

MINUTES
FACULTY SENATE MEETING
May 12, 2015

1. Call to Order: The Faculty Senate Meeting was called to order at 2:35 p.m. by President Jim McCubbin. Program Coordinator, Monica Patterson welcomed and introduced guests.
2. Approval of Minutes: The Faculty Senate meeting minutes dated April 14, 2015 were approved as distributed.
3. "Free Speech": None
4. Special Order of the Day:
 - a. University President Jim Clements began by thanking the past Faculty Senate Presidents with whom he has worked, including Antonis Katsiyannis (2014-15), Kelly Smith (2013-14), and Jeremy King (2013-13), and noted how he looks forward to working with Jim McCubbin. President Clements then thanked all faculty for their work in supporting the 3,200 students who received degrees this May. He highlighted some aspects of his remarks provided at the May 7, 2015 General Faculty Meeting: (1) the University reached its highest national ranking as a Top 20 public university; (2) a record number of undergraduate applications (22,500) with an all-time high academic profile; (3) the university surpassed the \$900 million mark toward the \$1 billion goal in the Will to Lead campaign; (4) the largest campus facilities/infrastructure development initiative since the 1960s; and, (5) complete critical faculty and staff hires, including many key leadership positions. The senate had questions, in particular regarding the possible reorganization and other 2020Forward strategic plans.
5. Provost Robert H. Jones informed Senate that the search committee for the new Chief Diversity Officer is reviewing applicants and six other leadership positions are at various stages of the hiring process with an increase in gender diversity. Provost Jones that 2020Forward strategic plans include a reorganization of colleges, enrollment management, and review of all budgets with changes effective fiscal year 2017. Lastly, Provost Jones announced that some faculty will be invited to a June 2 retreat to review Watt Family Innovation Center's technology and pedagogical plans with a projected opening of January 2017.
6. Committee Reports:
 - a. Faculty Senate Standing Committees
 - Scholastic Policies – Committee Chair Janie Lindle referred Senate to Scholastic Policies 2014-15 year-end report initially provided at the April 14 meeting and redistributed for today's Senate Committees Planning Session Meeting, held immediately prior to this Senate meeting.
 - Finance – Committee Chair Josh Summers said that the finances related to the impending reorganization of colleges will be the committee's focus this year.
 - Research – Committee Chair Amy Lawton-Rauh highlighted two ongoing concerns and the committee's action plans: (1) revisit the list of incentives provided by the interim Vice President for Research; and, (2) follow up with the Office of Global Engagement and their work to streamline the hiring process for international scholars. Chair Lawton-Rauh ended by welcoming anyone to contact her (amylr@clemsun.edu) with any scholarship/research concerns.
 - Welfare – Committee Chair Matt Powers reported that they would continue advocating for the drafted modified workload & parental leave policy, as well as begin work on a dual employment/spousal hire policy, a mentoring program, and portal for family-related policies, resources, and events. President

McCubbin thanked Katy Weisensee for stepping in as interim Chair of the Welfare Committee during Senator Powers's temporary appointment abroad.

Policy – Committee Chair Peter Laurence reported that the first agenda item, which is carried from last term's ad hoc Faculty Manual Rewrite Committee and Policy's subsequent work, is post-tenure review. It was recently discovered that some state laws might impact proposed changes. Scholastic Policies Chair Janie Lindle, asked Policy to review the language regarding retirement for lecturers.

b. ad hoc Faculty Senate Committees

Operational Excellence & Accountability Committee – Chair Bill Pennington was absent and there was no report.

c. University Commissions and Committees

Academic Technology Council (ATC) – Committee Chair and AAH Senator, Jan Holmevik and Dustin Atkins, Director of IT Sponsored Research & Strategic Communications, provided the Senate with an update to the January 2015 CCIT presentation. ATC provides guidance and governance to CCIT regarding technology systems and services related to academics. Chair Holmevik began by answering recent concerns of the Senate's Scholastic Policies Committee: (1) there is now a link (<http://www.clemson.edu/iroar/governance/>) for anyone to provide iRoar and Banner IT issues; (2) the Student IT Advisory Board is providing Student Disability Services with \$6k to purchase pens with recording capabilities rather than use 3rd party note taking services such as Flash Notes; and, (3) ATC will act as an advisory board to the Next Generation Computing Center.

Dustin Atkins reviewed outlined his a Microsoft Powerpoint presentation regarding CCIT's Website Modernization Project, with beta version available summer 2015. Core features are based on 2013-14 Google Analytics and thereafter, continued assessment and modification, and will include minimal (1-2 in most cases) clicks to reach a solution and a searchable support knowledge base. Faculty will be able to submit concerns and questions regarding faculty and technology via online form. After the website project, CCIT will expand efforts to answer questions via social media and will add a live support chat feature. Senators expressed interest in: an "opt in/opt out" feature from the faculty page, more targeted outreach regarding CCIT training programs, a CCIT organizational chart, how decisions are made regarding .org or .edu use, and how to more easily change usernames, a specific issue expressed by the President's Commission on the Status of Women. Both presenters continue to solicit feedback: datkin2@clemson.edu or jholmev@clemson.edu.

7. Unfinished Business: None

8. New Business: None

9. President's Report: President McCubbin reminded Senate to provide feedback for the 2020Forward strategic plan with college reorganization options by Friday, May 15. 2020Forward Co-Chair, Ellen Granberg offered that approximately 100 faculty completed the survey with another 50 posted or emailed comments. President McCubbin reiterated the main points of his reports provided at the April Board of Trustees and May General Faculty Meetings. He noted that Senate's most important job is to guard academic integrity and that the University must continue to improve campus climate to become more welcoming and family-friendly. President McCubbin ended by thanking the Senate for all of their hard work and encouraged faculty to nominate worthy candidates for the Faculty Representative to the Board of Trustees position.

10. Announcements:

a. Faculty Representative to the Board of Trustees

- i. Notification of July 1 call for nominations was sent via email on Thursday, May 7
- ii. Official call will be sent via email on July 1 with selection made by the end of July

b. Summer 2015 schedule

Senate (2nd Tues/month): June 9, no meeting in July
EAC (last Tues/month): May 26, June 30, no meeting in July

c. Fall 2015 & Spring 2016 schedule

Senate (2nd Tues/month): Aug 18, Sep 8, Oct 13, Nov 10, Dec 8, Jan 12, Feb 9, Mar 8, Apr 12, May 10, Jun 14
EAC (last Tues/month): **Aug 4 & 25**, Sep 29, Oct 27, Nov 17, Jan 5 & 26, Feb 23, Mar 29, Apr 26, May 31, Jun 28

11. Adjournment: President McCubbin adjourned the meeting at 3:44 p.m.



Peter Laurence, Secretary



Monica A. Patterson, Program Coordinator

Guests: Provost Robert Jones; President James Clements; Co-Chair 2020Forward & Dept. Chair, Sociology and Anthropology, Ellen Granberg; Registrar, Debra Sparacino; Director of IT Sponsored Research & Strategic Communications, Dustin Atkins; *Faculty Manual* Consultant & Parliamentarian, Fran McGuire; Past Faculty Senate President, Jeremy King; Faculty Representative to the Board of Trustees, David Blakesley; Ombuds for Faculty & Students Gordon Halfacre; Internal Communications Director, Jackie Todd; Honorary Senator & Interim Faculty Senate Coordinator, Cathy Sturkie; Faculty Senate Coordinator, Monica Patterson; FSO Graduate Assistant, Connie Wallace

Alternates Present: Beatrice Bailey (SoE), Jay Ochterbeck (E&S), Robert Rozetar (BBS), Anderson Wrangle (AAH)

Absent Senators: Robert Baldwin (AFLS), Paul Dawson (AFLS), Gerald Lehmacher E&S), Mark Schlautman (E&S)

Absent Delegates: Jackie Gillespie (HHD), Judson Jahn (BBS), Kathleen Meyer (HHD)

MINUTES
FACULTY SENATE MEETING
August 18, 2015

1. Call to Order: The Faculty Senate Meeting was called to order at 2:31 p.m. by President Jim McCubbin.
2. Approval of Minutes: The Faculty Senate May 12, 2015 Meeting Minutes will available for the September 8, 2015 meeting. The General Faculty Meeting Minutes of May 7, 2016 was approved by Senate, via email on July 20, 2015.
3. “Free Speech”: None
4. Provost Robert H. Jones thanked the Senate for allowing him time to speak during their meeting and welcomed everyone back.

Provost Jones announced several new hires: Ellen Granberg, Associate Provost for Faculty Affairs; Francis Kennedy, Associate Provost for Academic Finance and Operations; Chuck Knepfle, Associate Vice President for Enrollment Management; and, Jason Osborne, Associate Provost and Dean of Graduate Studies. Provost Jones reported that the enrollment management position is the only newly created administrative position, which was recommended by consultants a couple of years ago. He reminded Senate of the three reposted positions: Vice Provost and Dean of Undergraduate Studies, Vice President for Research, and Chief Diversity Officer (CDO) and Special Assistant to the President for Inclusive Excellence. He reiterated what President Clements announced earlier in the day at Convocation, that an interim CDO would soon be announced. Provost Jones also offered that President Fellow, Jeremy King will be completing and extensive survey of existing programs related to diversity and inclusivity.

Provost Jones stated that the 2020Forward and college reorganizations plans are closely related; both were presented to the Board of Trustees at their July 2015 meeting. The Board requested a more detailed business plan regarding college reorganization, due by their October meeting. Budgets would not be affected until the next fiscal year. Related to the reorganization, Provost Jones requested hiring plans from each dean so that he can approve only very critical hires for this transitional year so that priorities of newly formed colleges can be met next year.

5. Special Order of the Day: None

6. Committee Reports:

- a. Faculty Senate Standing Committees

Finance – Committee Chair Josh Summers reported that he is working with the Provost’s Office to schedule a meeting to discuss the business of college reorganization.

Policy – Committee Chair Peter Laurence reported that the committee continues with their review and rewrite of the Faculty Manual.

Research – Committee Chair Amy Lawton-Rauh reported that the next committee meeting is scheduled for September 1.

Scholastic Policies – Committee Chair Jane Lindle reported that the committee is waiting on several key new hires, such as the Graduate Dean, to frame the committee’s agenda for the next year. The next meeting date is September 15.

Welfare – Committee Chair Matt Powers announced that Clemson was recognized for their lactation program, which was a Staff Senate initiative and that the committee will construct a dual employment (spousal hire) policy and propose a mentoring program for minority faculty members. Julia Brumaghim, speaking as a member of the Welfare Committee and President’s Commission on the Status of Women, in particular, chair of the Childcare Center subcommittee, stated that the Board of Trustees has approved phase one of the Childcare Center plans, with a presentation of phase two scheduled for their October meeting and approval.

b. ad hoc Faculty Senate Committees

Operational Excellence and Accountability Committee – Committee Chair Bill Pennington will be stepping down as committee chair. A new chair will be elected at the next EAC meeting on August 25.

Academics/Athletics Committee – Committee Chair Bob Brookover reported that he is meeting with Sean Brittain, immediate past Coalition on Intercollegiate Athletics (COIA) representative for Clemson and others to discern the role of this committee. He encouraged interested parties to contact him suggestions: bob@clemson.edu.

c. University Commissions and Committees

7. Unfinished Business: None

8. New Business:

a. Intercollegiate Soccer Field Options & the Experimental Forrest – Fran McGuire reported that he, Antonis Katsiyannis, and Senate VP Mary Beth Kurz attended three meetings regarding the faculty concerns, initially shared via Senate Resolution last semester, regarding the Athletic Department’s plans to use part of the University’s Experimental Forrest for new intercollegiate soccer practice fields. The soccer team will be displaced by a new football facility. Provost Jones confirmed that he has received them and they are under review.

b. General Discussion Items – President McCubbin said that it may be premature to discuss the budget outlook at this meeting.

9. President’s Report: President McCubbin welcomed the Senate back to another semester, spoke of the shooting which took place at the Mother Emmanuel AMC Church in Charleston, South Carolina, and informed the Senate of two resolutions passed by the Board of Trustee. The first resolution commended Governor Haley’s call to remove the Confederate Flag from state house grounds and the second, renounced the dishonorable acts of Ben Tillman while outlining the charge of the Board’s new task force to create a comprehensive plan for curating, acknowledging, and teaching the history of Clemson University.

President McCubbin the read several excerpts from his remarks made at July 2015 meeting of the Board of Trustees about Clemson’s responsibility to increase diversity, improve inclusivity, and accurately and completely conserve and convey the University’s history. President McCubbin also reiterated the responsibility of a state institution to be a driver of economic development and engine of economic mobility for all residents, but that there is still much work to be done. For instance, minorities and persons of color comprise a significant proportion of the state population, but remain a small, underrepresented percentage of students and faculty at Clemson.

President McCubbin’s full remarks to the Board will be posted on the Faculty Senate website (www.clemson.edu/facultysenate) under the leadership’s report section of the Senate Information tab.

President McCubbin closed his remarks by thanking Senate for the service they will provide this academic year and introduced Thompson Mefford, new Faculty Representative to the Board of Trustees.

10. Announcements:

a. 2015-2016 Meeting Schedules:

Senate (2nd Tues/month): Sep 8, Oct 13, Nov 10, Dec 8, Jan 12, Feb 9, Mar 8, Apr 5, May 10, Jun 14

EAC (last Tues/month): Aug 25, Sep 29, Oct 27, Nov 17, Jan 5 & 26, Feb 23, Mar 29, Apr 26, May 31, Jun 28

b. The call for nominations for the Class of '39 Award for Excellence will be emailed to all faculty on Sept. 1. Monica Patterson, Faculty Senate Program Coordinator, explained the process and directed the Senators to the Faculty Senate web page, "Faculty Recognition" for further information:

www.clemson.edu/facultysenate

11. Adjournment: President McCubbin adjourned the meeting at 3:16 p.m.



Peter Laurence, Secretary



Monica A. Patterson, Program Coordinator

Guests: Provost Robert H. Jones; Associate Provost and for Faculty Affairs, Ellen Granberg; Chief of Staff, Max Allen; Immediate Past President, Antonis Katsiyannis; *Faculty Manual* Consultant & Parliamentarian, Fran McGuire; Ombuds for Faculty & Students Gordon Halfacre; Registrar, Debra Sparacino; Faculty Representative to the Board of Trustees, Thompson Mefford; HR Director of Customer Service, Jim Kerr; Staff Senate Program Coordinator, Karon Donald; Staff Development Program attendees: Carol Pelletier, Record & Registration; Jo Walker, Student Affairs; Wanda Hendricks, Student Affairs Business Office; Charlene Mayfield, PSA Publishing; Rusty McDonald Jr., Facilities; Senate Coordinator, Monica Patterson, FSO Graduate Assistant, Connie Wallace; FSO UPIC Interns: Katie Abrams, Wrenne Bartlett, Hunter Brammer, Wesley Hudson

Alternates Present: Robert Rozetar (BBS)

Absent Senators: Robert Baldwin (AFLS), Paul Dawson (AFLS), Andrew Hanssen (BBS), Gerald Lehmacher (E&S), Scott Pratt (AFLS), Cassie Quigley (SoE), Daniel Smith (AAH)

Absent Delegates: Su-I Chen, (AAH), Edward DeJulio, (BBS), Olt Geiculescu (E&S), Renea Hardwick (AFLS), Judson Jahn (BBS), Kathleen Meyer (HHD), Elizabeth Stephens (E&S)

MINUTES
FACULTY SENATE MEETING
September 8, 2015

1. Call to Order: The Faculty Senate Meeting was called to order at 2:31 p.m. by President Jim McCubbin.
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated May 12, 2015 and August 18, 2015 were approved.
3. "Free Speech": None
4. Provost Robert H. Jones offered updates regarding open administrative positions before discussing the proposed college reorganization, which will be presented at the October meeting of the Board of Trustees for approval. Provost Jones said that he is on the precipice of sending guiding principles for the reorganization to hopefully relieve much angst. The Provost provided several possible options for questions related to specific programs that would be split with the proposed reorganization structure. Cost concerns were expressed, specifically regarding a hiring freeze within AAH to which the Provost said this is the one college currently with a shortfall. Other questions focused on leadership. The Provost replied that he is privately identifying possible interim deans, who wouldn't want the job permanently, and eventually open national searches for open or interim dean positions. Provost Jones finished by announcing since the position of and related decisions regarding the Vice President for Economic Development would not involve the Faculty Senate, since, in the Faculty Manual, this does not fall under the purview of Senate.
5. Special Order of the Day:
 - a. Jerry Knighton, Director, Office Access and Equity & Title IX Coordinator reviewed Clemson's requirements for Title IX compliance on campus with a focus on education and prevention efforts via three programs: (1) online tutorial, "Think About It" for new and returning undergraduates; (2) peer-led discussion workshop, ASPIRE for new undergraduate and graduate students; and, (3) online tutorial, "EDU: Eliminate Campus Sexual Violence" for faculty, staff and graduate assistants. Director Knighton defined "Responsible Employee" as someone given the duty to report incidents of sexual violence and other sexual misconduct to the Title IX Coordinator, Office of Community and Ethical Standards (OCES), or Clemson University Police Department (CUPD) and stated that faculty and staff are not a confidential resource, but should maintain the privacy of the survivor. Those wanting to report or discuss sexual violence confidentially should be referred to the University's Counseling and Psychological Services (CAPS). Other resources offered include an advocate for students and the Employee Assistance Program (EAP).

Several handouts were provided, including a flyer noting the upcoming "Stand Up, Speak Up!" educational trainings. More information can be accessed at www.clemson.edu/title-ix or by contacting Director Knighton (knight1@clemson.edu or 864-656-3181) directly.

Senators asked several questions for which Director Knighton reiterated that employees have a duty to report, but if the complainant chooses not to pursue any action, the Offices and personnel responsible for investigating cease action unless there is a threat. Knighton also said that investigative reports and recommendations go to the individual and person with authority to

implement any recommendations. Knighton concluded by saying a recent policy change makes the decision of the Office of Access and Equity's that of the institution with no internal appeals process.

6. Committee Reports:

a. Faculty Senate Standing Committees

Finance – Committee Chair Josh Summers reported that committee recently met with the Provost to discuss concerns regarding the reorganization of colleges.

Policy – Committee Chair Peter Laurence outlined the committee report dated August 20, 2015 highlighting four items: (1) a review of Faculty Manual policies concerning endowed and titled professors, specifically whether a lecturer is eligible; (2) language that more clearly indicates that Professor of Practice is a rank bestowed above assistant and associate professor levels; (3) a continued review of Part VI, resulting in only editorial changes thus far; and, (4) concerns regarding the Office of Online Education's certification process. Chair Laurence welcomes concerns regarding online education.

Research – Committee Chair Amy Lawton-Rauh outlined the submitted committee report dated September 1, 2015 highlighting many continuing business items: (1) there is new online information for hiring international scholars available on a new HR webpage (<http://www.clemson.edu/employment/international/index.html>) and the Office of Global Engagement's webpage (<http://www.clemson.edu/administration/ia/services/students/>); (2) a medical leave policy for temporary postdoctoral scholars went into effect on January 1, 2015 and that Senate should help inform the faculty community of this new benefit; (3) a revised Sponsored Programs Certification Program is now available and in the near future, there will be a separate module for those who have recently (in the last 6 months) certified or re-certified and need to learn about COFAR Supercircular (<https://cfo.gov/cofar/>) Uniform Guidance changes; and, (4) Interim VP for Research, Dr. Dooley plans to meet with Research to discuss the status of his incentives plan to increase research and scholarly productivity. Two new items the committee is considering are issues related to small restricted (SRS) projects, and how research contributions are effectively and accurately evaluated, specifically on Form 3 and annual reviews. Chair Lawton-Rauh announced that she will serve on two related University Committees – Intellectual Property and Conflict of Interest, with Scott Husson available as proxy.

Scholastic Policies – Committee Chair Janie Lindle announced September 15th as the next meeting date, with the new Director of the Student Disability Services Office, Margaret Camp, M.Ed. as a guest speaker. Chair Lindle referred to the University Committee report submitted by Dr. Gail Ring regarding the General Education Pilot (spring 2015) and 8th General Education Summer Assessment Institute, which Scholastic Policies will review and encouraged Senate to consider this as a possible special order presentation.

Welfare – Committee Chair Matt Powers reported the committee met September 1 with two guests, Logan Rice and Leslie Wood, charged with updating every Human Resources policy over the next two years and who identified Welfare as a stakeholder. Chair Powers said he was working with President McCubbin and is seeking Senate input to identify a meaningful process for Faculty Senate input, because there are over 50 policies and HR would like responses for each within two weeks.

Chair Powers listed continuing business items: (1) creating a workload adjustment policy; (2) creating a dual employment/spousal hire policy; (3) creating a portal for all Clemson family-related policies, resources and events; (4) investigating possible mentoring programs for women

and minority families, which was a common theme from the fall 2013 forums hosted by Welfare; and, (5) organizing fall 2015 faculty forums, hosted by Welfare, for a select group of newly promoted and tenured faculty.

b. ad hoc Faculty Senate Committees
Operational Excellence and Accountability Committee – None

Academic and Athletic Interface Committee – Chair Bob Brookover reported that the committee members have been identified and that he will meet with Janie Hodge, Faculty Athletic Representative to continue to gather information with an end-of-semester goal to outline the new committee's responsibilities.

7. Unfinished Business: None

8. New Business: None

9. President's Report: President Jim McCubbin reported that:

- a. the Executive Advisory Committee approved the appointment of Josh Summers as the new Operational Excellence and Accountability Committee (OEAC) chair;
- b. the Joint Executive groups of Staff Senate and Faculty Senates held their annual breakfast meeting this morning and discussed college reorganization, how the staff evaluation form (EPMS) is opaque and complex and should be revised, Clemson family-friendly policies, how to develop a better climate of inclusivity, and a policy related to a tobacco-free campus;
- c. Tina White, Staff Senate President was present and introduced herself; Staff Senate President White said that she appreciated the opportunity for the executive groups to meet;
- d. he has been asked to serve on several university-wide committees, including master planning, Athletic Council, the President's Diversity Council, and co-chair (with Altheia Richardson) of Diversity & Inclusive Month this October:
<http://www.clemson.edu/administration/diversity-office/iemonth.html>

10. Announcements:

- a. 2015-2016 Meeting Schedule:
Senate (2nd Tues/month): Oct 6, Nov 10, Dec 8, Jan 12, Feb 9, Mar 8, Apr 12, May 10, Jun 14
EAC (last Tues/month): Sept 29, Oct 27, Nov 17, Jan 5 & 26, Feb 23, Mar 29, Apr 26, May 31, Jun 28
- b. The call for nomination for the Class of '39 Award for Excellence were sent to all faculty via email on Sept. 1; materials are due to the Provost's Office on Tues., Oct. 20
- c. SENATE OARS needed for the 2015 Team Up for Clemson Regatta on Sat., Oct. 24
- d. Senator/Delegate office door placards available at meeting or email Connie Wallace, Graduate Assistant (conniew@clemson.edu) with request.

11. Adjournment: President Jim McCubbin adjourned the meeting at 4:00 p.m.



Peter Laurence, Secretary



Monica A. Patterson, Program Coordinator

Guests: Jerry Knighton, Office of Access and Equity, Title IX Director; Provost Robert H. Jones; Associate Provost for Faculty Affairs Ellen Granberg; Immediate Past President, Antonis Katsiyannis; Faculty Manual Consultant and Parliamentarian, Fran McGuire; Ombuds for Faculty and Students, Gordan Halfacre; Faculty Representative to the board of Trustees, Mefford Thompson; HR Director of Customer Service, Jim Kerr; American Council of Education Fellow, Janelle Chiasera; Staff Senate President, Tina White; President Fellow, Denise Anderson; President Fellow, Jeremy King; Director of Internal Communications, Jackie Todd; Staff Development Participants: Robin Chambers, University Libraries; Faith Christner, University Housing and Dining; Michelle Voyles, University Libraries; Faculty Senate Coordinator, Monica Patterson; Faculty Senate Graduate Assistant, Connie Wallace; FSO Interns: Wrenne Bartlett, Wesley Hudson.

Alternates Present: Brenda Burk (LIB), Haiying Liang (AFLS)

Absent Senators: Paul Dawson (AFLS), Andrew Hanssen (BBS), Hong Luo (AFLS), Alan Johnson (AFLS), Shannon Robert (AHH),

Absent Delegates: Olt Geiculescu (E&S), Jackie Gillespie (HHD), Corrie Haltiwanger (SOE), Renea Hardwick (AFLS), Lance Howard (AHH), Judson Jahn (BBS), Elizabeth Stephens (E&S)

MINUTES
FACULTY SENATE MEETING
October 6th, 2015

1. Call to Order: The Faculty Senate Meeting was called to order at 2:33 p.m. by President Jim McCubbin. Monica Patterson, Faculty Senate Program Coordinator, introduced all guests.

President McCubbin asked Senator Peter Laurence to say a few words concerning the recent death of Armando Enrique Montilla Navarro who was in a car accident in Anderson, SC. Dr. Navarro was an assistant professor in the School of Architecture in the College of Architecture, Arts and Humanities (AAH) and characterized by his passion, compassion and talent. Senator Laurence asked for a moment of silence and reflection.

2. Approval of Minutes: The Faculty Senate Meeting Minutes dated September 8, 2015 were approved.

3. "Free Speech": None

4. Provost Robert H. Jones: None

5. Special Order of the Day:

- a. Margaret Camp, Director of Student Disabilities Services (SDS) introduced herself as the new director and remarked on the retirement of Arlene Stewart. Director Camp provided Senate with several handouts: an office resource brochure, test proctoring procedures sheet, and document quantifying reported disabilities. Director Camp focused on the need for a larger, dedicated test-proctoring center for Clemson's size. She illustrated this by telling Senate that SDS was proctoring 56 tests on October 6, but has oversight of only six small rooms and that requests had increased 66% last month compared to the previous September. A larger facility would generate revenue by hosting GRE, Praxis, etc., return class time back to faculty and students, and provide a more efficient and effective process for all parties. Senators expressed concern with the current processing procedures for testing accommodations, to which Director Camp offered to complete a needs assessment for faculty. Lastly, she responded to continued concerns about the vendor Flashnotes by informing Senate that while there was no official contract, the relationship has been dissolved.

6. Committee Reports:

- a. Faculty Senate Standing Committees

Finance – Committee Chair Joshua Summers outlined the committee report dated August 25, 2015 highlighting the committee's inaugural meeting with the Provost: (1) the Provost will now oversee all academic finances with CFO support in execution; (2) deans will be empowered to set their own goals and implement their own programs; (3) recent historical budgets will be used for the next two years during the reorganization; and, (4) a new budgeting practice will be implemented in fiscal year 2018 to include complete review of tuition and allocation/distribution. Chair Summers announced that the committee will meet with the Dean of the College of Architecture, Arts and Humanities, new Associate Provost of Finance & Operations, Dr. Kennedy, and the Provost this semester.

compare their Modified Duties Policies, which were similar; however, Welfare strongly recommends it as binding while HR's intent was to publish it as a guidance policy. Other continuing business items include: (1) a review of the HR policy for faculty spousal hiring issues; (2) creating a web portal for Clemson families to access resource and service information; (3) mentoring programs for minorities and women. Lastly, Chair Powers announced the committees continued work with the Senate Office in coordinating faculty luncheon forums for junior faculty, in particular those in their fourth through eighth year at Clemson.

b. ad hoc Faculty Senate Committees

Operational Excellence and Accountability Committee (OEAC) - Chair Joshua Summers reported that he will meet with finance and operations representatives of Undergraduate and Graduate Student Governments and Staff Senate to discuss and collect agenda items for a meeting with administrators of the OEAC.

Academic and Athletic Interface Committee - Chair Bob Brookover reported that Committee members had a general discussion about its purpose and the direction. Chair Brookover said that student-athlete welfare at the forefront as well as maintaining academic integrity. The Committee will act as Faculty Senate's conduit and voice in interacting with Clemson's Athletic Academic Oversight Committee and other internal and external committees and organizations. Chair Brookover is communicating with Clemson's Faculty Athletic Representative, Janie Hodge to possibly increase faculty and Senate representation on her committee. Lastly, the Committee is evaluating its membership with the Coalition of Intercollegiate Athletics (COIA).

c. University Commissions and Committees: None

6. Unfinished Business: None

7. New Business: None

8. President's Report: President McCubbin informed Senate that he met with the Emeritus College Faculty Advisory Board and is forwarding their issues to the Senate's Welfare Committee.

President McCubbin also presented his draft report, via powerpoint, for the October Board of Trustees Meeting to Senate, the focus of which was on communicating faculty workload and finding solutions to support research productivity and grant proposals as Clemson Carnegie High Research Classification. President McCubbin highlighted the overload of academic advising compared to that of professional academic advisors as defined by the National Academic Advising Association (NACADA). Senator Marieke Van Puymbroeck recommended 2020Forward report language, in particular that of the Graduate Education Committee, for his presentation. Fran McGuire, Faculty Manual Consultant, expressed concern with possible contradictions to the Manual regarding faculty advising of students. Alternate Jay Ochterbeck stressed the difficulty of competing with institutions, which have tremendous extramural funding for their medical schools. Senator Rob Baldwin expressed excitement with President McCubbin's message that leadership is gaining a better understanding of scholarship and way to promote and acknowledge it.

MINUTES
FACULTY SENATE MEETING
November 10, 2015

1. Call to Order: The Faculty Senate Meeting was called to order at 2:33 p.m. by President Jim McCubbin. Monica Patterson, Faculty Senate Program Coordinator, introduced all guests.
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated October 6, 2015 were approved, with noted changes addressed by Scholastic Policy Committee Chair Jane Lindle.
3. "Free Speech": None
4. Provost Robert H. Jones presented updates on several ongoing projects: (1) this February, Clemson's Institutional Research Office will provide a more public and sophisticated data book and implement a strategic dashboard; (2) an interim dean for the newly established College of Science will soon be announced, followed by a national search; (3) extensive and careful budget review continues after the Board of Trustees approved College reorganization structure was approved in October; and, (4) academic infrastructure improvements are a top priority and after the new Business building, a Material Science complex is probably next.
5. Special Order of the Day:
 - a. University President Jim Clements began his presentation by thanking Senate for their service and acknowledging the effort and work of Provost Jones. President Clements then introduced Janelle Chiasera, a Fellow with the American Council on Education (ACE) and professor and chair at the University of Alabama at Birmingham who will work with him and the President's Office this year. Established in 1965, the Fellows Program strengthens institutions and leadership in American higher education by identifying and preparing promising senior faculty and administrators for more responsible positions in university administration.

President Clements said he was honored to have Microsoft co-founder and philanthropist Bill Gates visit Clemson University for "A Conversation with Bill Gates: The Future Generation's Role in Addressing the World's Greatest Challenges". President Clements was especially excited for the small group visit Mr. Gates had with eight first-generation Clemson students. Clemson was also visited by Vice President Joe Biden who spoke in support of the national "It's on us" campaign, a White House initiative to end sexual assault on university campuses by mobilizing college students.

Lastly, President Clements provided several University updates: (1) 25k applications have been received by Clemson for new admission; (2) nine of the 28 leadership positions that were vacant, soon-to-be vacant or supported in the interim remain unfilled; (3) academic facilities and infrastructure is still very much behind compared to athletics, innovation campuses, and student life buildings; (4) the President's Campus Climate Task Force is now meeting and soon candidates for the Chief Diversity Officer and Special Assistant to the President for Inclusive Excellence; and (5) that we must continue to build research and graduate programs to compete at the national level.

b. Neill Cameron, Vice President for Advancement and Brian J. O'Rourke, Associate Vice President for Advancement provided an update on *The Will to Lead Campaign*. Clemson University is the only public institution with their alumni base size to campaign for \$1B, closing the fiscal year 2015 with \$962.85M and setting a FY2016 goal of \$105M. Mr. O'Rourke spent the rest of the presentation answering, "What is the Campaign doing for Faculty?" Mr. O'Rourke said that \$48M was raised for faculty support, with a matching gift from the State, creating 34 endowed chair position or which 21 are filled. Mr. O'Rourke also highlighted the importance of unrestricted cash donations for Deans and Colleges, which reached \$7.3M. Facility support for faculty includes the Watt Family Innovation Center and Academic Success Center. Mr. O'Rourke wants to continue to develop relationships with faculty, asking them to: (1) introduce themselves to development officers; (2) become a priority within your College; (3) bring people to the table; (4) provide superior stewardship of your gifts; (5) and contribute to the campaign for FY2016. Mr. O'Rourke concluded the presentation by stating that this is the last year and the campaign push will end June 30th. The next key step is to continue to move forward to support Clemson 2020Forward Plan.

c. Chip Egan, Chair of '39 Leadership Committee presented a portion of a video highlighting the history and importance of the Class of '39 Award for Excellence. He explained that this partnership was entrusted to the institution and Faculty Senate on the 50th anniversary of the Class of '39 reunion. He announced that the vote today is for the 27th faculty recipient. Immediately following Dr. Egan's presentation, the voting members of Faculty Senate, who were present, voted by secret ballot by completing Attachment A4 of the Class of '39 Memorandum of Understanding. Votes were counted by Dr. Ellen Granberg, Associate Vice Provost for Faculty Affairs (the Provost's designee) and Senate Secretary, Peter Laurence (Senate President, Jim McCubbin's designee).

6. Committee Reports:

a. Faculty Senate Standing Committees:

Finance Committee - Chair Josh Summers reported that the committee had met with Frances Kennedy, new Associate Vice Provost for Academic Finance and Operations. The committee is also meeting with Dean Goodstein of the College of Architecture, Arts and Humanities as well as the Provost before the end of the fall 2015 semester.

Policy Committee - Chair Peter Laurence outlined the submitted committee report dated October 20, 2015, which focused on Clemson Online Teaching Certification Policies. Recommendations provided to the Provost, Clemson Online office, and Faculty Senate's EAC include: (1) accurate and transparent communications regarding federal, state and university regulations relating to online courses, and when these regulations do not rise to the level of state or federal law, faculty should be able to make an interpretation for application in their teaching; (2) Clemson faculty with expertise in online education should be invited to participate as best practices experts; (3) the qualifications, among other information of Clemson Online staff who have any role in reviewing faculty-developed coursework need to be made clear and public; (4) Clemson Online's Faculty Advisory body webpage needs to be updated; (5) the relationship between Clemson Online and Clemson's Office of Teaching Effectiveness and Innovation (OTEI) should be investigated; (6) supervisors of faculty may recommend faculty to take online education course development courses just as they may recommend faculty to take OTEI training; and, (7) oversight and policies related to faculty intellectual property is by the Intellectual Property Committee (Faculty Manual, Part VII, section F.3, pp. 61-62).

Chair Laurence noted that in New Business, the Senate will be asked to vote on proposed changes to Extensions of the Probationary Period for Childbirth/Adoption and that these changes are recommended for immediate inclusion into the latest Faculty Manual.

Research Committee – Chair Amy Lawton-Rauh outlined aspects of the submitted committee report dated October 20, 2015, beginning with the visit from Office of Sponsored Programs (OSP) Director, Dr. Sheila Lishwe. OSP is developing a systematic approach to guide lab and project closure in the event that a Principal Investigator (PI) on a funded grant leaves the University and does not take the project with them and the Research Committee may propose related policy language for the Faculty Manual. Chair Lawton-Rauh has invited Associate Deans of Research (ADR's) from each College to the Research Committee meeting in January to improve faculty and Senate communications regarding means of supporting and recognizing research and scholarly efforts. Lastly, Chair Lawton-Rauh offered three other brief updates: (1) postdoctoral scholars are now categorized by HR as faculty almost making it harder to hire them; (2) the committee will review a test portal regarding Conflict of Interest policies; and, (3) the committee has provided the NSF Advance grant writers with citations and sample application form regarding travel support for dependents.

Scholastic Policies Committee – Chair Jane Lindle outlined two items from the submitted committee report dated October 20, 2015: (1) a recommendation that an advisory committee from every college be formed to work with the Registrar on policies for physical and digital learning environments because of instructional facility infrastructure concerns; and (2) that the committee agreed with the intent of the changes and offered no amendments to Undergraduate Studies' Academic Eligibility Policy, but emphasized the role of the Department Chair in faculty awareness and development of mid-term interventions. Chair Lindle also announced that the committee welcomed the new Undergraduate and Graduate School Deans to their meeting this morning to discuss potential issues and policies. Senator Josh Summers asked for clarification regarding the decision to not hood PhD students at this January's graduation ceremony. Associate Provost for Faculty Affairs, Dr. Ellen Granberg responded, providing that there may have been scheduling issues with the Bon Secours Greenville, SC facility that Clemson University is renting for graduation ceremonies this year, while the campus Littlejohn Coliseum is being renovated. She reassured Senate that any permanent decision regarding hooding practices would involve all constituents.

Welfare Committee – Chair Matt Powers outlined aspects of the submitted report dated October 27, 2015. Chair Powers reported that the majority of the committee meeting was spent discussing possibilities for the web portal for Clemson families. The committee created a preliminary list of appropriate content for inclusion in the site and some essential design strategies for Matt Bundrick, a web programmer with Clemson's Creative Services unit and recent past Staff Senate President. Chair Powers also announced that the first of seven scheduled luncheons with junior faculty begin next Tuesday through February to help develop the agenda for the committee. Lastly, the committee will request an update to the draft Modified Duties Plan Policy from Ms. Gagnon, a benefits manager with HR.

b. ad hoc Faculty Senate Committees:
Operational Excellence and Accountability Committee (OEAC) – Chair Josh Summers reported that he will meet with representatives of the other campus Senate (undergraduate, graduate and staff) to develop agenda items for a full meeting of the OEAC, including its administrators.

Academic and Athletic Interface Committee, Chair Bob Brookover – None

c. University Commissions and Committees: None

7. Unfinished Business: None

8. New Business:

a. Senate Policy Committee Chair, Peter Laurence presented a proposed change to the *Faculty Manual Part IV, Section B2b Extensions of the Probationary Period*. Changes were approved during the last Senate term, but were pending HR and General Counsel review, which were not provided by the August 1, 2015 publication of the August 2015 (v. 1) Faculty Manual. After the most recent review, which also included Associate Provost for Faculty Affairs, Ellen Granberg, some additional updates for clarity are proposed.

Some changes are made to indicate that the window for automatic probationary period extension is much longer than in previous Faculty Manuals. Other changes are made to indicate to whom and in what timeframe written requests shall be made. This subsection is also rearranged to indicate more routine causes for extension to more extreme causes for extension.

Three motions were made, the first two of which were approved before it was noted by Parliamentarian, Fran McGuire that Senate quorum was lost, by one Senator: (1) to accept amendments to previously approved changes to this policy presented last year; (2) to amend using additional proposals for clarity, including the deletion of “upon their return to active duty” in the last sentence of the last paragraph; and, (3) immediate inclusion in the current *Faculty Manual – August 2015 (v. 1)*.

9. President’s Report: President McCubbin made a few brief comments including: (1) asking Senate to provide interim Chief Diversity Officer, Max Allen with ideas for a campus feature to tell Clemson’s full history; (2) announcing that the club rugby fields will become Clemson Men’s DI soccer’s new practice fields, instead of the originally proposed use of Clemson’s Experimental Forrest and that Athletic Director, Dan Radakovich was part of this solution; and (3) that he will reserve his comments of the COACHE survey results for the next meeting.

10. Announcements:

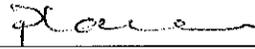
a. 2015 Meeting Schedule -

Senate (2nd Tues/month): Dec 8, Jan 12, Feb 9, Mar 8, Apr 12, May 10, Jun 14

EAC (last Tues/month): Nov 17, Jan 5 & 26, Feb 23, Mar 29, Apr 26, May 31, Jun 28

b. Please see Monica Patterson, Program Coordinator, about t-shirt and polo shirt orders.

11. Adjournment: President McCubbin adjourned the meeting at 4:18 p.m.



Peter Laurence, Secretary



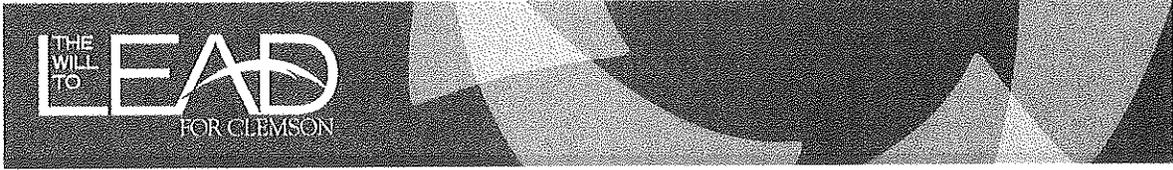
Monica A. Patterson, Program Coordinator

Guests: Immediate Past Faculty Senate President, Antonis Katsiyannis; Faculty Representative to the Board of Trustees, Thompson Mefford; Past Faculty Senate President, Dan Warner; Faculty Manual Consultant and Parliamentarian, Fran McGuire; Ombuds for Faculty and Students, Gordon Halfacre; Chip Egan, Chair of '39 Leadership Committee & Interim Director of Emeritus College; University President, James P. Clements; American Council of Education Fellow, Janelle Chiasera; Jeremy King, Past Faculty Senate President, Interim Associate Provost for Academic Affairs; Executive Vice President for Academic Affairs and Provost, Robert H. Jones; Associate Provost for Faculty Affairs, Ellen Granberg; Vice President for Advancement, Neill Cameron; Associate Vice President for Advancement & Director of Development and Alumni Affairs, Brian J. O'Rourke; Staff Senate President, Tina White; Staff Senate Program Coordinator, Karon Donald. Staff Development Program Participant: Faith Christner, University Housing and Dining; Faculty Senate Program Coordinator, Monica Patterson; Faculty Senate Graduate Assistant, Connie Wallace; FSO Interns: Wrenne Bartlett and Wesley Hudson

Alternates Present: Brenda Burk (LIB), Vincent Gallicchio (AFLS), Jay Ochterbeck (E&S),

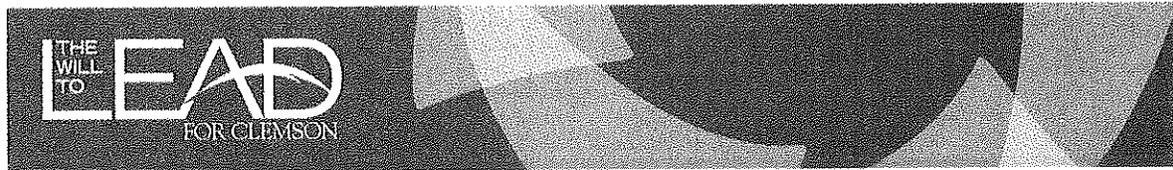
Absent Senators: Paul Dawson (E&S), Andrew Hanssen (BSS), Scott Husson (E&S), Hong Lou (AFLS), Scott Pratt (AFLS), Shannon Robert (AAH)

Absent Delegates: James Gaubert (BBS), Olt Geiculescu (E&S), Corrie Haltiwanger (SOE), Renea Hardwick (AFLS), Kathleen Meyer (HHD), Elizabeth Stephen (E&S)

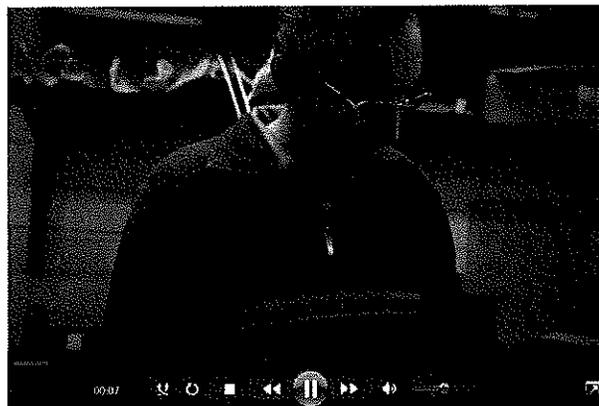


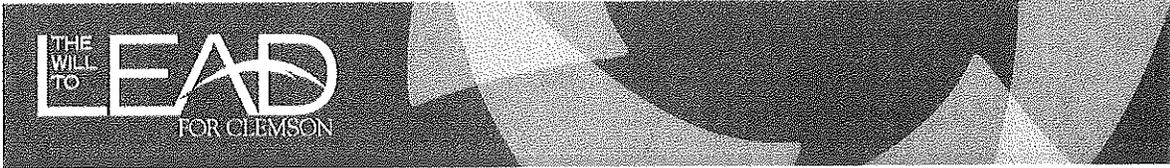
Faculty Senate Meeting

Neill Cameron &
Brian O'Rourke
November 10, 2015



Welcome / Video





Campaign Update

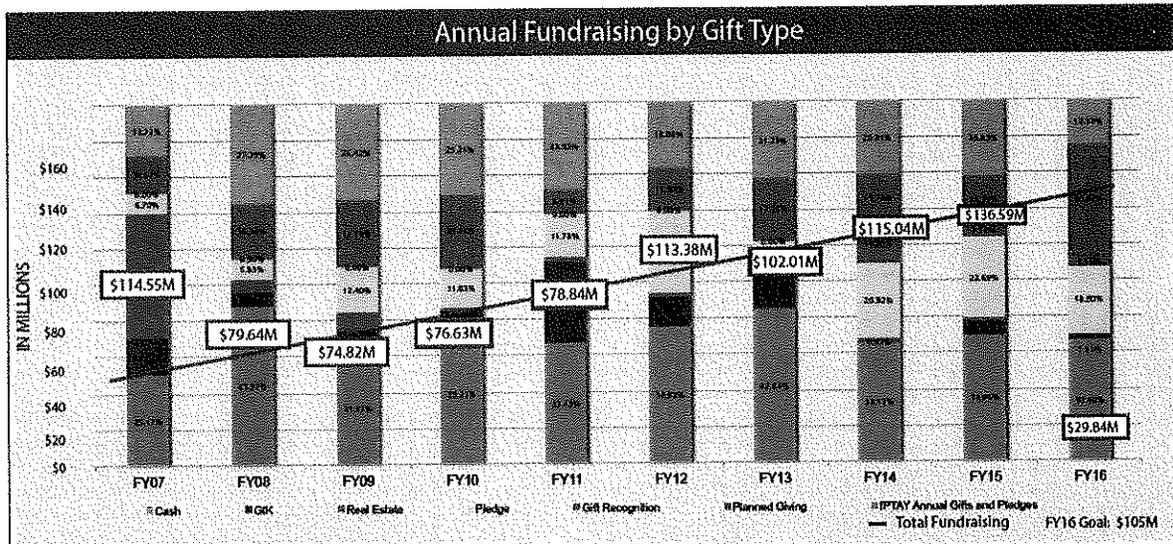
Brian O'Rourke
Associate VP for Advancement



Campaign Update



Total Philanthropic Support



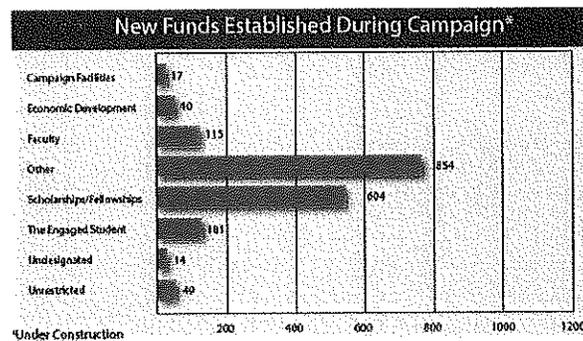
What is the Campaign doing for Faculty?

- We've raised more Faculty Support for endowment vs. anything else + State Match
- Endowed Chairs created = 34, Filled = 21
- Professorships



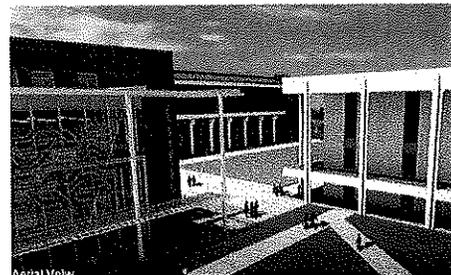
What is the Campaign doing for Faculty?

- Unrestricted Cash to Deans and Colleges; Leadership Circle
- Created 115 new faculty funds



What is the Campaign doing for Faculty?

- Development work within the Units
 - University Development Team
 - Stewardship Coordinators
- Facility Support
 - Watt Family Innovation Center
 - Academic Success Center
 - Building Futures



How are faculty supporting the campaign?

- FY16 tracking closer to FY14
- Faculty support down last year
- Alumni faculty give at 50% higher rates than non-alumns
- We need your help in this home stretch

How can you help? (from Feb '13)...



4 Ways You Can Help

1. Get to know your Development Officers.
2. Become a priority in your College.
3. Bring folks to the table.
4. Provide superior stewardship of your gifts.

AND, #5.....

What it means to “LEAD”

L ... Legacy

E ... Endowment

A ... Annual

D ... Donor

Thank you! Questions?

MEETING MINUTES

FACULTY SENATE POLICY COMMITTEE

Committee members: Rob Baldwin (AFLS); Neil Calkin (E&S); Olt Geiculescu (del, E&S); Jackie Gillespie (del, HHD); Leigh Haltiwanger (del, SoE); Sallie Hambright-Belue (AAH); Lance Howard (del, AAH); Peter Laurence (Secretary, Committee Chair, AAH); Hong Luo (AFLS); Cassie Quigley (SoE); Danny Weathers (BBS)

Ex officio committee members: Mary Beth Kurz (FS VP); Fran McGuire (FM Editorial Consultant)

Meeting date, time, place:

Tuesday, Oct. 20, 2015, 2:30-4:30, Freeman Hall 123

Attendees: Neil Calkin (E&S); Olt Geiculescu (del, E&S); Lance Howard (del, AAH); Peter Laurence (Secretary, Committee Chair, AAH); Hong Luo (AFLS); Cassie Quigley (SoE); Mary Beth Kurz (FS VP); Fran McGuire (FM Editorial Consultant)

Itemized discussion topics:

- Clemson Online teaching certification policies
- Tenure clock extension policy related to childbirth/adoption
- FM Part VI

Clemson Online Teaching Certification Policies: Observations, Questions, and Recommendations

Observations:

Teaching effectiveness classes, whether for typical or online courses, are valuable. However, Clemson Online teaching certification classes (“Concert” and “Encore”) may result in Faculty Manual violations by infringing on faculty autonomy in the structure, content, and delivery of their courses. Teaching guidelines are provided in the Faculty Manual (Part IX: Professional Practices, section D, Teaching Practices). “Concert” and “Encore” may also subvert Curriculum Committee and peer-review policies and practices. Online teaching oversight must follow typical curriculum committee and peer-review processes at the departmental level. Moreover, denying faculty contractual rights to teach online courses (as indicated in “Concert” syllabus) may result in a grievance.

Questions:

- What are the specific SACS requirements with regard to online education?
- What are the specific CHE requirements with regard to online education?
- What are the specific federal requirements with regard to online education?
- What has the Provost charged and authorized Clemson Online to do and supervise? What university policies guiding online courses other than the policy indicated in the Fall/Spring Class Regulation letter have been approved and are in effect?

Recommendations:

- Faculty require accuracy and transparency with regard to federal, state, and university regulations relating to online courses, and, when these regulations do not rise to the level of state or federal law, faculty intelligence must be respected in interpreting how these regulations apply to their teaching.
- Clemson faculty with expertise in distance/online education should be invited to participate as distance education best practices experts.

- Geographic location, qualifications/CV, and employment status (whether they are Clemson employees or not) of all Clemson Online staff who have any role in reviewing faculty-developed coursework need to be made clear and public. Such staff may not be appropriate as peer reviewers in terms of academic background, disciplinary knowledge, teaching experience, or other qualifications.
- Clemson Online's Faculty Advisory body webpage needs to be updated. The role of the group, its election/appointment process, representation/collegiate distribution, term limits, etc., need to be made public, as do meeting times and meeting minutes.
- Teaching workshops and best practice resources for online courses are valuable. The relationship between Clemson Online (e.g., online teaching best practices) and the Office of Teaching Effectiveness and Innovation should be investigated.
- Supervisors of faculty may recommend faculty to take online education course development courses just as they may recommend faculty to take OTEI courses and teaching workshops.
- Oversight and policies related to faculty intellectual property is by the Intellectual Property Committee (FM, Part VII, section F.3, pp. 61-62). If necessary, the Intellectual Property Committee should review policies and norms related to intellectual property in online/digitized coursework.

These observations and recommendations will be referred to the EAC.

Part IV, Section B2b Extensions of the Probationary Period for Childbirth/Adoption

Changes to the policy for extensions of the probationary period were approved by the Faculty Senate in 2014-15. However, these changes were not incorporated in the 2015-16 Faculty Manual, pending HR and General Counsel review. After this review, some updates for clarity are proposed. See attachment. Some changes are made to indicate that the window for automatic probationary period extension is much longer than in previous Faculty Manuals. Other changes are made to indicate to whom and in what timeframe written requests shall be made. This subsection is also rearranged to indicate more routine causes for extension to more extreme causes for extension.

The policy, with these changes, is recommended for immediate inclusion in the Manual. The policy changes are referred to the EAC and Senate for review.

PL 10/22/15

Faculty Senate Research Committee: DRAFT

Meeting Agenda, 20.October.2015

Items:

- Meeting with OSP Director Lischwe: COFAR supercircular update, other items
- Responsibilities for PIs leaving the University
- Small restricted receipts (SRRs)
- Research incentives and the comprehensive plan
- Evaluations of research contributions
- HR#1: Hiring of international scholars (graduate students, postdocs and faculty)
- HR#2: Postdoc benefits explanation
- NSF ADVANCE proposal
- IP policy committee
- COI policy committee

Research committee members: members present indicated with * , chair: Amy Lawton-Rauh

	College	12.May	1.Sept	22.Sept	20.Oct	9.Nov	1.Dec	19.Jan	16.Feb	?Mar	April
Lawton-Rauh, Amy	AFLS	*	*	*	*						
Gaubert, James (del)	BBS		*		*						
Husson, Scott	E&S	*	*	*							
Hanssen, Andrew	BBS		*		*						
Kang, Hye Jung	E&S	*	*	*	*						
Robert, Shannon	AAH	*			*						
Rudolph, Krista (del)	AFLS	*	*	*	*						
Schmalz, Dorothy	HHD	*	*		*						
Tong, Chenning	E&S			*	*						

Agenda Items:

1. COFAR Supercircular; Visitor: OSP Director Dr. Sheila Lishwe

Issue: New federal guidelines for federally funded research are being phasing in at Clemson (and all Universities, research institutes, etc.) this year (start: January 2015). A website link to the COFAR supercircular document (<https://cfo.gov/cofar/>). Goal for supercircular is to reduce duplication, and streamline administrative support to cut administrative burden on PI's. The system is also meant to help better track expenditures and project performance for reports to Federal agencies and other funding groups.

Discussion: Dr. Lischwe provided a broad overview of progress and areas that are not fully resolved in the full implementation of the supercircular across agencies. She gave the committee an update regarding the Clemson University PI certification steps that will include training in the updated system and awareness of institutional changes.

Results: OSP is looking into how to overcome difficulties with developing 'boilerplate' documents to assist proposal and report documents (example: facilities and equipment descriptions).

2. Responsibilities for PIs leaving the University; Visitor: OSP Director Dr. Sheila Lishwe

Issue: The OSP (Office of Sponsored Programs) office is developing a systematic approach to guide lab and project closure in the event that a PI on a funded grant leaves the University and does not take a project with them.

Discussion: Dr. Lischwe brought this issue to the attention of the committee and the committee provided feedback regarding possible scenarios when this could occur (sudden illness, career change, personal issues, etc.). The possibility of including a policy within the Faculty Manual was discussed. Currently, there is no direct communication to OSP when PIs leave (regardless if due to resignation or termination).

Results: The committee offered to provide feedback to OSP for language and forms used for such a process. The committee asked Dr. Lischwe to send along any examples she has from peer institution Faculty Manuals to help guide relevant action at Clemson University (i.e. decide if this should be referred to policy vs. a 'best practice' document).

3. Small restricted receipts (SRRs) projects

Faculty Senate Research Committee: DRAFT

Issue: Non-Federal grants and funds below a certain level have different restrictions vs. funds above this line. This may be causing some PI's to decline small funded projects or decreasing the amounts accepted in order to minimize administrative burdens.

Discussion: The committee discussed writing a MEMO from the Research Committee to VPR Dooley requesting an increase in the cap on these projects.

Results: The writing of this MEMO will be brought up at the Faculty Senate EAC meeting for guidance.

4. Proposed research incentives program from Interim VP Research Dr. Dooley.

Issue: The committee provided feedback on how the proposed incentives will be received, suggested alternatives, and discussed whether the incentives will achieve the metric goals for increasing CU research and scholarly productivity.

Discussion: Dr. Dooley will update the committee on how this program is integrating with a Comprehensive Plan once the Plan is closer to finalization. Dr. Dooley has a standing invitation to meet with the Committee.

Results: The Research Committee chair met with Dr. Dooley 30. September to discuss the research incentives suggestions we provided. The goal is to determine which items are included in the comprehensive plan so that the Research Committee can discuss the rest of the list and move towards implementing some that may enhance research excellence across the University. At this time, the Incentives document is still in the HR office. The Research Committee Chair will meet with the Associate Deans of Research when they meet with VPR Dooley but this may take longer than asking ADRs to meet for 30 minutes during one of the Research Committee meetings. The committee is determined to see how we can provide more direct feedback and discussion for incentives and other means of supporting and recognizing research and scholarly efforts, despite so many unfilled positions and College reorganization.

5. Evaluations of research contributions

Issue: Several Faculty (across Colleges) have voiced concern about the lack of clarity on evaluations and acknowledgments of scholarly and research productivity. Form 3 evaluation guidelines are Departmental-specific but even within departments, scholarship from research achievements is derived from multiples types of innovative approaches that may be difficult to communicate and evaluate. Does the committee formalize a 'best practices' or 'research mission of the university' type document? Results of 'perceived institutional support for research' survey and 'Research Evaluation Approaches' documents provided to generate specific discussion points. Goal is to determine options and whether such a document is warranted or contributes positively towards research resources and recognition. Is such a document is warranted, or contribute positively toward research resources and recognition?

Discussion: This item persists on our agenda and the committee discussed whether it should be dropped due to non-actionable items. We discussed extensively concerns voiced from several programs across campus and programs (spanning arts, languages, engineering, and sciences) concerns about perceived scholarship and research productivity, importance, and reputation by department chairs. In some cases, concerns suggest that lack of understanding is a retention and morale issue with PIs unnecessarily leaving Clemson for positions at other Universities. A 'best practices' type of document has been discussed but the concern is that this could have the opposite effect. The Research Chair discussed this issue with Interim VPR Dooley. The committee also discussed the frequency that different Colleges and College Senators meet with their ADRs and Deans.

Results: It is unclear if/how to accurately turn these concerns into actionable items other than as discussion points with Associate Deans for Research jointly with the VPR as well as at College level with Senators and ADRs in regular meetings.

6. HR item #1: hiring international scholars (postdoctoral scholars and graduate students)

Issue: The hiring process for research scientists (especially international scholars) needs to be clarified and simplified for to enhance professionalism in recruitment and hiring. The Committee requested a University-wide procedure that is clear, accessible and efficient for the PI, support staff, and the scholar that is being recruited.

Discussion: New Human Resources International Employee link was sent to the committee 1. September:

<http://www.clemson.edu/employment/international/index.htm>

The committee suggested the following to improve the visibility of the site, as well as lead to longevity towards future adaptation to changes.

1.) Market and troubleshooting data: Are data being gathered to be used as follow-up to identify fail points, steps that trip people up, lead to difficulties? Is it possible to track different categories in order to determine if some categories are more effective at communicating for their target group vs others?

Faculty Senate Research Committee: DRAFT

2.) Are there plans to make this page link more obviously to the Office of Global Engagement or International Services sites? These other two sites could be easily confused as THE initial important portal for obtaining information. One example that we found is in the International Services page... where Students and Scholars are listed, but there is very little info for scholars and there is no definition of 'student' and 'scholar' (included screenshot). Perhaps adding a direct and obvious button taking people straight to the new site would help?

3.) Can a link be added to the 'A-Z' pages for Graduate students, Staff and Faculty pages, the Office of Global Engagement page, and the International Services page (<http://www.clemson.edu/administration/ia/services/students/>) because our test drive indicated difficulty in locating the best portal for access.

Results: Additional follow-up needed. Invite HR to a committee meeting?

7. HR Item #2: proposed change to leave eligibility for postdoctoral research scholars

Issue: Committee requests specific information that can be communicated to faculty to facilitate using this policy in recruitment plus understand if/when how to implement when appropriate.

Discussion: These benefits went into effect on January 1, 2015 and all current post-docs were notified. The post-doc leave benefits are included in the overall University leave policy and the HR office finalized a summary document and the Faculty Senate office distributed this summary to all faculty across campus.

8. NSF ADVANCE: TABLED for this meeting, 9.November meeting will focus on this proposal

Issue: Clemson is submitting a proposal to the NSF ADVANCE call that focuses on mechanisms providing supportive activities and infrastructure for women in STEM research fields.

Discussion: Coordinators of this proposal, Sez Atamturktur and Sarah Winslow, will send an updated draft to the committee and we will discuss this proposal during a committee meeting in November (TBD). The purpose of this discussion will be to provide overall feedback plus provide input on dependent travel costs related to STEM research excellence and leadership.

Results: The 2014-15 committee researched dependency travel policies at other state institutions and provided citations linking such support with productivity. The committee will bring this to the November meeting. One goal will be to compile a list of specific activities and cases where such support could be requested by PIs should the proposal be funded. The committee conducted a preliminary brainstorm of possible activities during the 21 September meeting and will continue to ask colleagues for input and bring this to the November committee meeting.

9. IP Intellectual Property committee

Issue: University committee, Senate Representative update (Rep: Lawton-Rauh, Proxy rep: Husson)

Discussion: The Faculty Senate is represented directly on the 'IP Policy' committee. This committee did not meet.

10. COI policy committee:

Issue: University committee, Senate Representative update (Rep: Lawton-Rauh, Proxy rep: Husson?)

Discussion: The Faculty Senate is represented directly on the 'COI Policy' committee. This committee has not met. The committee 'charge' meeting is anticipated during November 2015. A link to a test website for PIs will be sent to the committee for feedback.

11. Other items discussed briefly previously in the 2014-15 session:

- Staff paybands and state guidelines (offering competitive positions to hire postdocs and research support staff)
- Research visibility (increasing the presence of research accomplishments reporting on campus)
- Review of previous informal campus-wide survey on perceived institutional support for research
- Start-up package offerings (for competitive recruitment and retention of faculty)

Meeting schedule: 2:30-4pm, G100 Biosystems Research Complex

Sep 1, Sep 22, Oct 20, Nov 9, Dec 1, Jan 19, Feb 16, (Mar 15?), Apr 5, May 3



Scholastic Policies Committee 2015-2016, DRAFT Minutes for 20 October 2015, 2:30 pm, Room 107 Cooper Library
 2015-16 Members: Lindle, Chair (SoE), jlindle@clemson.edu (Present)

			Present
Matthew Macauley	E&S	O-325 Martin	1838
Edward De Iulio (del)	BBS	G02E Sirtine	6955
Jan Holmevik	AAH	805 Strode	3151
Mark Hosler	AAH	213 Brooks	3043
Gerald Lehmacher	E&S	105 Kinard	5977
Chris Minor (del)	AFLS	330-C Long	3837
Mark Schlautman	E&S	165 Rich Lab	4059

Ex Office Members/Guests: Reps from Undergrad Student (Shannon Kaye –Not Present) and Grad Student Governments (E'Lisha V. Fogle (Present); Rep from Undergrad Studies (Jeff Appling, Present); rep from Registrar's Office (Debra Sparacino, Present); Connie Wallace (Present), Faculty Senate Graduate Assistant

Meeting Dates for 2015-2016: ---NOTE- 10 November meeting is at NOON in 107 Cooper, lunch provided @ 2:30 on the following dates: Dec 15, Jan 19, Feb 16, Mar 15 Location: 107 Cooper Library

2015-2016 Agenda Items

Item	Dispensation	SP Leader/Contact
1. Instructional facilities and infrastructure for instructional delivery	<p>Relationship to top 20 university Questions and Concerns:</p> <ol style="list-style-type: none"> Who decides what classrooms go into communal use vs. departmental use? Once a committee determined rooms to enter in the Live 25 scheduling software. What are the criteria for determining the distinction between classroom vs. conference room, or communal use vs. dept. use in current or new buildings? Not clear. Some evidence/beliefs in squatters rights, which is not consistent across campus. What happens to resources put into classroom (like smartboards) when it goes into Live 25? Departments can continue to upgrade, yet, share with whomever is assigned. However, renovations or upgrades by the University will not cover the Department's equipment, and may be removed. Who decides when to upgrade communal rooms? Not clear. <p>Recommendation: Form an Advisory Committee from every college to work with Registrar on policies, for physical and digital learning environments</p>	Chris Minor

Item	Dispensation	SP Leader/Contact
2. Additional wording for Academic Eligibility Policy	Attached with this agenda SP agreed with the intent of the changes and offered no amendments. The committee engage in considerable discussion about preventive measures and the role of Department Chair in faculty awareness and development of mid-term interventions.	Applying
3. Discussions of potential issues/policies with new UG and GS Deans	Scheduled for 10 November Lunch Questions: How is Enrollment Management going to be handled? Is this a department by department decision for enrollment goals? Non-traditional graduate student support mechanisms? More questions? Due to Lindle by 30 October 2015 in time for Deans to consider	Lindle
4. Question about common exam schedule effects on students with scholarships and program requirements scheduled during exams	PENDING 2015-2016	
5. Question about allowing students who are missing final credits to Walk at Graduation	Also among the questions to ask the new Deans: What are useful policies for preventing this kind of questions arising at the last minute... PENDING 2015-2016	
6. Discussions about the +/- grading	PENDING for 2015-2016	Lindle

New Wording of the Academic Eligibility Policy.

It is a small addition so that students that withdraw from the university do not lose a semester in the count of their first three. If we can I'd like to vote on this at our November meeting. Here is the proposed wording (change is underlined)

Academic Eligibility Evaluation

Academic eligibility criteria are different for students who have completed fewer than three semesters, students who have completed at least three semesters, students who have been suspended, and students returning on appeal, as described below. Conditions of academic eligibility standards are described in the previous section.

1. A student who has completed fewer than three fall and spring semesters will be evaluated at the end of his/her first spring semester, unless he/she entered the university that semester. If the student has two consecutive semesters on academic probation, he/ she is eligible to enroll in the subsequent summer and fall semester, but must meet academic eligibility standards at the end of fall semester to avoid suspension for the following spring semester. This term of suspension is not appealable. First time students have three full semesters of eligibility. If a student withdraws for one or more semesters, those semesters are not counted as eligible semesters.
2. After a student has completed three regular (fall and spring) semesters, he/she will be evaluated at the end of each fall and spring semester. If the student has two consecutive semesters on academic probation and fails to meet academic eligibility standards, he/she will be suspended for the next regular (fall or spring) semester. A student subject to suspension at the end of spring semester may enroll in summer school and will avoid suspension if he/she meets academic eligibility standards.
3. A student enrolled after being suspended is evaluated at the end of each fall and spring semester until a cumulative grade-point average of 2.0 or higher is achieved. A previously suspended student on academic probation who fails to meet academic eligibility standards will be dismissed at the end of the following fall or spring term for one calendar year and permitted to enroll only as a result of a successful appeal.
4. A student permitted to reenroll due to a successful appeal of suspension or dismissal is evaluated at the end of each fall and spring semester until a cumulative grade-point average of 2.0 or higher is achieved. A student who fails to meet academic eligibility standards will be suspended or dismissed, according to his/her academic situation.

- Jeff

Jeffrey R. Appling, PhD
Associate Dean
Undergraduate Studies
Clemson University

Faculty Senate Welfare Committee

Report: October 27, 2015

Committee: Julia Brumaghim, Ashley Fisk, Judson Jahn, Alan Johnson, Abdul Khan, Kathleen Meyer, Jay Ochterbeck, Matthew Powers (chair), Marieke Van Puymbroeck, Katherine Weisensee

Committee Meeting Date: October 20, 2015

Old and Ongoing Business: The committee reviewed old business and discussed some ongoing items including the following:

Modified Duties Plan

- The committee recapped our past meeting whereby we discussed the Modified Duties Plan with Lisa Gagnon, Benefits Manager, Office of Human Resources; and Ellen Granburg, Associate Provost for Academic Affairs.
- The committee will request an update to the draft policy from Ms. Gagnon and HR. Additionally, the committee will request an update from Dr. Granburg regarding the possibility of circulating the policy via the Provost's office.

Mentoring for Women, Minorities, and International Faculty

- The committee discussed the need for mentoring and the committee's role.
- The issue will be discussed in more detail at future meetings.

Family Oriented Website

- The majority of the meeting was spent discussing possibilities for a web site and web portal aimed at informing and assisting expectant parents, parents, potential employees with children and spouses, and other constituencies.
- Over 10 relevant websites from other universities were reviewed for ideas related to content and design.
- The committee created a preliminary list of appropriate content for inclusion in the site and some essential design strategies.

- Next steps include meeting with Matt Bundrick, Clemson University Web Programmer, about the website.

Faculty Forum Lunches

- The committee discussed the upcoming faculty forum lunches including dates, times, location, and letter of invitation.
- The committee also discussed who to invite and a strategy for gaining overall participation and participation from those in targeted groups.

Other Business (ongoing and new) for Future Meetings

- Review procedures for assessing HR policy changes and modifications pertaining to the welfare of faculty members.
- Discuss plans for investigating faculty spousal hiring issues and identifying strategies related to policies and practices aimed at addressing the most significant concerns.
- Invite President Clements to an upcoming Welfare Committee meeting to discuss our current and future agenda.

Rationale of Proposed Change: Part IV, Section B2b Extensions of the probationary period

As part of the 1415 Policy Committee and Faculty Senate changes to Part IV, changes to the policy for Extensions of the probationary period were approved. However, these changes were not incorporated in the 1516 Faculty Manual, pending HR and General Counsel review. After this review, some updates for clarity are proposed.

Some changes are made to indicate that the window for automatic probationary period extension is much longer than in previous Faculty Manuals. Other changes are made to indicate to whom and in what timeframe written requests shall be made. This subsection is also rearranged to indicate more routine causes for extension to more extreme causes for extension.

1. Proposed changes based on 1516 FM and HR, GC and Ellen Granberg feedback

B.2.b. Extensions of the probationary period

Requests for extensions of the probationary period must be made in writing to the parties indicated in each paragraph below. Submission of the request must be made reasonably before the materials for tenure are due to be submitted to the department Tenure, Promotion, and Reappointment (TPR) committee. The Provost's office will convey to the faculty member the result of each request in writing in a timely fashion. In the case of non-automatic approvals, the Provost will make the final determination.

Probationary faculty may receive up to two automatic one-year extensions of the tenure decision for the birth or placement of a child during their probationary period. These requests must be submitted to the department chair. If the request for an extension is received between six months before and one year after the date of birth or placement of a child, it is automatically granted, with timely written notification to the Provost and the probationary faculty member by the department chair. Each untenured faculty member may receive only up to two automatic extensions of the probationary period; however, additional written requests may be submitted to the department chair and granted upon approval of the Tenure, Promotion, and Reappointment (TPR) committee, department chair, dean and Provost.

Request for an extension of the probationary period at the request of a faculty member for serious illness, family tragedy or other special circumstances may be submitted to the department chair and granted upon approval of the Tenure, Promotion, and Reappointment (TPR) committee, department chair, dean and Provost.

Extension of the probationary period for any reason can only come at the request of the faculty member as long as the faculty member is capable of making the request. However, truly exceptional circumstances can arise that make it impossible for a faculty member to request an extension of the probationary period prior to the faculty member's penultimate year. In only such extreme cases, the Provost may choose to extend the probationary period without consulting the incapacitated faculty member with the approval of the dean, department chair, and Tenure, Promotion, and Reappointment committee. This extension shall be conveyed in writing to the faculty member upon their return to active duty.

Comment [MBK1]: "New" concept: Approved Policy committee and full Senate in 1415 year. BUT this idea was in the 11-12 FM as 2 automatic extensions is the most "normally" granted.

Comment [MBK2]: moved up and add submission location

Comment [MBK3]: I need help here ...

Probationary faculty who give birth, father, or adopt a child during their probationary period may receive a one-year extension of the tenure decision. The request for an extension must come within two months of the birth or adoption. The extension will automatically be granted, with notification to the Provost, unless the chair or dean can document sufficient reason for denial.

2. Background: 1516 FM relevant section

B.2.b. Extensions of the probationary period

Extension of the probationary period for any reason can only come at the request of the faculty member as long as the faculty member is capable of making the request. However, truly exceptional circumstances can arise that make it impossible for a faculty member to request an extension of the probationary period prior to the faculty member's penultimate year. In only such extreme cases, the Provost may choose to extend the probationary period without consulting the incapacitated faculty member with the approval of the dean, department chair, and Tenure, Promotion, and Reappointment committee.

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Request for an extension of the probationary period at the request of a faculty member for serious illness, family tragedy or other special circumstances may be granted with the approval of the Tenure, Promotion, and Reappointment (TPR) committee, department chair, dean and Provost.

3. Background: Proposed version approved by Policy Committee and Faculty Senate BUT not incorporated into 1516

B.2.b. Extensions of the probationary period

Extension of the probationary period for any reason can only come at the request of the faculty member as long as the faculty member is capable of making the request. However, truly exceptional circumstances can arise that make it impossible for a faculty member to request an extension of the probationary period prior to the faculty member's penultimate year. In only such extreme cases, the Provost may choose to extend the probationary period without consulting the incapacitated faculty member with the approval of the dean, department chair, and Tenure, Promotion, and Reappointment committee.

Probationary faculty may receive a one-year extension of the tenure decision for the birth or placement of a child during their probationary period. The request for an extension must come between six months before and one year after the date of birth or placement of a child. The extension will automatically be granted, with notification to the Provost, unless the chair or dean can document sufficient reason for denial.

Request for an extension of the probationary period at the request of a faculty member for serious illness, family tragedy or other special circumstances may be granted with the approval of the Tenure, Promotion, and Reappointment (TPR) committee, department chair, dean and Provost.

Each untenured faculty member normally can receive up to two extensions of the probationary period, without approval of the Tenure, Promotion, and Reappointment (TPR) committee, department chair, dean and Provost

MINUTES
FACULTY SENATE MEETING
December 8, 2015

1. Call to Order: The Faculty Senate Meeting was called to order at 2:31 p.m. by President Jim McCubbin. Program Coordinator, Monica Patterson introduced all guests.
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated November 10, 2015 were approved.
3. "Free Speech": None
4. Provost Robert H. Jones: Provost Jones provided an update on the following items: 1) Work is in process on the conclusion of the college reorganization. He encouraged the Faculty Senate to continue communication about any questions that may come from their respective colleges concerning the reorganization. In April, the Provost Office will release data about the reorganization and its effects on budget and personnel. Provost Jones expressed his desire that going forward, the month of April should become the time that the Provost Office will present an annual update on the reorganization; 2) Provost Jones provided information on the personnel search for the Vice President for Research. One candidate, John Cavanaugh, has been nominated and as soon as all information is obtained on the candidate, the Provost Office will share this to the search committee; 3) the search for the new Chief Diversity Officer is continuing and a second candidate has been interviewed. Provost Jones feels that his office will be moving towards hiring a qualified candidate soon; 4) The Dean of Students and Associate Vice President for Student Affairs candidate visited the campus. Vice President Dr. Almeda Jacks will determine the final selection to fill the position; 5) Provost Jones informed the Faculty Senate that the Provost Office is contemplating some changes to the May commencement ceremonies. Because of the college expansion and the large numbers that are now graduating, the commencement ceremonies may be split, providing a separate time for graduate students; and 6) Construction work has begun on the new Materials and Science Complex building. The Provost concluded his update by opening the floor for any questions or concerns from the Senators.
5. Special Order of the Day:
 - a. Vice President for Public Service and Agriculture, Interim Dean of the College of Agriculture, Forestry and Life Sciences, George Askew provided an update to the Faculty Senate on the CAFLS' efforts to solve a particular college issue surrounding faculty hired who are rarely on campus because of research projects. He noted that many research projects come from state legislation and may be funded by federal money. Under the TPR guidelines for promotion and tenure, these research products, which include an on and off campus presence for the assigned faculty are often difficult to fit within the TPR guidelines for job evaluations. It is even more difficult to solve issues of complying with Tenure track requirements, especially when the faculty are often off campus more than they are on campus. Interim Dean Askew stated that it becomes unfortunate that some of these faculty fall short of the promotion and tenure compliance because of off campus projects. He stated that President Barker, aware of the issues, instructed the college to hire quality PhD candidates to eliminate the tenure track positions, but still some of these individual left because of the inadequate guidelines. Interim Dean Askew stressed that it has been difficult for the college to find the needed and qualified faculty because they are in competition with other colleges. He proposed a new policy: the possibility of creating an academic part of the college structured around the off campus faculty, an appropriate set of new

by-laws that parallel the same TPR requirements but focus on reframing guidelines to include the jobs and duties of PhDs that are working mainly off campus. This reassessment and restructure will assist the college in retraining high quality people. This information will be out to the general faculty after January for discussion and questions. Interim Dean Askew concluded by opening the floor for questions.

Senator Jane Linde asked: Does this favor some members of the faculty over others?

Interim Dean Askew stated that it is not hurting or helping, but this revision will have the appreciation of distinguishing the type of job responsibilities that are different from other positions of faculty and their products in other colleges. Past Faculty Senate President, Antonis Katsiyannis asked: What happens when this source of qualified candidates no longer provides new prospects? Interim Dean Askew replied that CAFLS was losing more money trying to prevent the situation. The new hiring procedure will save money. Senator Matt McCauley asked: What has worked at other universities? Interim Dean Askew replied that at many institutions, the PhDs are 'at will' faculty; this creates more turn over in personnel.

b. Dean of University Libraries, Maggie Farrell introduced herself and provided an update on the libraries since she has been hired into the position. Dean Farrell stated that she hopes the Faculty Senate makes her visits an annual event, as she believes the library and faculty have a unique relationship. Dean Farrell provided statistics on library traffic by noting that between 8,000 to 11,000 visitors pass through the library every day. She stated that Faculty Senate should be aware of the outstanding and committed Library staff, who are willing to assist with any research or academic needs. Dean Farrell also provided the following facts about the library: 1) The library employs about 90 student employees; 2) there are about 85,000 electronic journals available online. While the journal budget is vast, it also limits the monographic budget. She is aware that a balance should take place between the two and in the future, this area will become the focus of improvement; and 3) the library has an outstanding Special Collections Department that is located in the Strom Thurmond Building. The Special Collections is beginning an Open Scholarship program to support research. Dean Farrell noted concerns about the increased budget. How does student fees fit into this budget context for the library? The library receives about 7 million dollars but it needs to be somewhere around 9.5 million based on the size of the university and the resources the library needs to provide to both faculty and students. Cooper Library has not been upgraded since 1966. The library has the capacity to assist in the 2020Forward plan by helping to build on undergraduate teaching strategies, which will assist in the university reaching towards Carnegie status. Since STEM research is the most expensive, the university, on behalf of the library, needs to invest in this area heavily. She stressed that faculty should work with the library on Grant applications and the library will assist the faculty with open scholarship, invest in technical applications, and provide employee specialists for connections between faculty and students.

Dean Farrell concluded her presentation by stating that she is reviewing the 2020Forward plan and updating the Library plan to fit within this strategy. Here, library budget alignments should be arranged towards updating collections, enhancing internal budgets for building an extension relationship with other parts of the university, such as connections with CCIT, the Academic Success Center, improvements to the writing center, and additional visibility in Cooper Library for other departments. Dean Farrell is assessing faculty guidelines and updating the services and resources provided by the libraries to the faculty, their students, outlining how both use the facility, how the libraries fit into research agendas, and asked that the faculty provide feedback on the current library collections, facilities, and services to help with this assessment. Dean Farrell then opened the floor with a request for any questions.

6. Committee Reports:

a. Faculty Senate Standing Committees:

Finance – Committee Chair Josh Summers reported that he met with the Provost, Robert H. Jones and Associate Provost, Frances Kennedy to discuss standardizing some financial reporting. This should be accompanied by training to college Deans and Chairs on budget reporting. The committee is reviewing a two year window for providing historical budgeting and should developed a plan for budget alignment for a hybrid RCM. Chair Summers encouraged the Faculty Senate to inform the college Deans and Department Chairs to look for this training that will be forthcoming.

Policy – Committee Chair Peter Laurence outlined the report submitted from the November 12 meeting. He reported that the committee discussed Part VI of the Faculty Manual involving The University's Administrative Structure. No actions were taken at this time and changes will be further discussed at the December meeting. These Part VI will be a strictly editorial change that involves the section of appointments, acting positions, and interim positions after the college reorganization. Review Committee structure - diverse representations (?)

Research – Committee Chair Amy Lawton-Rauh was absent and Research Committee member Dorothy Schmalz made the report on behalf of Chair Lawton-Rauh. Committee member Schmalz outlined the report submitted from November 9 meeting. She stated: 1) Chair Lawton-Rauh attended a meeting on November 5, 2015 with the VPR and Associate Deans of Research to discuss the disconnection faculty feels from the department. The Research Committee will invite the Associate Deans of Research to a future committee meeting to discuss the issue and provide feedback; and 2) the committee is continuing work on the proposal that Clemson is to submit to the NSF ADVANCE call that focuses on mechanisms that provide supportive activities and infrastructure for women in STEM research fields.

Scholastic Policies – Committee Chair Jane Lindle outlined the report submitted from the November 10 meeting. She stated the committee met with the Deans of Undergraduate Studies and of the Graduate School to discuss how to enhance the academic experiences among students and faculty. In the meeting, it was decided that there needs to be a Graduate School representative on the committee as soon as possible. The committee also identified several topics to explore as potential points for further discussion including: (1) Updates on the status of changes in General Education Requirements, curriculum, and assessments as the university is reorganized; (2) Explanation about the status of Lecturers and Senior Lecturers regarding their lack of representation on the Undergraduate Curriculum Committee; (3) Discussion about Language requirements disappearing from undergraduate prerequisites and graduate degree programs; and (4) Issues involving undergraduate advising.

Welfare – Committee Chair Matt Powers reported that: (1) He met with Matt Bundrick to discuss the design of the family resources web portal and they will be collecting content for the site which will be live in March; (2) He contacted Lisa Gangnon from HR and Ellen Granberg with regards to the Modified Duties Plan, and he is waiting for a response; (3) At the first Welfare Committee Faculty Forum luncheon, they discussed

recognizing newly tenured faculty, child care, what prospective faculty members look for when thinking about coming to Clemson, parental leave, workloads for faculty, and lecturers. Chair Powers asked for feedback from the Faculty Senate with any other thoughts or suggestions regarding the family resources web portal.

b. ad hoc Faculty Senate Committees

Operational Excellence and Accountability Committee: None

Academic and Athletic Interface Committee: Chair Bob Brookover reported that he attended the Athletic Council meeting the previous week. The Council discussed several issues: 1) there is obviously a lot of excitement about football and soccer in universities; 2) GPA structures and APR reports for athletics remain strong; 3) Faculty Athletic Representative, Janie Hodge, will be attending NCAA meetings; and 4) there are a number of legislative changes that will be voted on this year. Chair Brookover concluded his report that the new practice soccer fields will be developed on the site of the current Club Rugby/Soccer/Lacrosse fields. Construction for these new fields will begin in January.

University Commissions and Committees:

6. Unfinished Business:

- a. Faculty Manual Change to Part IV: Extension of the Probationary Period
Vote for immediate inclusion - Motion carried.

7. New Business:

- a. Motion was made at the beginning of the Faculty Senate meeting to move the discuss and vote on the Faculty Manual Change to Part IV: Extension of the Probationary Period before the second Special Order presentation in order to accommodate and insure that a voting quorum would be in place. Faculty Senate Secretary, Peter Laurence, made a motion to open discussion and so move the agenda item before the second Special Order Presentation.

8. President's Report: President Jim McCubbin:

- a. provided a brief overview of the 2015 COACHE survey results. Clemson was benchmarked against Auburn, Iowa State, Purdue, Virginia Tech, and the University of West Virginia. In the results, Clemson fell in the upper 30% on questions regarding teaching and research and resided in the lower 30% on questions that involved relationship between work and service, facility work resources, tenure clarity and promotion. President McCubbin noted that Clemson is falling behind in personal and family policies support provided by the university in areas of health and retirement benefits, mentoring, divisional leadership, department leadership, department collegiality. He proposed that these are future challenges for the Faculty Senate to address by Faculty Manual revision and committee work to improve the quality of work life. President McCubbin suggested that the Faculty Senate look for strategies to address the gaps in mentoring and leadership by investigating ways to train Deans and Department Chairs in the improvement in a culture of shared governance, improvement in TRP practices, and a more formalized mentoring program that will build a more diverse faculty. President McCubbin concluded with stating that he will be coordinating with the Faculty Senate Representative to the Board of Trustees to present this information at the winter meeting. He opened the floor for questions. Senator Jane Lindle asked: Can this information be placed in the Dashboard? Senator

Gerald Lemacher asked: Can this be compared to reports from 4 or 5 years ago? Interim Associate Provost for Academic Affairs Jeremy King stated that this information is available on the Provost's web site.

9. Announcements:

- a. Spring 2015 Meeting Schedule:
Senate (2nd Tues/month): Jan 12, Feb 9, Mar 8, Apr 12, May 10, Jun 14
EAC (last Tues/month): Jan 5 & 26, Feb 23, Mar 29, Apr 26, May 31, Jun 28;
- b. General Faculty Meeting – Wed., Dec. 16 @ 1:00pm in Brooks Center auditorium;
- c. Class of '39 Award for Excellence Ceremony & Reception - Tues., Jan 12:
 - i. 1939 Bell Tower Ceremony in Carillon Gardens honoring June J. Pilcher @ 4:30pm, immediately following the Senate meeting (*open to the public*)
 - ii. Faculty Senate reception in the Madren Center's Grand Hallway honoring The Great Class of '39 and June J. Pilcher, immediately following the Bell Tower (*invitations forthcoming*);
- d. Nominations for the MLK Excellence in Service Award due December 11, 2015;
- f. Beginning this January, the Faculty Senate will meet in 118 of Academic Success Center;
- g. Early January, annual Senate allocation memos based on the new College reorganization will be sent to Deans and all faculty in preparation for February & March voting;

10. Adjournment: President McCubbin adjourned the meeting at 3:37 p.m.

Peter Laurence, Secretary

Monica A. Patterson, Program Coordinator

Guests: Immediate Past Faculty Senate President, Antonis Katsiyannis; Faculty Representative to the Board of Trustees, Thompson Mefford; Faculty Manual Consultant and Parliamentarian, Fran McGuire; Ombuds for Faculty and Students, Gordon Halfacre; Jeremy King, Past Faculty Senate President, President's Fellow & Interim Director of Institutional Research; Executive Vice President for Academic Affairs and Provost, Robert H. Jones; Associate Provost for Faculty Affairs, Ellen Granberg; Jackie Todd, Public Information Director, Internal Communications Clemson University; George Askew, Vice President for Public Service and Agriculture, Interim Dean of the College of Agriculture, Forestry and Life Sciences; Maggie Farrell, Dean of University Libraries; Faculty Senate Program Coordinator, Monica Patterson; Faculty Senate Graduate Assistant, Connie Wallace; FSO Intern(s): Wesley Hudson

Alternates Present: Brenda Burk (LIB), Beatrice Bailey (SOE)

Absent Senators: Paul Dawson (E&S), Sallie Hambright-Belue (AHH), Hye Jung Kang (E&S), Amy Lawton-Rauh (AFLS), Jennifer Ogle (E&S), Andrew Hanssen (BSS), Scott Husson (E&S), Shannon Robert (AAH), Danny Weathers (BSS), Chenning Tong (E&S)

Absent Delegates: Olt Geiculescu (E&S), Jackie Gillespie (HHD), Corrie Haltiwanger (SOE), Renea Hardwick (AFLS), Christine Minor (AFLS), Krista Rudolph (AFLS)

MINUTES
CLEMSON UNIVERSITY
FACULTY SENATE MEETING
January 12, 2016

1. Call to Order: The Faculty Senate Meeting was called to order at 2:31 p.m. by President James McCubbin. Faculty Senate UPIC, Katherine Abrames introduced all guests.
2. Approval of Minutes: None
3. “Free Speech”: None
4. Provost Robert H. Jones: None
5. Special Order of the Day:
 - a. Associate Provost and Dean for Undergraduate Studies, John Griffin thanked the Faculty Senate for inviting him to the meeting. Dean Griffin provided a brief overview of his background and commented on his introductory visits with each college. He reported working with Associate Provost, Ellen Granberg to ensure General Education concerns and plans are part of Clemson Forward strategic planning. Dean Griffin then opened the floor to Senate for questions.

Senators expressed several concerns, primarily regarding General Education requirements and assessment, and asked how Dean Griffin plans to address them. Dean Griffin reported plans to: assess the purpose of each General Education course in student educational development; work with Vice Provost for Global Engagement, Sharon Nagy to continue to internationalize the curriculum; and, explore academic advising models, and informed Senate that the Career Center can help students focus on strengths in the selection of their majors, minors and curriculum. When asked how ePortfolio artifacts will be used, Dean Griffin said that they are great for students, but current faculty assessment modes are too time consuming for faculty. He envisions building assessment into the General Education class. Dean Griffin is exploring all possible collaborations, including those with Creative Inquiry and the Watt Family Innovation Center to enhance student engagement.

Other concerns expressed, were how Undergraduate Studies would engage faculty who may not be eligible to serve as an official representative of their department or College, but do teach students and are interested in related policy and decision making. In response to enrollment management concerns, Dean Griffin said he believes the student body should be more balanced and that practice indicates perhaps too many students are being admitted to STEM majors, something he will explore with Admissions and Enrollment Management.

Dean Griffin concluded by inviting faculty to visit him in Martin Hall with any other questions.

6. Committee Reports:
 - a. Faculty Senate Standing Committees:

8. New Business:
 - a. Call for Nominations for the 2016-17 Senate Officers. President McCubbin asked the Senators to be thinking possible nominations.

9. President's Report: President McCubbin
 - a. provided an update on EAC special order discussions with Dean of Graduate School, Jason Osborne and Director of Sponsored Programs, Sheila Lischwe;
 - b. discussed possible changes in the Faculty Manual policy for summer compensation to specify that Clemson summer compensation policy must be consistent with federal policy; and
 - c. requested possible agenda items for the 4 Senate Dinner Meeting scheduled for January 20, 2016, from the Faculty Senate.

10. Announcements:
 - a. 2016 Spring & Summer Meeting Schedule:
Senate (2nd Tues/month): Feb 9, Mar 8, Apr 12, May 10, Jun 14
EAC (last Tues/month): Jan 26, Feb 23, Mar 29, Apr 26, May 31, Jun 28
 - b. The Class of '39 Award for Excellence ceremony and reception have been postponed until 4:30pm following the Tuesday, February 9 Faculty Senate meeting, because of the Clemson Football National Championship game.
 - c. Associate Provost for Faculty Affairs, Ellen Granberg announced that Clemson University has reached the RI Carnegie Classification.
 - d. **Monthly Senate meetings have been moved to 118 Academic Success Center**

11. Adjournment: President McCubbin adjourned the meeting at 3:36 p.m.



Peter Laurence, Secretary



Monica A. Patterson, Program Coordinator

Absent Senators: Marieke Van Puymbreck (HHD), Chenning Tong (E&S), Dorothy Schmalz (HHD), Shannon Robert (AAH), Scott Pratt (AFLS), Jennifer Ogle (E&S), Matthew Macauley (BBS), Hong Luo (AFLS), Amy Lawton-Rauh (AFLS), Jan Holmevik (AAH), Andrew Hanssen (BBS), and Paul Dawson (AFLS)

Absent Delegates: Corrie Haltiwanger (SOE), Renea Hardwick (AFLS), Judson Jahn (BBS), and Elizabeth Stephan (E&S)

Guests: Immediate Past Faculty Senate President, Antonis Katsiyannis; Faculty Representative to the Board of Trustees, Thompson Mefford; Faculty Manual Consultant and Parliamentarian, Fran McGuire; Ombuds for Faculty and Students, Gordon Halfacre; University President, Associate Provost for Faculty Affairs, Ellen Granberg; Clemson University Registrar

MINUTES
CLEMSON UNIVERSITY
FACULTY SENATE MEETING
February 9, 2016

1. Call to Order: The Faculty Senate Meeting was called to order at 2:33 p.m. by President Jim McCubbin. Program Coordinator Monica Patterson introduced and welcomed all guests.
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated December 8, 2015 and January 12, 2016 were approved as distributed.
3. “Free Speech”: None
4. Executive Vice President & Provost Robert H. Jones: Provost Jones provided a summary of his *Draft Annual Academic Report 2015* presented at the February 4-5, 2016 Board of Trustees quarterly meeting. Provost Jones focused on the five Data Highlights of his report: (a) Undergraduate and Graduate Studies; (b) Sponsored Research; (c) Human Resources; (d) Finances; and, (e) Facilities.

Provost Jones’ report highlighted the steep rise in attracting the top 10% of students and the largest research funded category, Sustainable Environment, at 25%. The Provost also discussed some issues: graduate studies and research are flat and thus a focus of the ClemsonForward strategic plan; the debatable “scholar-teacher” expectation for all faculty, which at a high research institution may be a big constraint; and, facility growth has not kept up with student enrollment increases, something Provost Jones said he believes is one of the biggest limiting factors. While faculty gender and racial/ethnic diversity composition has crept up slowly, both faculty and student diversity is a priority.

Provost Jones closed by announcing that his final report will be delivered in April and each April thereafter with new types of data and capabilities added each year, becoming a support tool for the whole enterprise.

5. Special Order of the Day: Rachel Mayo, University Grievance Board chair provided the annual grievance activity report to Faculty Senate, including petitioners’ gender and college, petition type and subcategories. Seven petitions were filed, including two Category I’s and five Category II’s, and six of these went through the hearing process. Four petitions were from the College of BBS, 2 from AFLS, and 1 from HEHD. Chair Mayo then described the current process and proposed changes to streamline the process for petitioners. Senator and former University Grievance Board chair, Janie Lindle suggested that the Board begin monitoring and documenting the number and duration of hearing panel meetings and the length of each full hearing process.

Chair Mayo thanked the Board and then the Policy Committee for their assistance. The Provost thanked the University Grievance Board for providing clear and comprehensive findings of fact and recommendations for him to render decisions.

6. Committee Reports:
 - a. Faculty Senate Standing Committees:
Finance – Committee Chair Josh Summers did not have a report.

Policy – Committee Chair Peter Laurence deferred to VP Mary Beth Kurz who chaired the last Policy Committee meeting. VP Kurz, referencing the Policy report dated January 14, 2016 said that proposed Faculty Manual changes to Part V. Grievance Procedures and Part VI. The University’s Administrative

Structure will be presented at the Senate's Executive and Advisory Committees meeting February 23 and then the March 8 full Senate for approval.

Research – Committee Chair Amy Lawton-Rauh highlighted four items of the submitted report dated January 19, 2016: (1) working with VPR to increase small restricted receipts (SRR's) projects from \$15 to 25k; (2) meeting with Sheila Lischwe to discuss how unexpected lab vacancies affects the integrity of the University; (3) working with VPR during the March and April Research Committee meetings to discuss the proposed research incentives program; and, (4) meeting with VP Ellen Granberg to discuss the items not wrapped up into the VPR's new program.

Scholastic Policies – Committee Chair Janie Lindle submitted a report dated January 19, 2016. Chair Lindle highlighted the continued need to build a relationship with the Graduate School and its new dean so that the Faculty Senate and its Scholastic Policies Committee (SPC) are involved with and support all levels of student experience. Chair Lindle suggested comparable Senate and SPC representation on Graduate School committees (as it has with Undergraduate Studies Committees) especially with the University's reorganization and recognized R1 status.

Welfare – Committee Chair Matt Powers informed Senate that the Welfare Forums are done and they're compiling post survey responses and other demographic information, and that committee members, Katy Weisensee and Marieke Van Puymbroeck are passionate about leading a small group mentoring pilot program in the spring. They received 80 responses from the all-faculty email inquiry with 50% tenure-track faculty and the other half special faculty ranks. Lastly, Chair Powers reported that he expressed the Welfare Committee's unanimous agreement that Senate Delegates should have the same voting rights as Senators.

b. ad hoc Faculty Senate Committees

Operational Excellence and Accountability Committee, Chair Josh Summers – None
Academic and Athletic Interface Committee, Chair Bob Brookover – None.

c. University Commissions and Committees: None

7. Unfinished Business: None

8. New Business:

a. Faculty Senate voted, by secret ballot to fill vacancies on the University Grievance Board, including those created with the University's college reorganization:

Agriculture, Forestry & Life Sciences (AFLS) – Peter Skewes

Architecture, Arts & Humanities (AAH) – Rachel Moore, Mickey Lauria

Business – Tina Robbins, Molly Espey

Engineering, Computing & Applied Sciences (ECAS) – Josh Summers

Education – Megan Che, Tony Cawthon

Science – Peter van den Hurk

Behavioral, Social & Health Sciences (BSHS) and Libraries had no vacancies this term.

b. President McCubbin announced the Executive and Advisory Committees' two nominations for each Faculty Senate office. Vice President/President-Elect nominations include Senators Amy Lawton-Rauh and Matt Powers and for Secretary, Neil Calkin and Katherine Weisensee. President McCubbin opened the floor for further nominations, including self-nominations for which there were none.

c. President McCubbin introduced Fran McGuire's drafted *Resolution to Honor the Life and Spirit of Dr. Taze Leonard "Tee" Senn*, a member and president of the Clemson University Great Class of 1939

and a long time faculty member at Clemson University who recently passed away after a life of dedication and service to Clemson University. Dr. Senn was instrumental in the conception, establishment and implementation of the Class of 1939 Award for Faculty Excellence. Parliamentarian McGuire thanked other honorary members of the Class of '39, Dr. Chip Egan and Cathy Toth Sturkie for their help drafting the resolution. Senator Calkin requested that the final resolution include language about Dr. Senn's involvement with the SC Botanical Gardens. The amendment and final resolution were passed unanimously.

d. President McCubbin opened the floor for the last business item, a discussion of the role of senate delegates in faculty governance with the suggestion to form an ad hoc Senate committee to complete a benchmarking report with recommendations. Discussion among Senators and Delegates included Senate voting rights on Faculty Senate or whether lecturers/senior lecturers should have a separate senate, among other issues of representation and promotion and reappointment. The Senate elected to form the ad hoc Committee with charge and membership details to follow.

9. President's Report: President McCubbin held his report so that Senate could make their way to the '39 Bell Tower to honor the 2015 Class of '39 Award for Excellence recipient, Dr. June Pilcher.

10. Announcements:

a. 2016 Spring & Summer Meeting Schedule:

Senate (2nd Tues/month): Mar 8, Apr 12, May 10, Jun 14

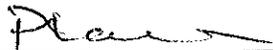
EAC (last Tues/month): Feb 23, Mar 29, Apr 26, May 31, Jun 28

b. '39 Award for Excellence Ceremony & Reception

Open to the campus and public, '39 Bell Tower ceremony @ 4:30pm in the Carillon Gardens to recognize Dr. June J. Pilcher, 2015 '39 Award for Excellence recipient; reception, by invitation, begins at 5:00pm in the Madren Conference Center

c. Nominations for the Alan Schaffer Faculty Senate Service Award are due March 1, 2016 to the Faculty Senate Office/Monica Patterson at mpatte2@clemson.edu; refer to "Faculty Recognition" page at www.clemson.edu/facultysenate for more information and nomination form.

11. Adjournment: President McCubbin adjourned the meeting at 4:00 p.m.



Peter Laurence, Secretary



Monica A. Patterson, Program Coordinator

Guests: Immediate Past Faculty Senate President, Antonis Katsiyannis; Faculty Representative to the Board of Trustees, Thompson Mefford; Faculty Manual Consultant and Parliamentarian, Fran McGuire; Ombuds for Faculty and Students, Gordon Halfacre; Executive Vice President for Academic Affairs and Provost, Robert H. Jones; Clemson University Registrar Debra Sparacino; University Grievance Board Chair, Rachel Mayo; Director of Internal Communications, Jackie Todd; Staff Development Program participants: Valerie Jones (CAFLS Business Center Grants Coordinator II) and Charlotte Swofford (Forestry and Environmental Conservation Accountant and Fiscal Analyst I); Faculty Senate Program Coordinator, Monica Patterson; FSO Interns: Wesley Hudson, Hannah Provost, Katie Abrams, and Destinee Wilson

Alternates Present: Brenda Burk (LIB) and Haiying Liang (AFLS)

Absent Senators: Paul Dawson (AFLS), Jan Holmevik (AAH), Abdul Khan (E&S), Jennifer Ogle (E&S), Dorothy Schmalz (HHD), Shannon Robert (AAH), Scott Pratt (AFLS), and Gypsey Teague (Lib)

Absent Delegates: Corrie Haltiwanger (SOE), Renea Hardwick (AFLS), Judson Jahn (BBS), Elizabeth Stephan (E&S) Su-I Chen (AAH), James Gaubert (BBS), and Olt Geiculescu (E&S)

MINUTES
CLEMSON UNIVERSITY
FACULTY SENATE MEETING
March 8, 2016

1. Call to Order: The Faculty Senate Meeting was called to order at 2:31 p.m. by President Jim McCubbin. UPIC Intern, Katie Abrams introduced guests.
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated February 9, 2016 and the General Faculty Meeting Minutes dated December 16, 2015 were approved as distributed.
3. “Free Speech”: None.
4. Executive Vice President & Provost Robert H. Jones provided several updates. Provost Jones reiterated that resources are devoted to the college reorganization and strategic plan, so some other initiatives may be delayed until after July 2016. Provost Jones announced that after input from the Deans, the office will distribute a Dual Career Hiring Process, something he has been doing on an ad hoc basis since his arrival. He also announced that there will be two new Vice President hires by splitting Communications and Marketing and academics can learn from the success of Athletics’ communication and marketing. Additionally, the VP for Economic Development title will be changed to VP for Strategic Initiatives. Provost Jones continues to work with Deans to consider priorities and strengths in determining college hiring plans. Additional faculty positions will advance research and graduate programs. Part of the presentation to the Board of Trustees at their April quarterly meeting will also include strategic enrollment and academic building and renovation plans for a new College of Business and Material Sciences buildings with other renovations plans to follow.

Senator and Chair of Senate Finance Committee, Josh Summers, asked about strategic enrollment plans for graduate students and programs. Provost Jones announced that the new Dean of Graduate Studies, Jason Osbourne will lead a team to overhaul many aspects including tuition, fees, stipends and begin a process to formally review every graduate program every five years.

5. Special Order of the Day:
 - a. Janie Hodge, Faculty Athletic Representative (FAR) presented a handout with an Academic Dashboard highlighting Clemson Athletics Graduation Success Rates (GSR) and Academic Progress Rate (APR) compared to Clemson’s institutional federal graduation rate. Clemson’s Athletic Academic Oversight Committee (AAOC) will work in tandem with the Athletic Council to find potential issues. Steve Duzan, Director of Vickery Hall submitted a handout, which compared student-athlete academic performance and non-athletes. Mr. Duzan highlighted many individual athletes and teams for their athletic and academic success, including the football and men’s soccer teams who both played in national championships and earned all-time high team GPA’s. Dan Radakovich, Athletic Director concluded the Athletic Department presentation by thanking faculty for accommodating unique needs of athletes and provided several facilities updates for football, basketball, tennis and soccer. Mr. Radakovich reported that NCAA is completing a nationwide time-demand study to determine if asking 20 hours per week is too much. Two areas highlighted were Athletics’ Tiger Trust program to help former athletes return to Clemson to complete their degrees and the department’s national award for social media communications.
 - b. Janelle M. Chiasera, 2015-16 American Council Education (ACE) Fellow with Clemson University provided a *Diversity and Inclusive Excellence* update. Max Allen, Chief of Staff & Interim Chief Diversity Officer was unable to attend. Dr. Chiasera focused on the Comprehensive and Actionable

Strategic Plan that will set important groundwork for the new Chief Diversity Officer (CDO), Lee Gill, J.D. who begins mid-April. Dr. Chiasera announced that workgroups of about six will refine overarching goal, draft tactics, timelines, and metrics for 3-5 focused objectives for six identified pillars: Education & Training, Climate & Infrastructure, Recruitment & Retention, Research & Scholarship, Strategic Partnerships, Leadership Support & Development. This draft strategic plan is focused on the next 3-5 years and due to the CDO October 2016, with campus presentations and implementation January 2017. Dr. Chiasera ended by requesting volunteers and nominations for the six workgroups.

c. Megan Che, Associate Professor of Teaching and Learning and Susanna Ashton, Professor of American Literature, presented on an *American Association of University Professors (AAUP) Renewed Clemson Chapter for 2016 and Beyond* to: protect academic freedom; foster shared governance; provide resources, support and guidance for the profession; support and guidance, from a national professional perspective, for Faculty Senate and Administration invested in fulfilling the potential of Clemson University (professionalization of postdocs, lecturers, limited-time faculty; tenure processes; family leave policies; compensation). For South Carolina, which has chapters at almost every college and university, the AAUP functions as a professional association. Drs. Che and Ashton defined the responsibilities of: Administration as supporting infrastructure and keeping the University functioning; Faculty Senate as facilitating faculty responsibilities of the University (tenure, promotion, curriculum); AAUP as providing an inlet/outlet to national conversations/guidance that are germane for Clemson's particular context. An overlap exists with academic freedom and shared governance.

6. A MOTION was made to suspend the agenda to complete Business items with a quorum.

7. Unfinished Business: None.

8. New Business:

a. Amy Lawton-Rauh (currently CAFLS, then College of Science on July 1, 2016) was elected, by secret ballot as Vice President/President-Elect and Neil Calkin (E&S, then Science) as Secretary. All candidates made brief statements related to those distributed with the agenda, including Matt Powers (AAH) for VP/President-Elect and Katy Weisensee (BBS, then BSHS) for Secretary. Immediate Past Senate President Antonis Katsiyannis read Senator Lawton-Rauh's personal statement in her absence.

b. Faculty Senate voted to accept proposed changes as distributed, from the Senate Policy Committee and approved by Senate's Executive/Advisory Committees to Parts II (Terminology), VI (The University's Administrative Structure) and V (Grievance Procedures) of the Faculty Manual.

In Part II, "Administrative Faculty" was added and defined as faculty who have evaluation responsibilities. There was discussion. Senator Jennifer Ogle abstained from voting on Part II.

9. Committee Reports:

a. Faculty Senate Standing Committees:

Finance – Committee Chair Josh Summers submitted written reports for 2015: May 12, August 25, September 22, October 20, November 24, December 1; and 2016: January 19 and February 16. The committee met with the new Associate Vice Provost for Finance, Frances Kennedy; Deans Goodstein and Askew (also VP for PSA), the Provost, and finance leaders from the Undergraduate, Graduate and Staff Senates.

Policy – Ex officio committee member and VP/President-Elect of Senate, Mary Beth Kurz submitted a report dated February 2 and 12, 2016 on behalf of Committee Chair, Peter Laurence. She informed Senate that the committee finalized discussion of proposed changes to Parts II, V and VI of the Faculty Manual., which were accepted by the Senate's Executive/Advisory Committees.

Part VI, The University's Administrative Structure is very poorly organized in its current form. Moreover, it is outdated with regard to the current university structure and the desired practices, from both the Faculty Senate Policy Committee's and their understanding of the Provost's point of view, regarding the appointment and review processes for academic administrative positions.

In revising Part VI of the Faculty Manual, the Policy Committee was often defining terms in the text. The proposed change introduces the term "Administrative faculty" in Part II, Terminology to clearly define those members of the Faculty, who have evaluation responsibilities, as not regular faculty members.

The discussion on Part V was initiated by recommendation of the University Grievance Board regarding formal grievance procedure for faculty. Major proposed changes include: (1) directing faculty to the Office of Access & Equity for an investigation of issues related to discrimination and harassment; (2) a reduction from seven grievance counselors to three Consultants plus 1 who will serve the administration to provide a smaller number of consistent and appropriately eligible and trained consultants; and, (3) replacement language for the "no-Substitute-Judgment Rule", which could not be followed as written and rather emphasize that the hearing panel will focus on violations of procedures and on indications of unfair or improper decision-making.

Research – Committee Chair Amy Lawton-Rauh submitted a report dated February 16, 2016 and committee member, Senator Dart Schmalz presented it on behalf of Chair Lawton-Rauh. The committee focused on several items: (1) assisting the Office of Sponsored Programs (OSP) in developing a systematic approach, with Associate Deans for Research, to closeout funded labs and projects after the Primary Investigator (PI) has left the University; (2) revisiting the possibility of a boilerplate document from OSP to assist in COFAR compliance reporting; (3) the committee tested the now live Conflict of Interest training module; and, (4) announced an upcoming meeting with AVP for Faculty Affairs, Ellen Granberg to discuss research morale, specifically evaluations of research and scholarly contributions and VPR plans for research incentives and a need for a comprehensive plan. Lastly, Dr. Tanju Karanfil, newly appointed VP for Research will meet with the committee each semester in opening communications with Associate Deans of Research.

Scholastic Policies, Committee Chair Janie Lindle: None.

Welfare – Committee Chair Matt Powers submitted a reported dated March 8, 2016 for their February 16 meeting. The committee focused on its newest endeavor to form Mentoring Circles, lead by committee members, Katy Weisensee and Marieke Van Puymbroeck. They discussed timeframe, content, locations, communications and generating interest among faculty and potential mentors. The committee also discussed preliminary outcomes of the Welfare Forums. Briefly, the committee revisited the Modified Duties Plan, family oriented website, and the status of lecturers/delegates in the Faculty Senate

b. ad hoc Faculty Senate Committees

Operational Excellence and Budget Accountability Committee, Chair Josh Summers: None.

Academic and Athletic Interface Committee, Chair Bob Brookover: None.

Status of Lecturers and Senior Lecturers, Co-Chair Edward De Iulio: None.

c. University Commissions and Committees:

Senator Jennifer Ogle provided an update on behalf of the Women's Commission regarding the childcare center noting a delay in Phase II approvals by the State so a call for business proposals for management of the center can be placed to provide a comprehensive financial plan to the State.

10. President's Report: Senate President, Jim McCubbin tasked the Policy Committee with benchmarking how searches are conducted for administrative positions.
11. Announcements:
 - a. 2016 Spring & Summer Meeting Schedule:
Senate (2nd Tues/month): Apr 12, May 10, Jun 14
EAC (last Tues/month): Mar 29, Apr 26, May 31, Jun 28
 - b. Annual Senate Reception to thank and welcome representatives (by invitation) – April 12, 2016, immediately following Senate meetings at 4/4:30pm, Fort Hill Mansion
 - c. May 10, 2016 Senate Meetings
Senate Orientation (for elected representatives) – 11:30am – 1:15pm, 118 Academic Success Center
Senate Committees Planning Session (for full Senate) – 1:30-2:30pm, 118 Academic Success Center
Regular Senate meeting – 2:30pm, 118 Academic Success Center
12. Adjournment: President Jim McCubbin adjourned the meeting at 4:38 p.m.

Peter Laurence, Secretary

Monica A. Patterson, Program Coordinator

Guests: Executive Vice President for Academic Affairs and Provost, Robert H. Jones; Dean of Undergraduate Studies, Dr. John Griffin; Director of Internal Communications, Jackie Todd; Athletic Director, Dan Radakovich; Faculty Athletic Representative, Janie Hodge; Director of Vickery Hall, Steve Duzan; Immediate Past Faculty Senate President, Antonis Katsiyannis; Faculty Representative to the Board of Trustees, Thompson Mefford; Faculty Manual Consultant and Parliamentarian, Fran McGuire; Ombuds for Faculty and Students, Gordon Halfacre; 2015-16 American Council of Education Fellow, Janelle Chiasera; Osher Lifelong Learning Institute (OLLI) HR Director, Ale Kennedy; Associate Director for Academic Affairs, Watt Family Innovation Center, Barbara Speziale; Registrar, Debra Sparacino; Associate Professor of Teaching and Learning, Megan Che; Professor of American Literature, Susanna Ashton; Faculty Senate Program Coordinator, Monica Patterson; Faculty Senate Graduate Assistant, Connie Wallace; Faculty Senate UPIC Interns: Wesley Hudson, Hannah Provost, Katie Abrames, and Destinee Wilson

Alternates Present: Beatrice Bailey (SOE), David Coombs (AAH), Haiying Liang (AFLS)

Absent Senators: Robert Baldwin (AFLS), Julia Brumaghim (E&S), Paul Dawson (AFLS), Daryl Guffey (BBS), Peter Laurence (AAH), Shannon Robert (AAH), Chenning Tong (E&S)

Absent Delegates: Ashley Fisk (AAH), Olt Geiculescu (E&S), Corrie Haltiwanger (SOE), Renea Hardwick (AFLS), Judson Jahn (BBS), Kathleen Meyer (HHD)