1. **Call to Order:** The Faculty Senate Meeting was called to order at 2:36 p.m. by President Daniel D. Warner, and guests were recognized and introduced.

2. **Approval of Minutes:** The Faculty Senate Minutes dated April 12, 2011 were approved as written.

3. **“Free Speech”:** None

4. **Elections to University Committees/Commissions:** Elections to University Committees/Commissions were held by secret ballot.

5. **Committee Reports:**
   a. **Senate Committees:** At the direction of President Warner, the five Faculty Senate Standing Committees met during the full Senate meeting for fifteen minutes. At the conclusion of this session, the Chairs summarized what transpired during their meetings.

   - **Finance** – Member Susan Chapman stated that this Committee will meet soon.
   - **Welfare** – Chair Denise Anderson stated that this Committee will continue its work on child care and the state retirement system in addition to other items that come to it.
   - **Research** – Chair Dvora Perahia stated that this Committee will continue work on the issues of the intellectual property policy, internal competition for grants, number of proposals, GADs, workload (research versus teaching), the quality of graduate students for research, and conflict of interest relating to start-up companies.
   - **Scholastic Policies** – Chair Bob Horton stated that this Committee will work on issues, such as scheduling, online exams, faculty work assignments, academic integrity and grade inflation.
   - **Policy** – Chair Sean Brittain stated that the Committee will work on the issues of social media policy, the definition of “regular faculty,” and review of the title, Professors of the Practice.

   b. **University Commissions and Committees:**
c. Faculty Senate Select Committees:

   Academic Calendar Select Committee – Chair Pat Smart noted that the Committee is addressing how the new schedule will impact faculty and students.

   Lecturers – Chair Jeremy King noted that the Committee membership is now being assembled. The Committee will look at the reports from the past two years and address the recommendations for possible implementation. The Committee may utilize the reorganized Open Forum and micro surveys in order to seek information from faculty.

   Teaching Effectiveness – Chair Jane Lindle noted that the charge to this committee will include broader aspects of teaching effectiveness than student evaluations including new federal requirements for “evidence of learning.”

6. Old Business: None

7. New Business:
   a. After receiving two-thirds vote of the Senate to bring the issue to the floor for consideration, Senator Brittain, submitted for approval and explained the proposed Faculty Manual Change, V. Grievance Procedures J.2. Appeals. There was no discussion. Vote to approve change was taken and passed.

   b. President Warner asked Secretary Scott Dutkiewicz to read aloud the Resolution to Honor Clayton Steadman (Posthumously), General Counsel of Clemson University (2004-2010). Following the reading, President Warner submitted the Resolution for approval. There was no discussion. Vote to approve resolution was passed unanimously (FS1105-1 P).

8. President’s Report: President Warner:
   a. thanked everyone for their assistance and participation in this morning’s Faculty Senate Orientation;

   b. shared information from meetings on which he has membership: individual meetings with President Barker, Four Presidents Meetings; Academic Council, individual meetings with the Provost and the Compensation Advisory Group. He also met with the Board of Visitors recently;

   c. emphasized the need for communication especially in year one of the 2020 Roadmap;
d. explained his thoughts for reorganizing the Open Forum from a paper publication to an online opportunity for communication among faculty. The draft guidelines will be shared with the Executive/Advisory Committee later in May;

e. stated the policy that working papers developed by the Senate should always be marked “draft” and that committee chairs need to follow this practice. Approved items are no longer drafts;

f. noted that the Faculty Senate will begin to use shorter, targeted opinion polls rather than a survey every several years in order to retrieve information from faculty and for better communication.

g. stated that in order to continue efforts for better communication, senator and alternates should display “Faculty Senator” door signs. Lead senators from each college need to meet with the Dean and organize senatorial representation to each department.

9. **Announcements:**
   a. Next Executive/Advisory Committee Meeting – May 31, 2011
   b. No Executive/Advisory Committee Meetings in June or July, 2011
   c. Next Faculty Senate Meeting – June 14, 2011

10. **Adjournment:** President Warner adjourned the meeting at 3:34 p.m.

Scott Dutkiewicz, Secretary

Cathy Toth Sturkie, Program Coordinator

Absent: M. Morris, D. Layfield (B. Surver for), R. Hewitt, C. Cantalupo, X. Hu, J. Meriwether, R. Figliola (P. Srimani for), A. Katsiyannis (S. Timmons for)
1. **Call to Order:** The Faculty Senate Meeting was called to order at 2:34 p.m. by President Daniel D. Warner.

2. **Approval of Minutes:** The General Faculty & Staff Minutes dated May 12, 2010 were approved as corrected. The Faculty Senate Minutes dated May 10, 2011 were approved as written.

3. **“Free Speech”:** None

4. **Committee Reports:**
   a. **Senate Committees:**
      - Finance – No report.
      - Welfare – No report.
      - Research – No report.
      - Scholastic Policies – No report.
      - **Policy:** President Warner stated that this Committee had met and will bring an item to the Senate under New Business later in the meeting.
   b. **University Commissions and Committees:** None
   c. **Faculty Senate Select Committees:**
      - Budget Accountability – No report.
      - **Academic Calendar Select Committee** – Chair Pat Smart noted that the Committee will reconvene in August.
      - Lecturers – No report.
      - **Teaching Effectiveness** – Chair Jane Lindle noted that the Committee is awaiting a formal charge.”

5. **Old Business:** None

6. **New Business:**
   a. President Warner submitted for approval and explained the proposed *Faculty Manual* Change, Part II. F.2. Regular Faculty. Following discussion vote to approve change was taken and unanimously passed.

7. **President’s Report:** President Warner:
   a. provided an update on the health of Esin Gulari, Dean of the College of Engineering & Science;
   b. noted that there is a serious effort on the part of the Administration involving compensation. (see
c. noted that the Executive/Advisory Committee approved the new *Open Forum* Guidelines which will be included in the Faculty Senate Handbook.

d. stated that he had attended the funeral of Board of Trustee member, Les McCraw, on behalf of the Faculty Senate. He reminded the Senate of impressive Clemson’s Trustees are; how they are very strong Clemson supporters and that we are thankful for that kind of support.

At the invitation of President Warner, Provost Doris R. Helms stated that times are busy preparing for the upcoming Board of Trustees meeting in July. The Trustees will address issues regarding workload, compensation, the 2020 Plan and the budget for the Plan with a positive view to the future. A few results of these discussions will be expounded upon in August. The Provost noted that good wishes may be sent to Dr. Gulari’s home address (not to the hospital).

8. **Announcements:**
   a. No Executive/Advisory Committee Meetings in June or July, 2011
   b. Next Executive/Advisory Committee Meeting – August 2, 2011 (then August 30, 2011)
   c. Next Faculty Senate Meeting – August 16, 2011

9. **Adjournment:** President Warner adjourned the meeting at 3:08 p.m.

__________________________________________
Scott Dutkiewicz, Secretary

__________________________________________
Cathy Toth Sturkie, Program Coordinator

1. **Call to Order:** The meeting was called to order by President Dan Warner at 2:33 p.m. and guests were welcomed and recognized.

2. **Approval of Minutes:** The Faculty Senate meeting Minutes dated June 14, 2011 were approved as written.

3. **“Free Speech”:** None

4. **Special Order of the Day:** Arlene C. Stewart, Director of Student Disability Services. Stewart reviewed the policies and services provided by Student Disability Services. The Faculty Accommodation Letter constitutes a proof of disability; the letter is intended to begin a conversation between the faculty and student about how interventions can be provided. Stewart summarized the various disabilities encountered by her office, and typical interventions employed. She pointed out Clemson’s policy on Universal Design. While most interventions are not complicated to implement, her office is available for consultation. Stewart turned the presentation over to Sutton Fain-Schwartz, senior, who commented on her experience at Clemson relating to disability services.

President Warner thanked Marvin Carmichael, from the Office of the President, for his work on faculty retention issues. Warner stressed the importance of attending Convocation, since newly tenured and promoted faculty will be acknowledged, and each honored individual will be given a copy of *The High Seminary*, vol. 1, by Dr. Jerry Reel.

New faculty orientations are being held by the colleges. The Senate is available for support to orientations. Other incentive efforts for faculty will be the provision of football tickets, and tickets to arts programs at the Brooks Center.

5. **Committees:**
   
a. **Faculty Senate Committees**

   1) **Finance Committee** – Chair Richard Figliola stated that the committee will meet on Aug. 23, and will be looking at compensation reporting, how student fees are assessed and applied, and, the matter of the fringe benefits rate that is charged for temporary foreign scholars.

   2) **Welfare Committee** – No report.

   3) **Scholastic Policies Committee** – Chair Bob Horton stated that the committee will meet on Aug. 23.
4) **Research Committee** – Chair Dvora Perahia stated that the committee works by email; issues under discussion include intellectual property, consulting agreements, single submission of grant proposals, maximizing the use of research instrumentation, workload, and quality of graduate students. The committee will use a team approach to deal with this range of issues, with a face-to-face meeting scheduled for the first week of September.

As a point of information, Dr. Karen Burg is the new interim Dean of the Graduate School.

5) **Policy Committee** – Chair Sean Brittain stated that the committee will meet tomorrow, Aug. 17, and will begin deliberation on the evaluation of faculty with administrative appointments, social media guidelines, intellectual property policy, and the policy for the hiring of deans.

b. **Ad hoc Faculty Senate Committees**

1) **Budget Accountability Committee** – Antonis Katsiyannis will continue as chair; Warner stated that there will be a proposal going to the Policy Committee to make this ad hoc committee a standing committee.

2) **Ad hoc Academic Calendar Select Committee** – Chair Pat Smart stated that the committee did not meet in the summer, due to the diverse constituency of the committee, but will reconvene in September.

3) **Ad hoc Committee on the Status of Lecturers** – Chair Jeremy King has formed a seven-person committee and awaits a charge from the President.

4) **Ad hoc Committee on Teaching Effectiveness** – Chair Jane Lindle is also waiting for a charge from the President.

c. **University Committee/Commissions:** President Warner explained that the Faculty Manual defines faculty service on these committees and commissions. Faculty who serve on such committees have an opportunity to report to the Senate.

6. **Old Business:** none

7. **New Business:** none

8. **President’s Report:** President Warner touched on various developments, most of which have occurred over the summer.

   a. A proposal will be going to the Provost’s Office next Monday which could discontinue the use of the term “lecturer” for non-teaching personnel.
b. The legislative audit of PSA is not a direct concern of the Senate; however, President Warner requested that senators report to him about any administrators in their college who are coming up for evaluation and when the evaluation is scheduled.

c. The influence of foundation interests on the selection and evaluation of faculty has been dealt with in the Faculty Manual. C. Bradley Thompson from the Institute for the Study of Capitalism will visit with the Executive/Advisory Committee on August 30.

d. The Faculty Senate is more easily accessible from the University’s website, with a drop-down from Faculty/Staff on the home page.

e. The Board of Visitors is appointed by the Board of Trustees and provides input to the Board; the Board of Trustees met in April and July; the gender composition of the Board includes the first appointed woman and the first woman life member.

f. Warner explained the 49-director Clemson University Foundation, (and foundations) and the Will to Lead campaign.

g. He also summarized the ACC Academic Progress Report for the Clemson Football program.

h. He described the Staff Development Program (SDP). Anne McMahan Grant is the new faculty representative to this program.

i. The workload recommendations that came from the Ad hoc Committee on Workload, completed last year has been relayed to the Provost; it is now being reviewed by chairs, and will eventually return to the Policy Committee.

j. He discussed compensation. The 2.2% allocated for compensation is for merit raises, not “across the board” raises or attempts to deal with salary compression. A RFP for a compensation consulting team has been put forth.

k. Warner responded to the matter of some faculty-related issues surfacing first in the press; in this regard chairs of committees must follow the practice to water-mark “draft” on any reports, minutes, and work items. Only accepted reports, minutes, policies, and resolutions that are approved by a vote of the Senate constitute public documents.

9. Announcements

   a. The call for nominations for the Class of ’39 Award for Excellence is due on October 18, 2011 to the Faculty Senate Office.
b. Be sure to attend the Academic Convocation at 9:00 a.m., August 23, 2011 at the Brooks Center; March with the Senate! Gather at about 8:15 a.m. in Brackett Atrium.

c. Next Executive/Advisory Committee meeting will be held on August 30, 2011 in the Executive Boardroom of the Madren Center.

d. The next Faculty Senate meeting will be held on September 13, 2011 at 2:30 p.m. at the Madren Center.

10. **Adjournment**: 3:49 p.m.

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Scott Dutkiewicz, Secretary

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Cathy Toth Sturkie, Program Coordinator

Absent: Anderson, Chen, Leininger (Mowrey for), Marinescu, Pennington (Srimani for), Tissera (Moore for), Tonkyn
MINUTES
FACULTY SENATE
SEPTEMBER 13, 2011

1. Call to Order: The meeting was called to order by President Dan Warner at 2:37 p.m. and guests were welcomed and recognized.

2. Approval of Minutes: The Faculty Senate meeting Minutes dated August 16, 2011 were approved as written, as were the Academic Convocation Minutes dated August 23, 2011.

3. “Free Speech”: None

4. Special Orders of the Day: Debra Jackson, Office of Assessment, provided an update of the certification part of the SACS process; noted that a Quality Enhancement Plan Committee will be chaired by Bill Surver; that an ETS Profile was given to all freshmen measuring general education competencies, thereby allowing for longitudinal research. Dr. Jackson also noted that the Harvard-sponsored COACH survey is forthcoming. It is for tenure and tenure-track faculty, measuring work satisfaction and policies that contribute to satisfaction. She also asked that if units are sending out surveys, to please contact her office so that efforts are not duplicated and so that results can be shared.

Brandon Hall, CCIT, explained changes that could result in the discontinuation of printed campus telephone books in favor of an improved online telephone book. He solicited and received numerous recommendations for this effort. Mr. Hall was asked to send his list of “Top Ten Upgrades” to the Senate.

Michele Piekutowski, Interim Director of Human Resources, announced that the issue of the misuse of the title “lecturer” for about 100 non-teaching lecturers has been resolved. Letters to affected personnel were issued today; appropriate titles will be given to these individuals effective September 12, 2012.

5. Committees:
a. Faculty Senate Committees
2) Welfare Committee – For Chair Denise Anderson, Senator John Meriwether submitted and briefly explained the Committee Report dated September 1, 2011.

3) Scholastic Policies Committee – Chair Bob Horton submitted and briefly explained the Committee Report dated August 23, 2011.

4) Research Committee – Chair Dvora Perahia submitted and briefly explained the Committee Report dated August, 2011.

5) Policy Committee – Chair Sean Brittain submitted and briefly explained the Committee Report dated August 17, 2011.

b. Ad hoc Faculty Senate Committees

   Budget Accountability Committee – No report.

   Ad hoc Academic Calendar Select Committee – No report.

   Ad hoc Committee on the Status of Lecturers – Chair Jeremy King stated that he received the charge to the Committee and is polling members’ schedules to arrange the first meeting.

   Ad hoc Committee on Teaching Effectiveness – Chair Jane Lindle stated that she received the Committee’s charge and that an organizational meeting will be held on Monday, September 19, 2011.

c. University Committee/Commissions: Alan Grubb commented on his participation on the Honorary Degree and Naming Committee. Dr. Grubb wryly suggested that academic units be creative about naming opportunities.

6. Old Business: None

7. New Business: None

8. President’s Report: President Warner stated that:

   a. Academic Convocation was especially nice in that the tenured and promoted faculty were recognized;

   b. he met with the Four Presidents and with the President’s Cabinet. There is a concern that staff do not have an opportunity, as students do, for economic assistance during dire situations; and

   c. he told President Barker that it would be beneficial for faculty retention to have a faculty club.

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9. **Announcements**
   a. Nominations for the Class of ’39 Award for Excellence are due on October 18, 2011 to the Faculty Senate Office.
   
   b. The Benefits Fair (at which the Faculty Senate will have a booth) will be held on October 4, 2011.
   
   c. Next Executive/Advisory Committee meeting will be held on September 27, 2011 in the Executive Boardroom of the Madren Center.
   
   d. The next Faculty Senate meeting will be held on October 11, 2011 at 2:30 p.m. at the Madren Center.

10. **Adjournment:** 3:49 p.m.

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Scott Dutkiewicz, Secretary

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Cathy Toth Sturkie, Program Coordinator

1. **Call to Order:** The meeting was called to order by President Dan Warner at 2:38 p.m. While guests were welcomed and recognized, several senators received flu shots from Sullivan Center staff.

2. **Approval of Minutes:** The Faculty Senate meeting Minutes dated September 13, 2011 was approved as written.

3. **“Free Speech”**: None

4. **Special Orders of the Day:** Jill Evans, Executive Director of Pickens County Habitat for Humanity, provided an update of the Faculty and Staff Senates Habitat House. She thanked the Senate for its patience as construction was delayed. The structure built during Homecoming will be moved to Quail Circle, Central in early to mid-November and finish work will begin. Evans and President Warner re-signed the Habitat Covenant, which updates the Faculty Senate financial commitment of $5,000 over three years commencing today. Volunteer workers should anticipate a safety waiver by email. There will also be waivers at the jobsite.

Drs. Webb Smathers and Fran McGuire, both Class of ’39 Award for Excellence recipients, encouraged senators to submit nominations for this prestigious award by the due date of October 18. Please contact Cathy Sturkie if there are questions about the application process.

5. **Committees:**
   a. **Faculty Senate Committees**
      1) **Finance Committee** – Chair Richard Figliola, Senator submitted and highlighted the Committee Report dated September 20, 2011.
      2) **Welfare Committee** – Chair Denise Anderson submitted and briefly explained the Committee Report dated October 6, 2011.
      3) **Scholastic Policies Committee** – Chair Bob Horton submitted and briefly explained the Committee Report dated September 20, 2011.
      4) **Research Committee** – No report.
      5) **Policy Committee** – Chair Sean Brittain submitted and briefly explained the Committee Report dated September 28, 2011.
b. **Ad hoc Faculty Senate Committees**

1) **Budget Accountability Committee** – Chair Antonis Katsiyannis reported on the Committee’s September meeting. Issues discussed were student fees, the academic software fee, and the Salary Report. Senators discussed the matter of lab fees. The Chair encouraged senators to email the Committee with any questions.

2) **Ad hoc Academic Calendar Select Committee** – Chair Pat Smart is reconvening the Committee, since the goals for this Committee have changed. There are nine applicants for the Summer School Director position; more are encouraged to apply.

3) **Ad hoc Committee on the Status of Lecturers** – Chair Jeremy King stated that the Committee has met twice. The topics discussed revolve around job security and performance evaluation. He stated the goal was to reduce the thoughts of the Committee to writing, providing a basis for a meeting with lecturers.

4) **Ad hoc Committee on Teaching Effectiveness** – No verbal report. See minutes dated October 4, 2011 for a Committee roster and summary of its projected products.

c. **University Committee/Commissions:** Susan Chapman reported about the Bookstore Advisory Committee. All faculty must update the Bookstore on required or recommended textbooks for all courses. This policy is supported by a federal law for undergraduate courses. There is a small number of faculty that still does not participate. Timely reporting also affects the buyback of textbooks. See also her Oct. 10, 2011 document, which contains the necessary forms.

The Vice President for Faculty Development search has 19 applicants. President Warner encouraged those on such search committees to report to the Senate.

6. **Old Business:** None

7. **New Business:** Policy Chair Sean Brittain presented a *Faculty Manual* change to Part VII. B.2.c, Graduate Fellowships and Awards Committee. New language allows the Graduate Dean to have the option to appoint assistant or associate deans other than those in the Graduate School to this Committee. The change was approved.

8. **President’s Report:** President Warner stated that:

   a. Provost Helms is recovering from surgery;

   b. The Clemson University Foundation has received three major donations. The Will to Lead Campaign is now at $534 million of the $600 million goal. This will support 300 scholarships and contribute to the support of 93 faculty positions.
c. President Barker is favorable about the concept of a venue for faculty to network. In this connection, Aramark is forming focus groups for students and faculty. If you have an opportunity to join a faculty group, please do so.

d. He reported on the Compensation Committee meeting. Thirty-forty percent of faculty/staff did not receive merit raises. The average of 2.5 percent is dubious mathematically; a better reporting is forthcoming.

e. He commented on the three essential principles of selection committees in the *Faculty Manual* when faculty are present on such committees: faculty must be a majority, that faculty elect faculty, and the faculty that elects them must constitute the group closely affected by the appointment that results from the search.

f. Warner also encouraged involvement in the COACHE Survey, emanating from Harvard University, on faculty job satisfaction.

9. **Announcements**
   a. Nominations for the Class of ’39 Award for Excellence are due on October 18, 2011 to the Faculty Senate Office.
   
   b. Next Executive/Advisory Committee meeting will be held on October 25, 2011 in the Executive Boardroom of the Madren Center.
   
   c. The next Faculty Senate meeting will be held on November 8, 2011 at 2:30 p.m. at the Madren Center.

10. **Adjournment:** 3:34 p.m.

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Scott Dutkiewicz, Secretary

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Cathy Toth Sturkie, Program Coordinator

1. **Call to Order:** The meeting was called to order by President Dan Warner at 2:35 p.m. and guests were welcomed and recognized.

2. **Approval of Minutes:** The Faculty Senate meeting Minutes dated October 11, 2011 was approved as distributed.

3. **Election of the Class of ’39 Award for Excellence:** The election for this Award was held by secret ballot and the ballots were counted by Scott Dutkiewicz and the Provost’s Designee, Pat Smart. Richard S. Figliola, Professor of Mechanical Engineering and Bioengineering was elected as the 2011 recipient of this prestigious award.

   An election was held for the Faculty Senate representative to the Selection Committee for the Thomas Green Clemson Award and Scott Dutkiewicz was elected to serve a four-year term.

4. **“Free Speech”:** None

5. **Committees:**
   a. **Faculty Senate Committees**
      1) **Finance Committee** – Chair Richard Figliola, stated that there was no formal meeting in October. The Committee will discuss a new issue with the Provost regarding the transparency of departmental budgets.

      2) **Welfare Committee** – Chair Denise Anderson informed this Senate that this Committee will meet soon to continue discussions on pending issues.

      3) **Scholastic Policies Committee** – Chair Bob Horton submitted and briefly explained the Committee Report dated October 25, 2011. Scholastic Policies developed and approved a form that has the curriculum committee approve texts or other course materials for which the instructor has a financial incentive. This was constructed at the recommendation of our legal department. This has been passed on to Policy Committee.

      4) **Research Committee** – No written report.
5) Policy Committee – Chair Sean Brittain stated that this Committee will address the Conflict of Interest Policy (latest draft dated 1995) and other issues on its agenda. Next meeting November 15, 2011.

b. Ad hoc Faculty Senate Committees
   1) Budget Accountability Committee – Chair Antonis Katsiyannis reported that the Committee has not met but that the next meeting will be December 1, 2011. The agenda will include the topic of student fees and the salary report.

2) Ad hoc Academic Calendar Select Committee – No written report.

3) Ad hoc Committee on the Status of Lecturers – Chair Jeremy King stated that the Committee will meet this Thursday. They have received feedback from Committee members and their peers that has helped form a first concept.

4) Ad hoc Committee on Teaching Effectiveness – Chair Janie Lindle highlighted the Committee Report dated November 1, 2011 and submitted and briefly explained informational documents.

6. Old Business: None

7. New Business:
   a. Policy Chair Sean Brittain submitted and explained a proposed *Faculty Manual* change, Part VII. D., University Assessment Committee. There was no discussion. Vote was taken and proposed change passed unanimously.
   
   b. Senator Susan Chapman provided an update on the Faculty Senate/Staff Senate Habitat for Humanity House. The first Saturday work at the house on Quail Circle in Central, SC was held on November 5th and was quite successful with twelve volunteers and one house leader on hand.

8. President’s Report: President Warner stated that:
   a. there will be a joint City/University 2012 Fall Rowing Event on Lake Hartwell; and
   b. young faculty have responded eagerly to the offer of free tickets to the Brooks Center for Nai-Ni Chen Dance Company.

9. Announcements: President Warner stated that:
   a. the Celebration of the Great Class of ’39 hosted by the Faculty Senate will be held on January 9, 2012 (invitations forthcoming).
   
   b. next Executive/Advisory Committee meeting will be held on November 29, 2011 in the Executive Boardroom of the Madren Center.
c. the next Faculty Senate meeting will be held on December 13, 2011 at 2:30 p.m. at the Madren Center.

10. **Adjournment:** 3:20 p.m.

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Scott Dutkiewicz, Secretary

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Cathy Toth Sturkie, Program Coordinator

1. **Call to Order:** The meeting was called to order by President Dan Warner at 2:38 p.m. and guests were welcomed and recognized.

2. **Approval of Minutes:** The Faculty Senate meeting Minutes dated November 8, 2011 were approved.

3. **“Free Speech”:** Ken Marcus, Professor of Chemistry, presented a topic entitled, “Take Care of What You Have…,” the gist of which was “Times have been tight, to little fault of the CU administration. Plans are being made for all forms of growth and hiring in the future. Students come and go, but what is the plan for reward and retention of the people that have made this University what it is today? What are the goals and what is the plan?”

4. **Committees:**
   a. **Faculty Senate Committees**
      1) **Finance Committee** – No report.
      2) **Welfare Committee** – The Committee Report dated November 10, 2011 was submitted and briefly explained by Chair Denise Anderson.
      3) **Scholastic Policies Committee** – Chair Bob Horton submitted and briefly explained the Committee Report dated December 6, 2011 (attached).
      4) **Research Committee** – Chair Dvora Perahia stated that this Committee is dealing with procedural issues on how proposals are being approved. The Clemson University Research Foundation will have experts define guidelines. Another issue is how to move to a democratic vote of associate deans in terms of hiring post docs. The Committee plans to meet with the Vice President of Research to bring up ongoing concerns.
      5) **Policy Committee** – Chair Sean Brittain noted two items that will come under New Business and stated that the Committee will meet tomorrow to discuss faculty authored textbooks, and separate and independent tenure and promotion evaluations by TPR committees and chairs.
   b. **Ad hoc Faculty Senate Committees**
1) **Budget Accountability Committee** – Chair Antonis Katsiyannis submitted and briefly explained the Committee Report dated December 1, 2011 (attached).

2) **Ad hoc Academic Calendar Select Committee** – No report.

3) **Ad hoc Committee on the Status of Lecturers** – Chair Jeremy King noted that the Committee met this afternoon to discuss problems to present to focus groups of Math lecturers, and eventually to BBS, AAH and HEHD lecturers.

3) **Ad hoc Committee on Teaching Effectiveness** – Chair Jane Lindle highlighted the Committee Report dated November 29, 2011.

c. **Athletic Council** – President Warner stated that Council met last week and the Guest Speaker was Interim University Legal Counsel, Erin Swann. Discussion was about the Grand Jury Report of the Penn State sexual abuse allegation against a former coach.

5. **Old Business**: None

6. **New Business**:
   a. Policy Chair Sean Brittain submitted and explained a proposed *Faculty Manual* change, Part IV. B (2). Affirmative Action Policies and Procedures for the Recruitment and Appointment of Faculty and Administrators [Department Chairs]. Following discussion, the vote to accept the proposed change passed unanimously.

   b. Policy Chair Sean Brittain explained and submitted for endorsement the revised Social Media Guidelines (which include suggested changes made by the Policy Committee). Vote to endorse was taken and passed unanimously. The Office of Public Affairs will be notified of this endorsement.

7. **President’s Report**: President Warner stated that:
   a. eighteen students received the highest GPR;
   b. the Procurement Office is interested in reducing the number of campus vendors; and
   c. he has been meeting with candidates for the position of University Legal Counsel.

8. **Announcements**: President Warner stated that:
   a. Tony Cawthon, Professor of Leadership and Counselor Education, was elected as the Faculty Representative to the Board of Trustees.

   b. Cathy Sturkie and Angela Nixon provided an update on the Faculty Senate/Staff Senate Habitat for Humanity House. The next workday at the house is
scheduled for January 7, 2012 (Susan Chapman will be the House Leader.) Senators were encouraged to volunteer their physical talents and donations were also encouraged.

c. the Celebration of the Great Class of ’39 hosted by the Faculty Senate will be held on January 9, 2012.

d. next Executive/Advisory Committee meeting will be held on January 31, 2012 in the Executive Boardroom of the Madren Center.

e. the next Faculty Senate meeting will be held on January 10, 2012 at 2:30 p.m. at the Madren Center.

9. Other discussion.

a. Professor Fran McGuire strongly stated his concern regarding the salary discrepancy between athletic coaches versus faculty and staff. Discussion ensued.

10. Adjournment: 3:58 p.m.

__________________________________________
Scott Dutkiewicz, Secretary

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Cathy Toth Sturkie, Program Coordinator

MINUTES
FACULTY SENATE MEETING
JANUARY 10, 2012

1. Call to Order: President Dan Warner called the meeting to order at 2:38 p.m. and welcomed and recognized guests.

2. Approval of Minutes: Deferred until February Faculty Senate Meeting.

3. “Free Speech”: None

4. Committee Reports:

   1) Senate Standing Committees
      a. Finance Committee: No report.
      b. Welfare Committee: No report.
      c. Scholastic Policies Committee: No report.
      d. Research Committee: No report.
      e. Policy Committee: Chair Sean Brittain noted the Committee has not met since the last meeting. Interim University Legal Counsel, Erin Swann, will meet with the Committee to discuss the law regarding the sale of textbooks. Debbie Jackson will also meet with the Committee to discuss proposed changes to the University Assessment Committee.

   2) Ad hoc Faculty Senate Committees
      a. Budget Accountability Committee – Chair Antonis Katsiyannis stated that this Committee will meet soon and that he would like to invite the Chief Financial Officer to talk about the salary report which should be out in February.
      b. Academic Calendar Committee – No report.
      c. Lecturers Committee – Senator John Leininger reported on the video that was sent to lecturers in some colleges. Feedback provided from those lecturers to be included in the survey that will soon go out to all lecturers.
d. Teaching Effectiveness – Chair Jane Lindle stated that there is no report but that the next meeting will be on January 24th at 9 a.m. in 402 Tillman Hall.

5. President’s Report: President Warner stated:
   a. that the Academic Technology Committee established a focus group of people to provide them with input and that the first meeting was held in December 2011 (after the last Faculty Senate meeting);

   b. complimented the reporting by Anna Mitchell of the *Anderson Independent* regarding the discussion during the last Senate meeting regarding the discussion on the salary disparity between raises given in athletics versus those given in academics;

   c. noted that the Joint City/University Committee continues its plan to sponsor a rowing event in the fall to foster and enhance relationships between the town and University communities;

   d. that work continues on the Faculty Senate/Staff Senate Habitat House and that a financial drive will soon be underway; and

   e. that Faculty Senate meeting discussions are always welcomed and encouraged as they are beneficial and good, both for the Senate and for the University.

6. Old Business: None

7. New Business:
   a. Election to Grievance Board – The following faculty were elected or re-elected by secret ballot to serve on the University Grievance Board: Claudio Cantalupo (BBS), Bob Horton (HEHD), Jane Lindle (HEHD); John Meriwether (E&G), Rachel Moore (AAH), Julie Northcutt (AFLS), Lydia Schleifer (BBS), Kelly Smith (AAH); David Tonkyn (AFLS)

8. Announcements:
   a. Richard S. Figliola is the 2011 recipient of the Class of ’39 Award for Excellence.

   b. Next Executive/Advisory Committee meeting will be on January 31, 2012.

   c. Next Faculty Senate meeting will be on February 14, 2012.
9. **Adjournment:** 3:38 p.m.

Scott Dutkiewicz, Secretary

Cathy Toth Sturkie, Program Coordinator

MINUTES
FACULTY SENATE MEETING
FEBRUARY 14, 2012

1. **Call to Order**: President Dan Warner called the meeting to order at 2:37 p.m. and welcomed and recognized guests.

2. **Approval of Minutes**: Both the December, 2011 and the January, 2012 Faculty Senate Meeting Minutes were approved as distributed.

3. **“Free Speech”**: Alumni Distinguish Professor of Chemistry Melanie Cooper “challenged the Faculty Senate to be more pro-active on behalf of the faculty.” She stated that her colleagues are concerned about how decisions are being made about the future of Clemson, but as an individual faculty member feel that they have no real voice that is actually heard. She believes that productive discourse including debate and criticism are crucial to productive and innovation decision making and is lacking at Clemson University.

4. **Special Orders of the Day**: the annual presentation on the Athletic Program.

   Janie Hodge, Faculty Athletic Representative, spoke about the academic metric and issues related to academics.

   Bill D’Andrea, Executive Senior Associate Athletic Director/External Affairs, spoke about IPTAY’s annual fund and how it supports student athlete scholarships, operational costs and the financial support of Vickery Hall. A reorganization of IPTAY will make it a fund raising enterprise to include planned giving and major gifts.

   Katie Hill, Senior Associate Athletic Director of Internal Affairs, encouraged the Senate to be aware of the sources of revenue and expenditures of Clemson athletics – the philosophy is that revenue is earned through ticket sales, contributions, etc. There are two exchanges between Clemson University and Athletics: a percent of out-of-state tuition and a 6% fee that is based on all earned revenue.

   Terry Don Phillips, Athletic Director, noted that compensation of coaches is a by-product of television revenues and is subject to the Board of Trustees Compensation Committee. It is approached from a competitive stance in order to climb to the Top 20. He stated that he does recognize the dichotomy between Athletics and academics but promised financial transparency.
5. **Slate of Officers:** The Slate of Officers was presented by the Executive/Advisory Committee:

- **Vice President/President-Elect:** Antonis Katsiyannis (HEHD)
  Kelly Smith (AAH)
- **Secretary:** Denise Anderson (HEHD)
  Jane Lindle (HEHD)

There were no nominations from the floor.

6. **Committee Reports:**

1) **Senate Standing Committees**
   
   a. **Finance Committee:** Senator Susan Chapman reported that the Committee met on February 17th. The annual salary report should be available February 15. A proposed resolution on faculty compensation was discussed. The Committee will ask Karen Burg, Interim Graduate School Dean, to meet with the Committee to discuss the School’s goals.
   
   b. **Welfare Committee:** Chair Anderson submitted and explained the Report dated January 19, 2012.
   
   c. **Scholastic Policies Committee:** Chair Horton submitted and explained the Committee Report dated January 17, 2012. Two issues regarding final exams and posthumous degrees were brought to the Senate for endorsement and both passed unanimously.
   
   d. **Research Committee:** Chair Perhia stated that Committee will meet on February 1st; will meet with the Vice President for Research tomorrow and the Committee discussed the continuing list of issues.
   
   e. **Policy Committee:** Chair Sean Brittain noted the form for faculty authored textbooks has been added to the *Faculty Manual* as Appendix K. The wording of PTR “separate and independent letters” will remain as currently appears in the *Faculty Manual*. There will be two items under New Business for consideration by the Senate.

2) **Ad hoc Faculty Senate Committees**
   
   a. **Budget Accountability Committee** – Chair Antonis Katsiyannis stated that this Committee will meet on February 28th and will discuss athletic funds, compensation, and infrastructure needs.
   
   b. **Academic Calendar Committee** – No report.
c. **Lecturers Committee** – Chair King reported that the video regarding lecturers will be made available to all faculty.

d. **Teaching Effectiveness** – Chair Jane Lindle stated that the next meeting will be on February 21.

3) **University Commissions/Committees**

7. **President’s Report:** President Warner stated:

a. At the Board of Trustee’s Meeting on February 14, the Board approved the Concept Study of the Douthit Hills residence complex. Highlights of his report to the Board was information regarding the work of the *ad hoc* Teaching Effectiveness Committee and the Lecturers Committee, and a copy of this report had been sent to all senators.

b. The Second Anniversary of Clemson at the Falls was held on February 9. This successful extension of the Business school reflects the hard work of many people, including Dean Lilly and Associate Dean Pickett.

c. The Clemson University Foundation met on February 9 and 10. It has reached $575 million under the “Will to Lead” Campaign. The IRS 990 form, an impressively long document, was reviewed by the audit committee.

d. The Watt Family contributed $5.5 million dollars to Clemson University. $5.2 million is targeted for the new Student Engagement and Innovation Center.

e. The Academic Success Center should be completed by the end of March, and the Life Sciences Building should be available by Fall.

f. Committee chairs to finish all committee business, reports and recommendations by the March meeting.

8. **Old Business:** None

9. **New Business:**
a. Policy Chair Sean Brittain submitted and explained a proposed *Faculty Manual* change Part IV. G., Tenure Policy. There was no discussion. Vote was taken and proposed change passed unanimously.

10. **Announcements:**
a. Next Executive/Advisory Committee meeting will be on February 28, 2012 in the Nancy Thurmond Room of the Strom Thurmond Institute.
b. Next Faculty Senate meeting will be on March 13, 2012.

c. Annual Spring Reception – April 10, 2010 – Connector at the Madren Center (invitations forthcoming)

11. Adjournment: 4:56 p.m.

____________________________________________________________________________________

Scott Dutkiewicz, Secretary

____________________________________________________________________________________

Cathy Toth Sturkie, Program Coordinator

Absent: T. Dobbins, L. Temesvari (B. Surver for), A. Winters, C. Cantalupo, X. Hu
MINUTES
FACULTY SENATE MEETING
MARCH 13, 2012

1. **Call to Order**: President Dan Warner called the meeting to order at 2:34 p.m. and welcomed and recognized guests.

2. **Approval of Minutes**: The February 14, 2012 Faculty Senate Meeting Minutes were approved as distributed.

3. **“Free Speech”**: None.

4. **Special Orders of the Day**: Doug Hallenbeck, Executive Director of Housing, presented information on the Twenty Year Housing Master Plan that includes three main projects (Douthit Hills, Core Campus, Fraternity/Sorority Village). The first is approved by the Board of Trustees; the last two are conceptual. He described a schedule of actions to repair, renovate, or demolish campus housing.

   Dan Hoffman, Director of Parking and Transportation Services, provided a synopsis of plans to improve parking by linking parking services to sustainability. His immediate proposals include multi-purpose meters and paid parking for visitors. He stated that better management for parking spaces, rather than, for instance, building a parking structure, is the key. He emphasized changing behavior to improve options for parking. Improved efficiency by the use of scanning technology by enforcement and alternative transportation initiatives (Catbus, Tiger Transit, carpooling, WeCar, ZimRide, park-and-ride, and shuttle service) will reduce demand for parking space and make the campus more accessible.

5. **Election of Officers**: Candidates for Vice President/President-Elect and Secretary presented their statements of interest for these two Faculty Senate Offices:

   **Vice President/President-Elect**:  
   - Antonis Katsiyannis (HEHD)  
   - Kelly Smith (AAH)

   **Secretary**:  
   - Denise Anderson (HEHD)  
   - Jane Lindle (HEHD)

   There were no nominations from the floor.
Elections were held by secret ballot. Kelly Smith was elected Vice President/President-Elect and Denise Anderson was elected Secretary.

6. Committee Reports:

1) Senate Standing Committees


b. Welfare Committee: Chair Denise Anderson submitted and explained the Report dated February 16, 2012 and stated that a resolution will be presented under New Business.

c. Scholastic Policies Committee: Chair Bob Horton submitted and explained the Committee Report dated February 21, 2012. He asked for and received a Senate endorsement to a proposed change to the Academic Integrity policy.

d. Research Committee: Chair Dvora Perahia submitted and explained the Committee Report dated January-February, 2012. She also stated that a meeting with Vice President for Research Gerald Sonnenfeld was very productive. The committee also wants to meet with Debra Jackson about SACS reaccreditation.

Senate Alternate Bill Surver congratulated Senator Perahia on her being named a Fellow of the American Physical Society for her "contributions to the understanding of complex fluids formed by assemblies of strongly interacting polymers."

e. Policy Committee: Chair Sean Brittain submitted and explained the Committee Report dated February 21, 2012.

2) Ad hoc Faculty Senate Committees

a. Budget Accountability Committee – Chair Antonis Katsiyannis submitted and explained the Committee Report dated February 28, 2012 (attached). He also stated that he hoped that the Chief Financial Officer would visit with the Faculty Senate in the near future.

b. Academic Calendar Committee – No report.

c. Teaching Effectiveness – Chair Jane Lindle stated that the Committee is in the process of completing its final report and that in this meeting a vote will be taken on a Faculty Manual change about student evaluation of teaching. At this time, Chair Lindle submitted for acceptance the Report, “Research on Recommended Practices for Student Ratings of Courses/Instruction” (attached). There was no discussion. Vote to accept the Report was taken and passed unanimously.

d. Lecturers Committee – Chair Jeremy King submitted for acceptance the “Report of the Clemson University Faculty Senate Ad Hoc Committee on the Status of Lecturers” (attached). There was no discussion. Vote to accept Report was taken and passed.
e. **University Commissions/Committees**

7. **President’s Report** - None

8. **Old Business:** None

9. **New Business:**
   a. Policy Chair Sean Brittain submitted and explained a proposed *Faculty Manual* change Part IX. D. 11, Teaching Practices. An amendment was offered, accepted and seconded. Vote to accept the proposed amendment was taken and passed unanimously. Vote to approve the proposed *Manual* change was taken and passed unanimously (attached).

   b. Welfare Chair Denise Anderson submitted and explained the “Resolution to Establish a Clemson University Childcare Center” for endorsement (attached). There was much discussion. Vote to endorse the Resolution was taken and passed.

10. **Announcements:**
    a. Next Executive/Advisory Committee meeting will be held on March 27, 2012.

    b. Next Faculty Senate meeting will be held on April 10, 2012.

    c. Annual Spring Reception to be held on April 10, 2010 in the Connector at the Madren Center.

11. **Adjournment:** 4:56 p.m.

    ___________________________________________________________________
    Scott Dutkiewicz, Secretary

    ___________________________________________________________________
    Cathy Toth Sturkie, Program Coordinator

1. **Call to Order**: The meeting was called to order by President Dan Warner at 2:30 p.m. and guests were welcomed and recognized.

2. **Approval of Minutes**: The General Faculty & Staff Minutes of December 21, 2011 and the Faculty Senate meeting Minutes dated March 13, 2012 were approved as written.

3. **Approval of Agenda**: President Warner asked for approval of the rearrangement of the Agenda in order that business from the 2011-12 proposed *Faculty Manual* changes could be acted upon during the Policy Committee Report. Vote to approve rearrangement was seconded, taken and passed unanimously.

4. **“Free Speech”: None**

5. **Special Order of the Day**: Brett Dalton, Chief Financial Director informed the Senate of the 2020 Plan and the Four Strategic Priorities contained therein, with an emphasis on infrastructure maintenance and improvements (Attachment).

6. **Committees**
   a. **Senate Committees**
      1) **Finance Committee** – Chair Rich Figliola stated that the Committee had planned to analyze the Salary Report but had actually just received it and have not had the time to do so. President Barker and Provost Helms will provide Senator Susan Chapman the salary data in a form that can be better analyzed. There were 4.2 million dollars in raises in equal distribution among faculty, staff and administration on a percentage basis. Senator Figliola stated that the Faculty Senate needed to look at this Report more closely.
      2) **Welfare Committee** – Chair Denise Anderson noted that was the representative at a meeting with the Provost to discuss the new classroom scheduling software that would be coming on-line.
      4) **Research Committee** – Chair Dvora Perahia submitted and briefly explained the Committee Report Academic Year 2011-12 dated April 10, 2012 (attachment).
5) Budget Accountability Committee – Senator Figliola reported that the Committee had invited Brett Dalton to speak with the Senate today and that there was nothing new to report.

6) ad hoc Committee on Teaching Effectiveness – Senator Jane Lindle submitted the Final Report on Teaching Effectiveness 2011-12 (Attachment).

7) ad hoc Committee on the Status of Lecturers – Senator Jeremy King stated that the final report was submitted and approved last month.

5) Policy Committee – Chair Sean Brittain submitted and explained the 2011 Committee Report which includes Completed and Pending Business (Attachment). He then presented three proposed three Faculty Manual changes for approval from the Committee:

a. Part III. E. 6 - Lecturer. Discussion followed. Vote to accept change was taken and passed with two-thirds required vote.

b. Part III. E. 8 - Senior Lecturer. Discussion followed during which a friendly amendment was offered and accepted. Vote to accept amendment was seconded and approved. Vote on amended proposed change was taken and passed with two-thirds required vote.

c. Part III. E. 9 – Master Lecturer. There was much discussion during which a friendly amendment was offered and accepted. Vote to accept amendment was seconded and approved. There was much more discussion on the amended proposed Faculty Manual change. Vote on amended proposed change was taken and failed (not receiving the two-thirds required vote).

d. Other University Committee/Commissions: None

7. Old Business: None

8. President Warner presented a plaque and a copy of the book, Life Death & Bialys by Dylan Schaffer to Kelly C. Smith, the 2012 Recipient of the Alan Schaffer Faculty Senate Service Award; congratulated retiring Faculty Senators by thanking them for their service and presented certificates to them.

9. Outgoing President’s Report: Outgoing President remarks were made by President Daniel D. Warner, who then introduced Jeremy King, as the Faculty Senate President for 2012-13. New officers were installed at approximately 4:20 p.m.

Scott Dutkiewicz, Secretary

Cathy Toth Sturkie, Program Coordinator
10. **New Business:** President Jeremy King introduced new senators; asked Senators to return their committee preference forms as quickly as possible so that the new session may proceed; noted that he was in the process of setting standing committees and committee chairs; encouraged Senators to notify the Senate Office with the two names of Advisory Committee members; announced that a Faculty Senate Orientation/Retreat will be held on May 8, 2012 (invitations forthcoming); and stated his plans for the Senate.

    President King asked for approval to continue the Budget Accountability Committee. Senator Chapman offered a friendly amendment, which was accepted, that the Senate consider merging the Senate’s Standing Finance Committee and Budget Accountability Committee. Motion was seconded. Vote was taken to continue the Budget Accountability Committee and to have the Policy Committee consider a merger of both committees and passed unanimously.

    President King then offered his theme for the coming year by noting the passing of Harvard social/political scientist James Q. Wilson, known for his "broken window" theory: the idea that decay of buildings and neighborhoods and social fabrics can begin with a single broken window that goes unfixed.

    President King remarked that we at Clemson still live in a pleasant neighborhood with buildings having solid foundations and sound interiors. However, there are broken windows -- challenges that must be addressed including communication, compensation, and the University mission itself--that must be repaired to avoid a broken window cascade leading to larger problems that will be more difficult to address in the future.

11. **Adjournment:** 4:44 p.m.

    ____________________________________________
    Denise Anderson, Secretary

    ____________________________________________
    Cathy Toth Sturkie, Program Coordinator

Absent: T. Dobbins, D. Layfield (B. Surver for), S. Ashton, C. Starkey, A. Winters, C. Cantalupo, C. Marinescu (P. Srimani for), N. Vyavahare, A. Katsiyannis