolution favoring elimination of Saturday classes accepted and implemented.

1970-71. B.J. Prochaska (Mathematics), President. Senate endorses policy concerning conduct of students and employees of University; opposes freeze on purchase of new books for Library. Acting on Senate suggestion, administration distributes policy to incoming freshmen and publishes it in Clemson Newsletter.

1971-72. Corinne H. Sawyer (English), President. Senate completes new Faculty Manual and urges changes in grading system; creates temporary liaison committee between on- and off-campus faculty to serve until such committee is made permanent; requests faculty committee to promote favorable legislative action on alternative to state retirement system. Athletic Council, responding to Senate request, sends faculty copies of policy for faculty ticket and seating priorities at football and basketball games and assures Senate that no more basketball games will be scheduled on exam days. Administration responds favorably to Senate request that auditorium to replace Tillman and coliseum be advanced on priority list.

1972-73. Ernest B. Rogers Jr. (Agricultural Engineering), President. Senate Research Committee develops report on indirect costs of research at Clemson. Administration implements Student Relations Committee recommended by Senate.

1973-74. John D. Fulton (Mathematics), President. Senate appoints ad hoc committees to study faculty work loads and to develop procedures by which faculty can evaluate academic administrators; requests that administration send annual salary information to chairman of Senate Welfare Committee; calls for publication and distribution of University committee agendas and minutes; requests that deans of University utilize pertinent faculty expertise on appropriate University committees. Senate resolution concerning appointment to University committees approved.

1974-75. C. Ron Dillon (Botany), President. Senate expresses concern over grade inflation, higher GPRs and



larger numbers of students graduating with honors; works on revision of Faculty Manual and tenure policy; asks that administration produce information on retirement program, take action to improve South Carolina state employee retirement system and provide optional plan; approves amended statement on summer school compensation for academic year personnel.

1975-76. George B. Skelley Jr. (Animal Science), President. Financial considerations prompt administration to suspend sabbatical leaves and limit promotions. Senate opposes both actions and decision to restrict faculty access to University facilities. Leave policy proposed in Faculty Manual approved.

1976-77. Billy L. Edge (Civil Engineering), President. Senate objects to proposed selection procedure for vice president for business and finance and suggests that Senate be involved. Administration accepts Senate's request for periodic meetings with Board of Trustees.

1977-78. Raymond Noblet (Entomology), President. Senate allows student newspaper to cover meetings and invites presidents of Student Senate and student body to meetings. Two Senate resolutions accepted: one requesting that General Assembly allow Clemson University to distribute merit raises and the other requesting that an attorney be hired to advise faculty on matters of academic malpractice. Senate opposes proposed selection procedure for next president of University and censures director of Library for not including faculty on selection committee for associate director of Library.

1978-79. William F. Steirer Jr. (History), President. Following Senate resolution, plans for Performing Arts Center drawn up and site chosen. Senate requests that faculty be included in preparation of new retirement policy and suggests new class withdrawal policy. Responding to Senate resolution, administration requests that college deans issue memo endorsing current consulting guidelines in Faculty Manual. Senate and administration both oppose exempting teaching personnel from coverage under State Employee Grievance Procedure. Senate recommends changes in South Carolina Retirement Plan. Based on report from ad hoc Committee on Faculty Compensation, Senate determines that Clemson faculty are undercompensated and asks administration to remedy situation. Faculty Senate president talks to various



groups on selection process for President Edwards' successor, and Senate comes to consensus on qualifications for new president.

1979-80. Horace W. Fleming Jr. (Political Science), President. Senate requests that administration appoint representatives to help Faculty Senate Research Committee develop copyright policy, that Faculty Manual define short-term and temporary positions, and that University develop guidelines concerning adjunct faculty appointments and use of lecturer title.

1980-81. C. Stassen Thompson (Agricultural Economics and Rural Sociology), President. "Senate Special," regular publication to inform faculty of Senate activities, initiated. Senate resolution giving retired Clemson faculty certain privileges enjoyed by active faculty approved. Senate recommends no changes be made in policy regarding endowed professorships; forward to administration report on departmental governance, Faculty Grievance Procedure I and faculty evaluation procedures for inclusion in Faculty Manual; develops proposed revisions of tenure policy and procedures for appointments, tenure and promotion. Faculty Manual format redesigned so entire manual need not be reprinted each time policy changes are made.

1981-82. Stephen S. Melsheimer (Chemical Engineering), President. Administration and Board of Trustees approve revised Faculty Manual. Board accepts revised Faculty Constitution, Faculty Grievance Procedure II, Policy on Endowed Chairs and Titled Professorship and Senate report on Faculty Participation in the Selection of Academic Administrators. Administration accepts and implements Senate's affirmative action policy as well as Senate resolution recommending that summer pay be based on academic years scale and that letter of teaching commitment be sent to faculty by March 15.

1982-83. Clarence E. Hood Jr. (Agricultural Engineering), President. Senate addresses concern about integrity of resolutions censoring individuals responsible for NCAA violations, supporting president's athletic department reorganization plan, and calling for disclosure of investigative panel findings; submits University Long-Range Planning Committee Report and recommendations for faculty promotion procedures. Senate dialogue with administration



results in decision not to reduce faculty salaries to meet fall budget cuts.

1983-84. Holley Ulbrich (Economics), President.

First joint meeting of Student and Faculty Senates held. Administration accepts changes in Grievance Procedures proposed by Senate. First issue of Senate-recommended "Open Forum," special editions of University Newsletter providing medium for discussion of University issues, published. Senate requests that Alumni Association clarify criteria and selection procedures for Alumni Professorships; endorses Wellness Program; implements program providing counselors for faculty with possible grievances.

1984-85. David J. Senn (Psychology), President.

Both Senate and administration approve guidelines for "Open Forum." Senate Welfare Committee arranges for clinical pathological work done at Anderson Memorial Hospital to be covered by state health insurance plan. Senate submits proposals for return of indirect research costs and for abolition of midterm grade reports; passes resolutions expressing "no confidence" in athletic director, affirming support for President Atchley, reaffirming Senate support for supremacy of academics at Clemson, and condemning actions or statements undermining president's authority; calls for review of University charter and for clarification of role of Board of Trustees in operation of University.

1985-86. Larry Bauer (Agricultural and Applied

Economics), President. Senate protests denial by Board of Trustees to adhere to Faculty Manual following resignation of President Atchley and appointment of Walter Cox as president; expresses importance of Faculty Manual and proposes discussions with Board of Trustees over their different perceptions of it; stresses need of orderly review process, including appropriate input from all parties concerned; affirms Senate's duty in hearing of grievances.

1986-87. Lawrence A. Dyck (Biological Sciences),

President. Senate works to establish new lines of communication with administration; forms ad hoc Committee on Commission/Committee structure to improve communication at Universitywide level; expresses concern over budget cuts; initiates teaching evaluation process and submits proposals for teaching awards whose recipients would be named Professors of Distinguished Teaching; discusses computerization



of all policy manuals; recommends restructuring of Facilities Planning Board and Athletic Council; establishes ad hoc Committee to Recommend Changes in Grievance Procedures; holds symposium on improving understanding between Board of Trustees and faculty.

1987-88. Joe Mullins (Chemical Engineering), President. Senate modifies Grievance Procedures I and II; expresses concern about faculty salaries and diversion of monies from Education & General budget to fund other programs and administration. Welfare Committee sponsors resolution requesting University to pay \$200 per year per faculty member for professional dues. Scholastic Policies Committee formulates new Continuing Enrollment Policy.

1988-89. Ron Nowaczyk (Psychology), President. Senate calls for establishment of Centennial Professorship at Clemson and undertakes campaign to raise \$100,000 in matching funds; expresses concern about apparent increase in size of administration; conducts survey of fringe benefits.

1989-90. R. Gordon Halfacre (Horticulture), President. Senate receives approval from Commission on Higher Education to establish Centennial Professorship and conducts campaign to fund endowment; establishes permanent Faculty Senate Office in Library, which includes part-time administrative assistant position (Margaret Cannon); discusses release of Head Football Coach Danny Ford; appoints ad hoc Committee to Research Faculty Salaries in comparison to peer institutions according to Oklahoma Study. Findings result in administration formulating successful plan for implementing faculty salary over three-year period for equivalent competitiveness. Approval is granted to provide each academic department with faculty professional development funds for payment of professional dues and memberships.

1990-91. Allen Dunn (Forestry), President. Senate expresses concern regarding teaching and undergraduate education losing pre-eminence on campus; establishes ad hoc Committee to Review Faculty Senate Organization; creates full-time administrative assistant position and hires Cathy Sturkie in August 1990.

1991-92. John Luedeman (Mathematical Sciences), President. Senate revises Faculty Manual; criticizes President Lennon for accepting \$25,000 consulting fee; accepts report



of ad hoc Committee to Review Faculty Senate Organization calling for greater participation of Faculty Senate in University committees and governance; accepts report on University's growth rate comparing administrative and faculty growth rate. Intellectual properties and patent policies developed and approved.

1992-93. William Baron (Civil Engineering), President. Senate endorses American Association of University Professors (AAUP) Statement on Discrimination including sexual preference; establishes ad hoc Committee on Women's Issues. Welfare Committee initiates survey of faculty morale.

1993-94. Alan Schaffer (History), President. Senate criticizes administrative growth rate and calls for administrative downsizing; expresses concern over payoff of Coach Hatfield; raises concern about athletics versus academics at Clemson; recommends change in University's headship system; expresses concern over effect of budget cuts facing University; criticizes President Lennon's leadership; criticizes President Lennon's deferred compensation package; advises delay in deliberations upon any implementation of University's restructuring until new president selected; expresses concern regarding environmental impact of proposed Clemson University golf course; endorses implementation of Clemson University Child and Family Development Laboratory (child care).

1994-95. Walton Owens (Political Science), President. Senate raises concerns about equity of raises; expresses displeasure at size of administrative raises as compared to those of faculty; complains about lack of communication among Board of Trustees, president, faculty and students; criticizes length of service and evaluation of department heads.

1995-96. A.B. Bodine (Animal, Dairy and Veterinary Sciences), President. Senate complains that administrative growth is not equal with faculty growth and that administrative accountability is suspect; expresses concern over discrepancies between faculty and administrative salaries, the loss of faculty positions and budget constraints.

1996-97. Ronald Thurston (Animal, Dairy and Veterinary Sciences), President. Senate conducts faculty survey and finds low morale; expresses concern over inequitable distribution of funds between academic and



nonacademic areas; criticize salary discrepancies and ratio of administrators to faculty.

1997-98. Francis McGuire (Parks, Recreation and Tourism Management), President. Senate establishes Office of Faculty Ombudsman; approves creation of faculty representative to Board of Trustees; approves Policy for Revocation of Degrees; revises student evaluation forms; begin tradition of Faculty Senate's honoring Class of '39 at annual celebration.

1998-99. Patricia Smart (Nursing), President. Senate establishes ad hoc Committee on Promotion and Tenure; selects faculty representative to Board of Trustees (Francis McGuire); conducts faculty survey; implements Faculty Activity System (FAS) as faculty evaluation tool; holds informal meetings with academic departments to determine "faculty climate" and reports findings to Board of Trustees upon request.

1999-2000. Horace Skipper (Agronomy and Soils), President. Senate passes resolution calling for removal of Confederate flag from statehouse; selects faculty ombudsman (Gordon Halfacre); protests selection process of new president, which denies faculty participation; holds retreat on communication; hosts BBQ with Board of Trustees and students; participates in inauguration of President Barker.

2000-01. Fred Switzer (Psychology), President. Senate establishes ad hoc Committee to Assess the Faculty Activity System; conducts faculty parking survey; establishes position of senior lecturer; discusses grade inflation.

2001-02. Alan Grubb (History), President. Senate creates Faculty Senate Website (www.clemson.edu/fs); affirms Faculty Manual as governing document; approves revision of Research Ethics Policy; establishes trial experiment in plus/minus grading; establishes spousal/partner hires program; holds grievance forum; reaffirms support of AAUP Statement on Discrimination to include sexual orientation; establishes ad hoc Committee on Healthy Communities.

2002-03. Kinly Sturkie (Sociology and Anthropology), President. Senate endorses report of ad hoc Committee on Faculty Performance; establishes ad hoc Committee on Professional Responsibility; hosts first faculty top-20 forum;



collaborates with Student Government on evaluation of plus/minus grading system; distributes results from Survey of Faculty Opinions on Compensation.

2003-04. Dale Linvill (Agricultural Engineering), President. Establishes Senate select committees on Athletics, International Office and reorganization of PSA; gives statement that Senate neither supports nor objects to expansion of ACC; creates philosophy on compensation; creates ad hoc Committee on Administrative Practices; meets with provost about summer pay percentage; attends two meetings of S.C. Conference on Faculty Senate Chairs and Presidents; adopts language in At-Will Bill; explains Retiree Rehire Report; drafts reworked Research Ethics Policy; retrieves data on centers and institutes.

2004-05. Webb Smathers (Applied Economics), President. Senate adopts Professional Responsibility Statement and includes statement in Grievance Procedures II; establishes Select Committee on Land Use to protect Clemson Forest; establishes Select Committee to Review and Revise Faculty Grievance Process; re-constitutes Faculty Senate/Board of Trustees fall dinner.

2005-06. Connie Lee (Nursing), President. Senate selects first Alan Schaffer Faculty Senate Service Award (Alan Grubb); adds sexual orientation to nondiscrimination policy; hosts Open Forum: 20/20: Faculty Vision of CU; initiates evaluation of deans; implements option of nine-month faculty's being paid over 12 months; designates Science and Technology in Society to Undergraduate Curriculum Committee; approves changes relating to Faculty Athletic Representative; changes policy to limit forwarding of material to provost for post-tenure review; changes compensation for summer school teaching; changes composition of Ombuds Committee; corrects process to determine average faculty salary for accurate reporting within President Barker's quarterly report.

2006-07. Beth Kunkel (Food Science), President. Senate passes revised faculty grievance procedure; celebrates 50th anniversary of the Faculty Senate at Clemson University; supports five-day final exam week; holds forum on Clemson University in the 21st century; establishes Summer Reading Book Selection Committee; affirms revisions to undergraduate and graduate Academic Grievance Committees; recommends addition of staff members to search committees for administrators; clarifies faculty



status of Teacher and Employee Retention Incentive (TERI)

faculty; establishes Select Committee on Faculty Development and Evaluation; discusses controversial issues of student athletes' admission and summer reading program's book choice.

2007-08. Charles Gooding (Chemical Engineering), President. Senate reactivates Research Council; implements trial exit interview initiative for faculty; participates in revision of Student Athlete Admissions Policy; reviews Departmental Promotion, Tenure, Reappointment Guidelines; becomes member of Coalition of Intercollegiate Athletics; compares benefits of top-30 institutions; participates in revision of Research Ethics Policy; hosts CU-ICAR forum; establishes Select Committee on National Academic Reputation; accepts Interim Report Determining Skills/Attributes Important to Effective Teaching, Research, Service; continues to work with provost on development of systematic but flexible faculty evaluation system; addresses research compliance issues; prepares University research handbook; clarifies procedure of reviews by department chairs; reiterates that faculty discrimination/harassment allegations stay within Grievance Category I Procedures; presides over historical moment of legacy transfer from Great Class of 1939 to Honorary Class of 1939.

2008-09 Bryan Simmons (Graphic Communications)

President.

Senate implements car pooling/van pooling to address the parking situation on campus; participates in the summer conference of the Coalition of Intercollegiate Athletes (COIA); conducts first faculty survey since 1999; responds to budget concerns caused by the Recession of 2008 by unanimously passing the Resolution on the Budget Crisis and Major Changes in the University; adopts changes to the Faculty Manual, including: new language clarifying the role of the Ombudsman, a definition of faculty, changing "classified staff" to "staff," amending rules governing the assignment sale of textbooks and other course materials to students, and approves the including of a representative from the Library on the Calhoun Honors College Committee; adjusts the Maymester schedule; creates a committee to review the status of lecturers and other unclassified employees; endorses a change in the Latin Honors grade point centered threshold; establishes a task force to consider options to improve the



administration of the Graduate Assistant Differential (GAD); approves Resolution on Disproportionate Administrative Raises.

2009-10 Bill Bowerman (Department of Forestry and Natural Resources) President. Faculty Senate President responds to outcomes of Faculty Survey (conducted by President Simmons) by reinstating Budget Accountability Committee, and jointly with President Barker, appointing a Joint Committee on Shared Governance, and jointly with the Provost, a Committee on the Status of Lecturers. President Barker creates Compensation Policy Committee, and 4 Presidents Council, all include Faculty and/or Senate representation. Faculty Senate President as one of the 4 Presidents, participates for the first time in the "State of the University" address. Adoption by Faculty Senate, Administrative Council, and Board of Trustees of new statement on Shared Governance, which is included in the the Faculty Manual. Senate defined the term "regular faculty" regarding who may represent faculty in shared governance activities, based on Faculty Constitution and review of all Faculty Manuals.

2010-11 Bill Surver (Biological Sciences) President. Faculty Senate President was invited to attend with the Mission Vice Presidents their meetings with all academic departments.

Faculty Manual changes included: policy to allow for a short notice to make manual changes, policy to add Lecturers to the Grievance Board, changes to the Sabbatical Leave policy, changes in the procedures for evaluating teaching. President worked with the Staff Senate President to organize several activities including: rganized the first social with the FS and the Board of Visitors, joint meetings, brown bag lunches and faculty and staff recognition nights at a soccer and baseball game. There were senate Task Forces concerning Faculty Workload, Lecturers, and Academic Calendar

2011-12 Dan Warner (Mathematical Sciences) President. Senate approves resolution to posthumously honor Clayton Steadman, General Counsel of Clemson (2004-2010); adopts changes to the Faculty Manual regarding the definition of "regular faculty," the composition of the Graduate Fellowships and Awards Committee, extension of the tenure



probationary period, evaluation of teaching by students, and evaluation of lecturers and seniors lecturers; endorses revised Media Guidelines; passes a Resolution to Establish a Clemson University Childcare Center.

2012-13 Jeremy King (Physics and Astronomy) President. Senate successfully formally petitions the President for a revised University Mission Statement, performance-driven, market based compensation for faculty and staff, “adjustment” hires to support instruction needs in various departments, and “strategic” hires to support critical research initiatives; approves the addition of Lecturer and Senior Lecturer delegates from each College to the Senate; unanimously passes resolutions recognizing the service of Senate Program Coordinator Cathy Sturkie and thanking the Board of Trustees and administration for faculty and staff pay raises; changes the Faculty Manual, removing a one-year restriction on post-doctoral terms, expanding the Graduate Admissions/Enrollment Appeals committee, and allowing lecturers as voting members on department curriculum and advisory committees; provides significant input during the transition to the iROAR student information/registration system, the managed print initiative, and semi-monthly paychecks; receives and responds to the results of the COACHE survey.

2013-14 Kelly Smith (Philosophy) President. After President Jim Barker’s retirement in 2013, President Smith was appointed as the sole faculty representative to the Board of Trustees’ search committee that went on to select new President, Jim Clements. Smith helped form and then served on a search committee to hire new Provost, Bob Jones. While President Smith served the Faculty Senate, he coordinated resolutions, in response to statewide controversy, to defend traditional academic freedom at all the major institutions in the state, including Clemson, and submitted these to the South Carolina legislature. Smith was involved in extensive negotiations concerning the future of Clemson’s Education department that eventually led to the creation of a free standing school of education and the hiring of a new dean. Finally, he was involved in many procedural changes, including the new system for

determining competitive salaries and the rewrite of the Faculty Manual.



2014-15 Antonis Katsiyannis (Teacher Education) President
Under the direction of President Katsiyannis the Faculty Senate saw the passing of a resolution condemning the use of the Clemson Forest for soccer fields. Notably, during Katsiyannis's term the Faculty Senate passed a resolution urging the Board of Trustees to change the name of Tillman Hall. Also, the Faculty senate agreed upon a resolution asking for a hold on the proposed athletic subsidies. During Katsiyannis's term the senate successfully made revisions to the Faculty Manual and worked towards the betterment of undergraduate assessment, research incentives, and the athletic student fee issues. The Faculty Senate also worked with the Provost on proposals to reorganize colleges and the 2020 Forward strategic plan. While he was in office, the Faculty Senate was credited with helping to fill vacant and interim positions in administration.

2015-16 James McCubbin (Psychology) President.
President McCubbin focused on protection of academic integrity, collaborative leadership, building a more diverse campus, and maximizing success of all Clemson faculty. He worked to improve resource access to active Emeritus faculty, and served on President Clements' inaugural Diversity Advisory Council. The Welfare Committee reinstated faculty forums for junior faculty and Policy Committee continued rewriting the Faculty Manual, with extensive changes regarding faculty ranks, personnel and professional practices. McCubbin formed two ad hoc-committees, the Academic/Athletic Interface Committee, and the Committee on the Status of Lecturers and Senior Lecturers. Senate unanimously passed the Resolution to Honor the Life and Spirit of Dr. Taze "Tee" Senn, an original member of The Great Class of '39, who was instrumental in creating and implementing the prestigious Class of '39 Award for Faculty Excellence. President McCubbin helped the University develop the Clemson Forward strategic plan, and facilitated reorganization of the colleges. During his term, Clemson reached Carnegie's highest research classification, and continued to fill critical administrative vacancies, including graduate and undergraduate deans, the new VP for Enrollment Management and Chief Diversity Officer. President McCubbin worked closely with the Board of Trustees to establish a task force to tell the full history of Clemson University.



2016-2017 Mary Beth Kurz (Industrial Engineering)
President.

President Kurz dedicated her term to emphasizing the importance of collaboration across the university. Through this, Kurz began the formation of the Committee on Committees. This committee would be in charge of overseeing the upkeep and progress of each committee that a Clemson University faculty member had representation on, whether in the Faculty Manual or not. President Kurz decided that it would be best for usability to incorporate her technology background to create the Shared Governance Website. On this website, faculty members and university administrators can access college and departmental bylaws, TPR guidelines, Interdisciplinary Curriculum committees' information, and university committee membership lists. Kurz, along with the Senate, also formed two *ad hoc* committees. The first was the Diversity and Inclusion committee, and the second was the Status of Lecturers and Senior Lecturers committee. President Kurz has been dedicated to the Senate and will continue to be for years to come in her role as Faculty Manual Editorial Consultant.



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