

MINUTES
CLEMSON UNIVERSITY
FACULTY SENATE MEETING
June 14, 2016

1. Call to Order: The Faculty Senate Meeting was called to order at 2:35 p.m. by Vice President/President-Elect, Amy Lawton-Rauh. VP Lawton-Rauh then asked for a moment of silence for the mass shooting in Orlando, FL. Thereafter guests were asked to introduce themselves.
2. Approval of Minutes: The Faculty Senate meeting minutes dated April 11, 2016 were approved as distributed.

MOTION: Senate Policy Committee Chair, Cassie Quigley made a motion to suspend the rules and change the order of the agenda, while the Senate had quorum, to present and vote on the proposed Faculty Manual change listed under Unfinished Business: *Part VII. Faculty Participation in University Governance, Section 2. Council on Graduate Studies (a-f)*. University Faculty Grievance Coordinator, Monica Patterson provided information regarding the structure of the board as it may relate to graduate studies grievance procedures in sub-section e. An approved motion was made to send sub-section e back to Policy Committee and all other sections (a-d and f) were approved as distributed and upon Provost approval will be included in the August 1, 2016 Faculty Manual. Senator Quigley finished by announcing that the Senate plans to review and work with constituencies to revise the rest of Part VII for the August 2017 Faculty Manual. Dean for Graduate Studies, Jason Osborne thanked the committee, President Kurz and Senate for their help with the changes to make the committees functional.

3. “Free Speech”: None
4. Executive Vice President for Academic Affairs and Provost Robert H. Jones discussed diversity and inclusion efforts, college reorganization updates, and personnel changes within CCIT. Provost Jones announced that there is an increase in African American undergraduate student enrollment, but decreases in Hispanic enrollment. At the August retreat deans will learn how each faculty search process, from committee composition to new faculty hire, will include approvals by the Provost, Associate Provost for Faculty Affairs Ellen Granberg and new Chief Diversity Officer Lee Gill in the University’s effort to build more diverse candidate pools, learn and understand unconscious bias in decision-making and improve hiring practices overall.

Additionally, Provost Jones also reminded Senate of the July 1 change to the new college reorganization structure, with new and mid-stream students changing to new college structure on August 15. The budget will be presented to the Board of Trustees at their July quarterly meeting. Lastly, Provost Jones said that with the new strategic plan and changes in senior leadership the University has an opportunity to meet new IT needs. The search and selection committee will be lead by Dr. J. Cole Smith, Professor and Department Chair of Industrial Engineering, and was the first committee vetted through the new diversity hiring protocol.

Senate asked many questions of the Provost about the Sikes sit-in protest by, primarily African American students, who called for more diversity and inclusion on campus, as well as administration’s response. Specifically, Senator Shannon Roberts called for better protection of victims of harassment, discrimination and hate crimes. Senator Jan Holmevik called for more transparency and improved communication from administration and that do not want to hear first of campus incidents via news outlets. Senator Roberts ended asking that private donations be used for undocumented student tuition, but Provost Jones explained that the University does not have sufficient private endowment for such

scholarships and that only four percent of the total budget can be used in South Carolina for discounting tuition. Increased scholarships are to target areas where economically depressed and first-generation, which includes many racial and ethnic minority students.

5. Special Order of the Day:

a. Matt Bundrick, Web Developer, Creative Services presented along with John Gouch, Media Relations and in coordination with Jackie Todd, Director of Internal Communications on the new Clemson University emergency communications website: www.alerts.clemson.edu. The primary objective was to completely re-think best approach for how safety information is organized and represented to end-users. The new approach to a “crisis site” is to host off-site, with multiple automatic failovers; geographically disperse servers; highly scalable as traffic increases detected; use for both crisis and non-crisis alert situations; and CCIT-backed and recommended. Additionally, there is a new color-coded, mobile-friendly, emergency situations preparedness guide.

6. Committee Reports:

a. Faculty Senate Standing Committees:

Scholastic Policies Committee Chair Jan Holmevik provided a verbal report that Dean for Undergraduate Studies, John Griffin and Kathy Perkins, Interim Director of Clemson Online met about the course management transition to Canvas and will request a special order presentation for September. Chair Holmevik announced that he was already involved with this transition as chair of the University’s Academic Technology Committee. There will be no meetings until the fall semester begins.

Finance Committee Chair Jennifer Ogle verbally reported that the committee is scheduling quarterly meetings with the Provost and will meet with both Provost Jones and Associate Provost for Academic Finances and Operations, Frances Kennedy prior to July quarterly meeting of the Board of Trustees.

Research Committee Chair Dart Schmalz verbally reported that the committee will begin meeting with Associate Deans for Research (ADR’s).

Welfare Committee Chair Katy Weisensee: None.

Policy Committee Chair Cassie Quigley: None.

b. Faculty Senate ad hoc Committees:

Diversity and Inclusion Committee, Chair Rhondda Thomas: None.

Status of Lecturers and Senior Lecturers, Co-Chairs Ed De Iulio and Shannon Robert described their submitted report titled “Peer Institutions” and dated June 9, 2016. They received feedback from Senate’s Executive/Advisory Committees (EAC) that the first list of possible peer institutions were too geographically centered in the south and asked to consider benchmarking against Carnegie Research I High institutions, narrowed down to those without medical schools with a focus on land-grant universities.

Academic and Athletic Oversight Committee Chair Bob Brookover: None.

c. University Commissions and Committees: None.

7. Unfinished Business:

a. Proposed Faculty Manual policy changes to: *Part VII. Faculty Participation in University Governance, Section 2. Council on Graduate Studies (a-f)* were discussed at the beginning of the meeting prior to presentations.

b. Faculty Senate voted by paper ballot to fill senate-elected vacancies on select University committees/commissions.

8. New Business: None.

9. President's Report: None.

10. Announcements:

a. June 28 EAC is CANCELLED; Senate standing committee chairs should contact President Kurz with any questions

b. VP Lawton-Rauh announced that while the 2016-17 Senate's first meeting was just last month, there are only 7-8 committee meetings remaining until the next Senate transition meeting in April 2017.

Fall 2016 & Spring 2017 Senate Meeting Schedule

	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Senate	16*	13	11	10*	13	10	14	14	11	9	13	None
EAC	2*&30	27	25	15*	None	3*&31	28	28	25	30	27	None

* indicates deviation from typical Full Senate 2nd Tuesday or EAC last Tuesday meetings

11. Adjournment: Vice President/President-Elect Amy Lawton-Rauh adjourned the meeting at 3:45 p.m.

Neil Calkin, Secretary

Monica A. Patterson, Program Coordinator

Guests: Executive Vice President for Academic Affairs and Provost, Robert H. Jones; Associate Provost for Faculty Affairs, Ellen Granberg; Dean for Graduate Studies, Jason Osborne; Dean of Undergraduate Studies, John Griffin; Dean of Libraries, Maggie Farrell; Matt Bundrick, Web Developer, Creative Services; John Gouch, Media Relations; Director of Internal Communications, Jackie Todd; Chief of Police, Eric Hendricks; Immediate Past Senate President, Jim McCubbin; Faculty Representative to the Board of Trustees, Thompson Mefford; Faculty Manual Consultant and Parliamentarian, Fran McGuire; Ombuds for Faculty and Students, Gordon Halfacre; HR Director for Academic Affairs, Ale Kennedy; Faculty Senate Program Coordinator, Monica Patterson; Faculty Senate UPIC Interns: Wesley Hudson, David Sullivan, Marie-Charlotte Pierre

Absent Senators: Scott Pratt (AFLS); Paul Dawson (AFLS); Ufuk Ersoy (AAH); Sallie Hambright-Belue (AAH); Raquel Anido (AAH); Joe Mai (AAH); Alan Grubb (AAH); Katy Weisensee (BSHS); John Whitcomb (BSHS); Andrew Hannsen (Bus); Pamela Dunston (Edu); Abdul Khan (ECAS); Mark Schlautman (ECAS); Mary Beth Kurz (ECAS); John Wagner (ECAS); Hong Luo (Sci); Matt Macauley (Sci);

Alternates Present: Stephen Fitzmaurice (AAH); Rhondda Thomas (AAH); Jeff Hallo (BSHS); Hans Klar (Edu); Mark Blenner (ECAS); Chenning Tong (ECAS);

Absent Delegates: Eric Lapin (AAH); Caitlin Baker (BSHS); Jack Hopkins (Bus); Elaine Hiott (Edu); Olt Geiculescu (Sci); Krista Rudolph (Sci)

MINUTES
CLEMSON UNIVERSITY
FACULTY SENATE MEETING
May 10, 2016

1. Call to Order: The Faculty Senate Meeting was called to order at 2:30 p.m. by President Mary Beth Kurz. Program Coordinator, Monica Patterson introduced guests.
2. Approval of Minutes: None.
3. “Free Speech”: None.
4. University President James P. Clements thanked Senate for their service, even after the academic semester has ended. President Clements said he was able to congratulate over 3,200 students at May graduation ceremonies. He then opened the floor for a discussion. Senate members expressed concerns about losing faculty hires because of delays in Human Resources and news that the University does not have enough Full Time Employee (FTE) positions for hire needs. President Clements deferred to Provost Jones and Associate Provost for Faculty Affairs, Ellen Granberg who were present.
5. Executive Vice President for Academic Affairs and Provost, Robert H. Jones provided several updates, focusing on faculty concerns about the lack of state-approved FTE’s to hire faculty.
6. Special Order of the Day:
 - a. Director of Tiger One within the Division of Student Affairs, Stephen Robbins described the University’s initiative to convert and install a new electronic building access system over the next five years. All existing doors on existing systems (~900 doors) will be converted this summer 2017, while project phase II will include new doors to existing facilities (~400) and installation of system in existing facilities where currently without access control (~700 doors). The project includes approximately 120 buildings and 2000 doors on and off camps, for a one-time cost of \$5.9 million. Additional information can be found at: <http://www.clemson.edu/campus-life/campus-services/cupd/> and announced via Inside Clemson, http://blogs.clemson.edu/inside-clemson/inside-news/new-university-system-streamlinescampus-building-access/?utm_source=feed.
 - b. Clemson City Planner, Todd Steadman presented on the status of current construction projects in Clemson. Mr. Steadman prepared with a powerpoint presentation, City of Clemson: A snapshot of growth and opportunity, that was not projected during the meeting because of time, but later distributed via email to Faculty Senate. As a direct result of the increased enrollment at Clemson University, there are 2,500 student housing bedrooms currently under construction, not including Douthit Hills, with another 2,500 imminent and approximately 700,000 square feet of commercial space is under construction or planned.

Highlights included, by area: (1) between Palmetto Smokehouse and Esso Club, a boutique hotel, townhomes and Mello Mushroom with restaurant and apartments; (2) downtown includes new housing on Earle Street, College Avenue (including the old Astro Theater and Blue Heron Restaurant), Keowee Trail were will also have commercial development; and, (3) downtown will also get 70 new parking spaces. Mr. Steadman also described additions to the Lowes/Ingles area, Daniel side of the railroad underpass, highway 76/Art Center, Pendleton Road, Oconee Line. Utility investments include replacing aged water lines at various locations and replacing aged sewer lines that will not result in a rate increase next year.

Lastly, two feasibility studies are underway: (1) creation of hiking/biking trail that would connect the north and south Clemson Experimental Forests, following 18 Mile Creek, and (2) need for non-student housing. City Council is also evaluating short-term rental and gameday parking in residential neighborhoods.

c. Associate Vice Provost for Enrollment Management, Chuck Knepfle described the University's planning process for a strategic enrollment plan and answered Senate questions. AVP Knepfle will manage the Registrar's Office, Admissions Office, Student Financial Aid and other units to strategically lead various aspects of enrollment management. AVP Knepfle said that a new Director of Financial Aid will be announced this summer.

7. Committee Reports:

a. Faculty Senate Standing Committees:

Scholastic Policies Committee – Chair Jan Holmevik

Finance Committee – Chair Jennifer Ogle

Research Committee – Chair Dart Schmalz

Welfare Committee – Chair Katy Weisensee

Policy Committee – Chair Cassie Quigley

b. Faculty Senate ad hoc Committees:

Diversity and Inclusion Committee – Chair Rhondda Thomas

Status of Lecturers and Senior Lecturers – Co-Chairs Ed De Iulio and Shannon Robert

Academic and Athletic Oversight Committee - Chair Bob Brookover

c. University Commissions and Committees:

8. Unfinished Business: None.

9. New Business was not discussed, because of time constraints after several administrators presented and other special orders presenters provided updates.

a. Proposed Faculty Manual Changes: *Part VII. Faculty Participation in University Governance, B. Academic Council, 2. Council on Graduate Studies (a-f)*

b. Election of Senate/Faculty Representative to select University Commissions/Committees

10. President's Report: Immediate past Senate President, Jim McCubbin recognized 2014-15 Faculty Senate President, Antonis Katsiyannis as the 2016 Alan Schaffer Faculty Senate Service Award recipient.

The Alan Schaffer Faculty Senate Service Award (ASFSSA) recognizes exceptional service on behalf of the Faculty Senate. Created in 2006, this award commemorates the late Alan Schaffer who served as the Head of the Department of History for over thirty years. This year's recipient of the Alan Schaffer Faculty Senate Service Award will receive the framed word art print SERVE created by Allens' Creations and the book *Life, Death & Bialys: a Father/Son Baking Story* written about Dr. Schaffer, by his son Dylan Schaffer. Recipient names are added to a perpetual plaque hanging in the lobby of R.M. Cooper Library.

Dr. McCubbin, as chair of the 2016 ASFSSA, described Dr. Katsiyannis's service as long and distinguished. Dr. Katsiyannis served on and chaired numerous Senate committees, served as VP and then President in 2014-15. Dr. McCubbin not only thanked Dr. Katsiyannis for his service within Senate, but the quality of service that was felt across campus. During his time as Senate President, Dr. Katsiyannis was an advocate for Senate, faculty and many other constituent groups during a time of great transition at Clemson, including a new President, Provost, upper level administration, strategic plan and college reorganization.

11. Announcements:

- a. Look for survey scheduled for the fall, "optimal college town assessment"

Remaining 2016 Spring & Summer Senate Meeting Schedule

Senate: June 14, no meeting in July

EAC: May 31, June 28, no meeting in July

Fall 2016 & Spring 2017 Senate Meeting Schedule

	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Senate	16*	13	11	10*	13	10	14	14	11	9	13	None
EAC	2*&30	27	25	15*	None	3*&31	28	28	25	30	27	None

* indicates deviation from typical Full Senate 2nd Tuesday or EAC last Tuesday meetings

12. Adjournment: President Mary Beth Kurz adjourned the meeting at 4:30 p.m.

Neil Calkin, Secretary

Monica A. Patterson, Program Coordinator

Guests: University President, James P. Clements; Executive Vice President for Academic Affairs and Provost, Robert H. Jones; Director of Tiger One, Stephen Robbins; Clemson City Planner, Todd Steadman; Associate Vice Provost for Enrollment Management, Chuck Knepfle; Immediate Past Faculty Senate President, Jim McCubbin; Past Faculty Senate President, Antonis Katsiyannis; Faculty Representative to the Board of Trustees, Thompson Mefford; Faculty Manual Consultant and Parliamentarian, Fran McGuire; Faculty Senate Program Coordinator, Monica Patterson; Faculty Senate UPIC Interns: Wesley Hudson and David Sullivan; former UPIC Intern, Destinee Wilson

Absent Senators: Paul Dawson (AFLS), Pamela Dunston (Education), Ufuk Ersoy (AAH), Daryl Guffey (Business), Jan Holmevik (AAH), Joe Mai (AAH), Cassie Quigley (Education), Shannon Robert (AAH), John Whitcomb (BSHS)

Present Alternates: Mark Blenner (ECAS), Susan Cridland-Hughes (Education), Jeffrey Hallo (BSHS), Matthew Saltzman (Sciences), Rhondda Thomas (AAH)

Absent Delegates: Caitlin Baker (BSHS), Leigh Haltiwanger (Education), Jacks Hopkins (Business)

MINUTES
CLEMSON UNIVERSITY
FACULTY SENATE MEETING
August 16, 2016

1. Call to Order: The Faculty Senate Meeting was called to order at 2:34 p.m. by President Mary Beth Kurz.
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated May 10, 2016 and June 18, 2016 were approved as distributed.
3. “Free Speech”: None
4. Executive Vice President for Academic Affairs & Provost Jones: Provost Jones welcomed all faculty members back for the new school year and thanked the members of Faculty Senate for all the changes they made throughout last year.
5. Special Order of the Day: Dean John Griffin, Undergraduate Studies & Dr. Sue Whorton, Director, Academic Success Center presented the new format of CU 1000 for incoming first-year and transfer students. There are over 5,000 students enrolled in CU 1000 at this time. This is a pass/fail course that will be included on students’ transcripts but will not be calculated into their GPA. The purpose of the course is to introduce the incoming students to the resources available to them, Clemson’s community standards, and learning about different social identities so that the students will feel an increased sense of connection to the University and academic self-efficacy. In order to improve the focus and increase the affect of the program, each module of the course will assess the students’ knowledge of the previous information shown. These assessments will include content quizzes and end-of-course self-efficacy and sense of belonging questions.

The course modules will be broken down into online and in-person parts. The online modules are: Library Resources, Mission transition (aims to help students transition from home, inside and outside of the classroom), CU Ethos (aims to teach students how to make ethical decisions and exemplify Clemson’s core values), Title IX, and the University’s Student Code of Conduct. The in-person modules consist of Aspire training, Community Dialogue, Clemson Educational Profile, and the Summer Reading project.

Members and guests of Faculty Senate raised questions and concerns about: teaching time management and course completion curriculum oversight. Dr. Whorton informed the audience that a representative from each college, chosen by her, will review curriculum. A New Student Success Week will be held to focus on students who have failed CU 1000, excessive absences, and are doing poorly in more than two courses. Students below a 2.0 GPA will receive additional support and attention.

Dr. Whorton (whorton@clemson.edu) encouraged senate and other constituents to contact her with any additional suggestions.

6. Committee Reports:

a. Faculty Senate Standing Committees:

Scholastic Policies – Senator Alan Grubb reported on behalf of Committee Chair Jan Holmevik that the committee did not meet over the summer but will meet next week.

Finance – Committee Chair Jennifer Ogle reported that the committee has meetings scheduled this semester with Provost Jones and one with Vice Provost for Academic Finance, Frances Kennedy. The committee will meet next week.

Research – Committee Chair Dorothy Schmalz reported the committee will meet next Tuesday, August 23rd. The committee will also have a meeting with the Vice President for Research, Tanju Karanfil and Vice Provost for Faculty Affairs, Ellen Granberg.

Welfare – Committee Chair Katherine Weisensee outlined the submitted report dated August 3, 2016 saying that the committee worked on the Workload Adjustment Policy this summer and that they began their Mentoring Circles with an event on August 8th in which 60 faculty mentees and mentors attended.

Policy – Committee Chair Cassie Quigley reported the committee will meet next Tuesday August 23rd to review aspects of the Faculty Manual Part VII, 2 (e) Graduate Academic Grievance Committee.

b. ad hoc Faculty Senate Committees

Status of Lecturers & Senior Lecturers - Committee Co-Chair Edward De Iulio reported Scheduling time to meet August 23, 2016 at 2:30PM.

Diversity and Inclusion Committee – Committee Chair Rhondda Thomas reported that the committee is meeting next Wednesday, September 7th and that over the summer they developed three subcommittees: CU 1000, Inclusion and Equity, Recruitment, Retention and Mentoring.

Athletic & Academic Oversight Committee – Committee Chair Bob Brookover announced that the redesign of the Athletic Council includes four members and that they report to Dean Griffin, Undergraduate Studies and Director of Athletics, Dan Radacovich.

c. University Commissions and Committees: None

7. Unfinished Business: None

8. New Business: None

9. President's Report:

a. Please attend the new CU United Picnic August 17, 2016 11:00am – 2:00pm on Bowman

Field: Rain location is Harcombe Dining Hall; Sponsored by Inclusion and Equity Office and the Office of Student Affairs

a.b. Please consider donating to Clemson Forever Fund - Faculty Senate Endowment

established by the late Dr. Alan Schaffer (Amt. \$10,000); We are \$328.00 short of being fully funded to use earnings. This could fund the annual Senate President gift of a bobblehead and the “LEAD” word art print, instead of the Senate Office soliciting donations from current Senate. Senator Alan Grubb and former Senate President informed Senate that it was supposed to provide funds for Faculty activism and legal counsel, if needed.

10. Announcements:

a. The call for nominations for Class of '39 Award for Excellence was sent via email from the senate@clemsun.edu account to all faculty on September 1st. The deadline to submit nominations to the Provost, with all required signatures is October 18, 2016.

b. The next EAC meeting is scheduled for Tuesday, August 30th

c. The next Senate meeting is scheduled for Tuesday, September 13th in 118 Academic Success Center

11. Adjournment: President Mary Beth Kurz adjourned the meeting at 3:22 p.m.

Neil Calkin, Secretary

Destinee Wilson, Program Coordinator

Also present: Executive Vice President for Academic Affairs and Provost, Robert Jones; Dean of Undergraduate Studies, John Griffin; Director of Academic Success Center, Sue Whorton; Ombudsman for Faculty and Students, Gordon Halfacre; Faculty Manual Consultant & Parliamentarian, Fran McGuire; Faculty Representative to the Board of Trustees, Thompson Mefford; Immediate Past Faculty Senate President, Jim McCubbin; Staff Development Program Members: Kevin Hendricks, Adam Gies, Jodi Redlinger, and Harry Thomps; Faculty Senate Program Coordinator, Destinee Wilson; Faculty Senate UPIC intern, Marie-Charlotte Pierre

Absent Senators: Raquel Anido (AAH); Paul Dawson (AFLS); Sallie Hambright-Belue (AAH); Jan Holmevik (AAH); Scott Husson (ECAS); Hong Luo (Science); Joe Mai (AAH); Scott Pratt (AFLS)

Absent Delegates: Olt Geiculescu (Science); Leigh Haltiwanger (Education); Elaine Hiott (Education); Jacks Hopkins (Business)

Alternates Present: Jeffrey Hallo (BSHS); Matthew Saltzman (Science); Rhondda Thomas (AAH); Derek Wilmott (Libraries)

MINUTES
FACULTY SENATE MEETING
September 13, 2016

1. Call to Order: The Faculty Senate Meeting was called to order at 2:31 p.m. by President Mary Beth Kurz.
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated August 16, 2016 were approved.
3. “Free Speech”: None
4. Provost Jones:

Provost Jones presented to the Senate five changes and improvements that are being made across the university. The first change, College Reorganization, he discussed primarily the implementation of the new College of Science. The College of Science will engage in an independent audit to make sure that the college will have enough funding to last. Long Hall is going to be renovated to support the college’s staff space. The next improvement that Provost Jones discussed was the Promotion and Pay Raise Issue problem that was fixed for lecturers that move to senior lecturer status. Thirdly, during the discussion about the Strategic Enrollment plan, Provost Jones said that he believes that the university will grow slightly. The Board of Trustees have the decision on how the university increases or decreases throughout each academic year. The plan includes efforts to increase diversity in the categories such as in-state versus out-of-state, race, and gender. In order to make these changes the university will be calling upon members of Faculty Senate to give input on the plan. In order to improve diversity for faculty, training for all deans and chair of colleges will take place to learn about best hiring practices. The final improvement that Provost Jones discussed was the Tenure and Promotion Annual workshop that takes place. The plan through this workshop is to improve TPR and to invite both past and present TPR chairs for input to reflect on issues that happened last year and what can be done to improve the process.

5. Special Order of the Day:

a. Dean John Griffin, Undergraduate Studies & Dr. Katherine Perkins, Interim Director of Clemson Online: Canvas, New Course Management System

The presentation stemmed mainly from clemson.edu/canvas that provided information and calendar dates about the implementation about the new course management system, Canvas.

Blackboard will still be accessible for reference of old courses for faculty members. If a course does not migrate correctly from Blackboard to Canvas, then the instructor will have to make a request to get the course added to the system. Also, any workgroups that were previously on

Blackboard will have a similar system on Canvas for file sharing. No changes will be made to an instructor's courses without their permission.

- August 1–Choice of continuing to use Blackboard or Canvas
- August 17– Fall semester training for the program
- October 1–Bulk migration of Blackboard courses begin that will hopefully be completed by mid–November
- October 31–November 2: On–site training from Instructure

b. Dean Maggie Farrell, University Libraries: Research resources and support

Dean Farrell presented on the status of research material and budgets of the libraries across the university. The goal of the libraries is to have all university libraries transform to a research library system. The libraries want to develop more department centralized collections for professors and students to use for research on projects. The current collections budget for the libraries is 8.1 million dollars. Dean Farrell asked faculty members to notify the library of any gaps that are found in the collections in the library. Lastly, she mentioned that the library funded Dr. Mae C. Jemison for its 50th anniversary to speak at the August General Faculty Meeting and Convocation.

6. New Business: Policy Chair Cassie Quigley made a motion to suspend the rules to move New Business before committee reports. The motion was approved by the Senate.

a. Graduate Academic Grievance Committee (Part VII Section 2e)

This part of the Faculty Manual was being changed to match the language of the new college reorganization. This change includes the Libraries. The number '20' will be changed to the "amount represented from each college" so that the manual will not have to continue to be changed in the future if another college structure is amended. The revisions suggested to be made to Part VII Section 2e–Graduate Academic Grievance Committee were approved.

7. Committee Reports:

a. Faculty Senate Standing Committees:

Finance – Committee Chair Jennifer Ogle reported that the committee has meetings set up with the Provost and Vice President Kennedy to discuss financial policies going forth in the future, Human Resources looking into retirement accounts and differences between ORP and the State Retirement plan, and lastly another meeting with Provost Jones to discuss Salary disparity in gender and ethnicity

Policy – Committee Chair Cassie Quigley reported that committee is working on the Joint Appointment policy, Sabbatical network, and the Committee on Committees website

Research – Committee Chair Dorothy Schmalz reported that committee is working with the Vice President of Research, Tanju Karanfil to change the Research Council to the

Research Advisory Board. Vice President of Research, R. Larry Dooley proposed incentive ideas. Over the summer, the committee had a representative on the Intellectual Property and the Conflict of Interest committee. There are changes to the survey sent out by the Conflict of Interest committee that will need to be sent out again.

Scholastic Policies – Committee Chair Jan Holmevik reported that the committee had its first committee meeting on August 23rd and met with Dean Griffin and Dr. Katherine Perkins to discuss Clemson Online: Canvas Initiation. The committee has also been working on the Digital Literacy Initiative plan to implement this into General Education, and discussing the total number of credits that student are allowed to take. The Graduate Advisory committee will meet on September 16 and the committee is meeting again on September 14.

Welfare – Committee Chair Katherine Weisensee reported that the committee is working on the Faculty Mentoring circles and evaluation plan. The committee reviewed HR policies regarding policies (Dual Faculty Hiring Procedures and Family Support Accommodation Plan), talked about issues with the lactation centers on campus (expansion and accessibility), highlighted new family friendly policies, and discussed issues dealing with college reorganization specifically the College of Science.

b. *ad hoc* Faculty Senate Committees

Diversity and Inclusion- Committee Chair Rhondda Thomas reported that the committee talked with Melissa Cato about the Diversity and Inclusion training. The committee received an invitation to provide training to Lee Gill and the Human Resources office for the Inclusion and Equity training module. Lastly, the subcommittees are planning meetings with administrators and offices around campus to discuss their focus areas and action items will be reported on at the October 11th meeting.

- Status of Lecturers & Senior Lecturers- Committee Co-Chair Edward De Iulio reported that committee members met on August 22nd to begin developing questions and a plan of action to meet the committee's charge. Faculty manuals for various institutions are being located and saved for reference. Additionally, committee members are working with HR and institutional research to determine the best places within an institution to obtain the answers to the committee's questions. The committee is also looking at how to bound the task. Committee members met on September 5th to discuss further question development. The committee plans to meet again prior to the September 13th Faculty Senate meeting to finalize their questions.

Athletics & Academic Oversight-Committee Chair Bob Brookover reported graduation rates are improving across all sports at the university. Facilities projects and the ACC network will increase revenues for the university. Brookover attended the AAOC meeting that occurs monthly. It was also reported that some faculty members have been contacted directly about specific athletes. If this occurs, professors should not respond due to FERPA and should forward the email, name, and media outlet to Dean of Undergraduate Studies, John Griffin.

c. University Commissions and Committees: None

8. Unfinished Business: None
9. President's Report:
 - a. New Introduction to Part VII of the Faculty Manual

President Kurz reported that the information on committees, commissions, and councils of the university that are placed in the Faculty Manual are not up to date. The goal of this new introduction, as well as, the Shared Governance website is to eliminate any committee out of the Faculty Manual that does not fall directly under faculty jurisdiction. The new Committee on Committees will have a process to add or delete a committee. Each year every committee will have to submit a report that at minimum includes the committee's last meeting date and time. University wide search committee members, college and department bylaws, and TPR guidelines will also be included on the new website. If there are any comments, questions, or concerns, please submit these to President Kurz (mkurz@clemsun.edu) by the next full Senate meeting on October 11th.

10. Announcements:
 - a. The Gantt Multicultural Center will be having an open house on September 19 from 12PM-3PM in the Brackett 300 suite
 - b. Next EAC-September 27
 - c. Next Senate Meeting-October 11
 - d. On September 15(closing on the 30th) the JCUAB (Joint City and University Advisory Board) survey will be sent out to all Faculty and Staff which is the optimal college town assessment to gauge town-gown relations.
11. Adjournment: President Mary Beth Kurz adjourned the meeting at 4:22 p.m.

Neil Calkin, Secretary

Destinee Wilson, Program Coordinator

Also present: Provost, Robert Jones; Associate Provost for Faculty Affairs, Ellen Granberg; Dean of Undergraduate Studies, John Griffin; Interim Director of Clemson Online, Katherine Perkins; Dean of Libraries, Maggie Farrell; Staff Senate President, Deveraux Williams; CCIT representatives, Debra Charles and Billy Cook; Clemson Online representative, Johnathan Lashley; Ombudsman for Faculty and Students, Gordon Halfacre; Editorial Consultant, Fran McGuire; Faculty Representative to the Board of Trustees, Thompson Mefford; Immediate Past Faculty Senate President, Jim McCubbin; Faculty Senate Program Coordinator, Destinee Wilson;

Faculty Senate UPIC intern, Marie-Charlotte Pierre, Wesley Hudson, David Sullivan, Hannah Provost

Absent Senators: Raquel Anido (AAH); Paul Dawson (AFLS); Sallie Hambright-Belue (AAH); Jan Holmevik (AAH); Scott Husson (ECAS); Hong Luo (Science); Joe Mai (AAH); Scott Pratt (AFLS)

Absent Delegates: Olt Geiculescu (Science); Leigh Haltiwanger (Education); Elaine Hiott (Education); Jacks Hopkins (Business);

Alternates Present: Jeffrey Hallo (BSHS); Matthew Saltzman (Science); Rhondda Thomas (AAH); Derek Wilmott (Libraries);

MINUTES
CLEMSON UNIVERSITY
FACULTY SENATE MEETING
October 11, 2016

1. Call to Order: The Faculty Senate Meeting was called to order at 2:31 p.m. by President Mary Beth Kurz. UPIC Intern Hannah Provost introduced guests.
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated September 13 were approved.
3. “Free Speech”: None.
4. Executive Vice President & Provost Robert H. Jones: Provost Jones provided several updates. NSF ADVANCE Award is almost certainly to be announced soon, for 3.4 million dollars and focuses on minorities and women who are interested in gaining leadership roles in STEM. Faculty Search Committee training sessions for diversity have occurred. Monthly training sessions for department chairs include topics such as TPR and compensation. The Strategic Enrollment Plan will be presented to the Board of Trustees this week at the quarterly meeting. The committee and task force for this plan includes faculty from all colleges, deans, and administrators. The purpose of the plan is to cover all aspects of the academic side of the university including teaching, research, internships, etc. to engage undergraduate students. Provost Jones believes that our infrastructure is not efficient in holding our student body comfortably. Provost Jones discussed the impact of Hurricane Matthew on our campus areas in Charleston and other coast locations. Dr. Askew is going to these locations this week to look at the damage from the hurricane. Clemson is fulfilling the promise of having endowed professors (Duke Energy and Michelin Endowed Chairs are now at the university). MUSC Design Center, Coastal Recreation, CU-ICAR are increasing revenues in research and tuition dollars. It is important that our university has an urban strategy in order to compete with top institutions. This plan is for the next five years, but a master plan is also being created for the university. Business, chemistry, material science, and engineering are at the top of the list for needing new infrastructure. Decisions are being made if buildings should be renovated or if new buildings need to be built. The audits for the colleges are currently taking place.
5. Special Order of the Day: None
6. Committee Reports:
 - a. Faculty Senate Standing Committees:

Finance – Committee Chair Jennifer Ogle reported the committee will have a report of the meetings from VP Kennedy and Human Resources at the next full senate meeting. The committee is starting to fully understand the operational changes that will take place over the next year. The committee is looking at the Human Resources process with the redistribution process and other information that faculty have been asking for. The committee plans to focus on three topics moving forward: Enrollment Management Plan, tuition changes with Brett Dalton, and changeover of budget allotments to colleges.

Policy – Committee Chair Cassie Quigley reported about proposed changes in the Sabbatical Process regarding dates (See attached Part IX section H). The provost’s office was not keeping a list of sabbatical projects so the committee wants the provost to add this list to the webpage.

Part VII section : The Research committee made the first edits to this piece along with the VPR’s office. The Research Council would be changed to the Research Advisory Board because its purpose is to provide

guidance and not necessarily decision making. The proposed change included the templates that all Part VII committees will eventually follow. The next change would be to the committees administered by the Office of Research Compliance in which faculty members only have partial control but is mainly administered by the VP of research and on the federal level. The Intellectual Committee reports to the VPR and the information for the committee have been changed to the new template. The Research Grants Committee reports to the VPR and the numbers have changed to two regular faculty who will serve a three year term and one faculty from the library.

Research – Committee Chair Dorothy Schmalz met with VP Karanfil to discuss changes to the Faculty Manual and wants to change the Research Council to the Research Advisory Board. The VP confirmed that it is a one-time thing that the grants got denied at the university level and did not get sent out to the national grant committee. The committee is proposing that the Small Restricted Receipt project amount should be raised, and the VPR agreed that it should be raised. There will be continued discussions regarding a Research Incentive Proposal.

Scholastic Policies: Committee Chair Jan Holmevik reported that the committee met on Sept. 14. The council of Undergraduate Studies discussed that there was no enforcement to give a time frame for faculty members who give students incomplete grades. Dean Griffin said he would give out a letter to say that there was a 30-day limit into the next term. There will be a process to ask for an extension if deemed necessary. There was also discussion about how many credit hours students can take during the summer. The Student Body President, Joey Wilson, has talked about having a test moratorium for a whole week before finals. Chair Holmevik will meet with President Wilson to come to a resolution. Chair Holmevik is getting a Digital Literacy initiative launched with Dean Griffin and the General Education task force.

Welfare – Committee Chair Katherine Weisensee reported that the committee reviewed the COACHE results given from the Human Resources office and are planning to have written policies available to everyone via the Human Resources website. There needs to be more information about dual hire and tenure policies. There was a suggestion to allow spouses of faculty members to have access to the internal job board on the Human Resources pages. The committee will continue to monitor the childcare facilities and families with school-aged children. There is a need for additional lactation rooms. The committee is also exploring the option of phased retirement.

b. ad hoc Faculty Senate Committees

Diversity and Inclusion: Chair Rhondda Thomas reported that the committee met on October 4. The final report from the committee will come in February. In November, CDO Lee Gill will come to meet with the committee. The subcommittees have been meeting with various people to collect data. The committee believes that there is a fragmented approach amongst diversity initiatives which the committee hopes to centralize. The Provost is trying to find out how to find funding for these initiatives. The aim is to get a million dollars to recruit diverse faculty across the university. The committee wants to make sure that through the Diversity training that committee chairs and search committee chairs are sharing information with their faculty members. The committee shared concerns about faculty retention and mentorship, how to make Clemson attractive to diverse faculty, improving the training module, the effectiveness of online training versus in person training, and the longevity of diversity training. The committee has a concern about the faculty involvement in the CU 1000 course, deciding if the committee should be elected and not appointed, and removing the course from being just an extension of orientation.

Status of Lecturers and Senior Lecturers: Co-Chair Ed De Iulio reported that two universities have been assigned to each committee member to contact. The committee has given the questions to the university's

Institutional Research office who has distributed the questions to the R1, no-med schools who are part of the Southern University group.

Athletics and Academics Oversight: Chair Bob Brookover reported that the meetings for the committee were cancelled.

c. University Commissions and Committees:

- i. **Women’s Commission**: Chair Jennifer Ogle reported that there is a proposal sent in for childcare providers.
- ii. Chief Information Officer Search Committee is scheduling airport interviews for October 17th, 18th, and 19th.

7. Unfinished Business: None.

8. New Business:

a. Part IX Section H

The Senate voted to move the dates for Fall Sabbatical up by 30 days in the Faculty Manual. The changes were accepted unanimously.

b. Part VII Section F

The Senate voted to amend this section of Part VII to change the names of committees listed and remove the names of committees that are obsolete. The changes were accepted.

9. President’s Report: Senate President Mary Beth Kurz discussed the Part VII of the Faculty Manual, Committee on Committees and the Shared Governance website. The Faculty Manual should include only committees that are core to faculty concerns. All other committees would have to go before the Committee on Committees. President Kurz showed a template of what these committees would have to fill out to be considered active.

10. Announcements:

a. **Fall 2016 & Spring 2017 Senate and EAC Meeting Schedule**

	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Senate	16*	13	11	10*	13	10	14	14	11	9	13	None
EAC	2*&30	27	25	15*	None	3*&31	28	28	25	30	27	None

* indicates deviation from typical Full Senate 2nd Tuesday or EAC last Tuesday meetings

b. Faculty Advisor Positions for Student Organizations

c. Class of '39 Award Nominations Due on October 18

11. Adjournment: President Mary Beth Kurz adjourned the meeting at 4:14 p.m.

|

Neil Calkin, Secretary

Destinee Wilson, Program Coordinator

Guests: Provost, Robert Jones; Associate Provost for Faculty Affairs, Ellen Granberg; Dean of Undergraduate Studies, John Griffin; Staff Senate Representative for Staff Development Program, Shelly Geer; Ombudsman for Faculty and Students, Gordon Halfacre; Editorial Consultant, Fran McGuire; Faculty Representative to the Board of Trustees, Thompson Mefford; Immediate Past Faculty Senate President, Jim McCubbin; Past Faculty Senate President, Antonis Katsiyannas; Internal Communications Director, Jackie Todd; Faculty Senate Program Coordinator, Destinee Wilson; Faculty Senate UPIC intern, Marie-Charlotte Pierre, Wesley Hudson, Hannah Provost

Absent Senators: Raquel Anido (AAH); Mikel Cole (Education); Paul Dawson (AFLS); Pamela Dunston (Education); John Falta (ECAS), Alan Grubb (AAH); Sallie Hambright-Belue (AAH); Andrew Hanssen (Business); Scott Husson (ECAS); Alan Johnson (AFLS); Joe Mai (AAH); Scott Pratt (AFLS); Shannon Robert (AAH);

Absent Delegates: Olt Geiculescu (Science); Elaine Hiott(Education)

Alternates Present: Mark Blenner (ECAS); Matthew Saltzman (Science); Rhondda Thomas(AAH); Derek Wilmott (Libraries);

MINUTES
CLEMSON UNIVERSITY
FACULTY SENATE MEETING
November 10, 2016

1. Call to Order: The Faculty Senate Meeting was called to order at 2:37 p.m. by President Mary Beth Kurz. UPIC Intern, Hannah Provost, introduced guests.

2. Approval of Minutes:

3. “Free Speech”: None.

4. Executive Vice President & Provost Robert H. Jones: None

5. Special Order of the Day:

a. Strategic Enrollment Plan- Chuck Knepfle-Associate Vice President of Enrollment Management

Provost Jones asked Chuck Knepfle to compile a task force to put the Strategic Enrollment Plan together. The plan is to increase the number of in-state students, meet the University diversity goals, support all aspects of the ClemsonForward strategic plan, create global learning opportunities for students, enable academic departments to meet student demand, improve current faculty-to-student ratio, and ensure adequate classroom and lab space. Knepfle showed data of the enrollment plan currently. Clemson University falls at the bottom of graphs showing international student enrollment. Over ten years, the task force expects undergraduate student enrollment to be around 22,000. The benefits of this new enrollment plan is that it moves the size of the university into a more competitive stance. The goal of the plan is to protect and potentially add additional dimensions to the *Clemson Experience* as the university grows, ensure planned growth is resourced correctly, maintain an excellent town and gown relationship with the city of Clemson and surrounding communities.

6. Unfinished Business: None.

7. New Business:

a. Class of '39 Vote

The vote will be postponed because quorum was not reached at the meeting. The vote will happen electronically.

8. Committee Reports:

a. Faculty Senate Standing Committees:

Finance – No report given.

Policy – No report given.

Research – Committee Chair Dorothy Schmalz reported that there were no new updates since the committee did not meet.

Scholastic Policies- Committee Chair Jan Holmevik reported that the committee is focusing on student accommodation letters, test moratorium, and the task force for General Education. The committee is

concerned about the number of students seeking accommodation letters for tests and assignments. Specifically the committee is concerned about proctors, technology, and testing spaces that will be needed to support the mass influx. A representative from Student Disability Services and Dean Griffin came to the committee meeting to discuss how to create a plan to improve the relationships between faculty and students with accommodations. Dean Griffin’s goal is to create an exam center so that professors will not have to struggle to find locations to proctor tests. The second item that the committee is working on is the week-long test moratorium that Undergraduate Student Body President, Joey Wilson, is seeking to be implemented. The committee plans to meet with the Registrar’s office to discuss placing this in the schedule in the following years. Lastly, Chair Holmevik reported that he will be serving on the task force for General Education.

Welfare – Committee Chair Katherine Weisensee reported that the committee developed questions for Human Resources about faculty benefits. The website development process is moving forward. The committee talked about how to address the student enrollment plan and how that affects faculty members.

b. ad hoc Faculty Senate Committees

Status of Lecturers and Senior Lecturers- Committee Chair Ed De Iulio reported that 11 of 28 universities have responded to the committee. The committee will compile the data to present.

Diversity and Inclusion- Committee Member Derek Wilmont reported that the meeting with Chief Inclusion Officer Lee Gill is going to be postponed. The committee was also going to meet with Ellen Granberg that had to be postponed. The committee report will have a final report in February.

Athletics and Academics Oversight- Committee Chair Bob Brookover reported that the Athletic Council will have a new purpose statement that will be voted on in December and there will be a proposal to change the number of members that are on the Athletic Council.

c. University Commissions and Committees:

CIO Search-Open Forums for the candidates who will be coming onto campus located in the Self-Auditorium in the Strom Thurmond Institute

9. President’s Report: Senate President Mary Beth Kurz reminded everyone to continue sending comments on the Committee on Committees.

10. Announcements:

a. **Fall 2016 & Spring 2017 Senate and EAC Meeting Schedule**

	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Senate	16*	13	11	10*	13	10	14	14	11	9	13	None
EAC	2*&30	27	25	15*	None	3*&31	28	28	25	30	27	None

* indicates deviation from typical Full Senate 2nd Tuesday or EAC last Tuesday meetings

b.

11. Adjournment: President Mary Beth Kurz adjourned the meeting at 3:55 p.m.

Neil Calkin, Secretary

Destinee Wilson, Program Coordinator

Guests: Past Faculty Senate President, Antonis Katsiyannis; Faculty Representative to the Board of Trustees, Thompson Mefford; Faculty Manual Consultant and Parliamentarian, Fran McGuire; Ombudsman for Faculty and Students, Gordon Halfacre; Registrar, Debra Sparacino; Vice President of Enrollment Management, Chuck Knepfle; Faculty Senate Program Coordinator, Destinee Wilson; Faculty Senate UPIC Interns: Wesley Hudson, Hannah Provost, Marie-Charlotte Perrie

Alternates Present: Susan Cridland-Hughes (Education), Jeffery Hallo (BSHS), Derek Wilmott (LIB)

Absent Senators: Cassie Quigley (Education), Julia Brumaghim (E&S), Mikel Cole (Education), Pamela Duston (Education), John Falta (ECAS), Alan Grubb (AAH), Sallie Hambright-Belue (AAH), Scott Husson (ECAS), Alan Johnson (AFLS), Abdul Khan (ECAS), Hong Luo (Science), Joe Mai (AAH), Jennifer Ogle (ECAS), Scott Pratt (AFLS), Cassie Quigley (Education), Shannon Robert (AAH), Mark Schlautman (ECAS), Marieke Van Puymbreck (BSHS), Danny Weathers (Business), Andrew Wesolek (LIB)

Absent Delegates: Caitlin Baker (BSHS), Olt Geiculescu (Science), Leigh Haltiwanger (Education), Jacks Hopkins (Business), Krista Rudolph (ECAS)

MINUTES
CLEMSON UNIVERSITY
FACULTY SENATE MEETING
December 13, 2016

1. Call to Order: The Faculty Senate Meeting was called to order at 2:38 p.m. by President Mary Beth Kurz. Program Coordinator, Destinee Wilson, introduced guests.
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated October 11, 2016 and November 10, 2016 were approved.
3. “Free Speech”: None.
4. Executive Vice President & Provost Robert H. Jones reported that there are concerns about proper budgeting for each college. The College of Science has a deficit of about 1-2 million dollars. A skilled accountant has been brought in to audit each college’s budget. The first two will be the Colleges of Science and Business. The other issue is staffing in these colleges specifically in the College of Science. A Budget committee will be created and comprised of Provost Jones, VP Granberg, VP Kennedy, two CFOs, and a financial analyst. The Strategic Enrollment Plan must be approved by the Board of Trustees before any future plans can move forward. The university is looking to create new bridge programs especially focusing on transfer students.
5. Special Order of the Day:
Strategic Planning 101: Gerald Vander May, Director of University Planning-
He reported on the different additions and renovations shown throughout campus including a chapel, a tennis center, and a child care center. Newman Hall, the University Union, Daniel Hall, Martin Hall, Lehotsky Hall, and the Poole Agricultural building are listed as being buildings that need demolition or extreme renovation. Due to these changes, Highway 93 will see major delays for traveling. More information can be found at: www.clemson.edu/facilities/planning/

There was motion to move the New Business before the committee reports due to time constraints.
6. New Business:
 - a. Part IV Section B- The purpose of this part of the manual is to extend the tenure clock/probationary period. The criteria does not change for the candidate just the time period. There was a motion to discuss and vote for this section. There were comments about the language used that did not seem to be clear to all faculty members.
 - b. Part IV Section D- The section discusses the Official University Leave policy for faculty members. The issue is the many different types of leaves extended to faculty members across campus. VP Granberg wanted to see an addition to the manual including the unpaid official university leave.
 - c. Part VI D2- This section describes the general structure for search committees for academic administrators, and the proposed change is to allow the immediate supervisor to select any Clemson employee to serve in an advisory role. There was a motion, and it was approved.
7. Committee Reports:
 - a. Faculty Senate Standing Committees:
Finance – None

Policy – Committee Chair Cassie Quigley yielded her report time due to the policy changes being moved before committee reports in New Business.

Research – Committee Chair Dorothy Schmalz reported that the committee met with Tracy Arwood to talk about the lab closeout process especially dealing with a death or vacancy in the supervisor position. Research Safety taskforce is being created to talk about tragedies that have happened in labs in order to maintain safety for everyone using these labs.

Scholastic Policies- None

Welfare – Committee Member Julia Brumaghim reported that the committee has discussed the differences between health care coverage for faculty members at Clemson and other peer institutions. The university will cover breast pumps (starting January 1st), women preventative services, dental insurance increases and adoption services. The committee is also addressing the gaps in health coverage brought to the committee by other faculty members. There are no plans to fund wellness programs.

b. ad hoc Faculty Senate Committees

Diversity and Inclusion- Committee Chair Rhondda Thomas reported that the committee met with VP Granberg to discuss retention and create a comprehensive retention plan to be implemented by Fall 2017. The committee discussed faculty members completing exit interviews. The committee discussed the possibilities of helping spouses of faculty members to gain positions in non-clerical or academic work. The committee discussed campus climate especially due to the recent election of President-Elect Donald Trump.

Status of Lecturers and Senior Lecturers- Committee Co-Chair Ed De Iulio reported that the committee had a setback with retrieving their research information from the office of Institutional Research. The committee will continue to work to get information from different universities in order to make their full report.

Athletics and Academics Oversight- Committee Chair Bob Brookover reported that the committee had no report.

c. University Commissions and Committees:

a. IT committee sent recommendations to the President and the Provost about the search.

8. Unfinished Business: None

9. President’s Report: Senate President Mary Beth Kurz reported that she would still like to receive feedback on the Committee on Committees website. She reported that she and VP Lawton-Rauh will meet with AAUP leadership to discuss what is going on with issues such as the “Faculty Watchlist.” The goal is to discuss Faculty Senate’s role in sending correspondence about climate issues across campus. There was suggestion to have an open forum to allow a voluntary experience for faculty members.

10. Announcements:

a. **Fall 2016 & Spring 2017 Senate and EAC Meeting Schedule**

	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Senate	16*	13	11	10*	13	10	14	14	11	9	13	None
EAC	2*&30	27	25	15*	None	3*&31	28	28	25	30	27	None

11. Adjournment: President Mary Beth Kurz adjourned the meeting at 4:10 p.m.

Neil Calkin, Secretary

Destinee Wilson, Program Coordinator

Guests: Executive Vice President for Academic Affairs and Provost, Robert H. Jones; Director of University Planning and Design, Gerald Vander Mey; Immediate Past Faculty Senate President, Jim McCubbin; Faculty Representative to the Board of Trustees, Thompson Mefford; Faculty Manual Consultant and Parliamentarian, Fran McGuire; Ombuds for Faculty and Students, Gordon Halfacre; Emeritus College Representative, Dan Warner; Faculty Senate Program Coordinator, Destinee Wilson

Alternates Present: Jeffrey Hallo (BSHS); Matthew Saltzman (COS); Charles Weiss (COB); Derek Wilmott (Libraries)

Absent Senators: Paul Dawson (AFLS); Alan Grubb (AAH); Sallie Hambright-Belue(AAH); Andrew Hansen (COB); Jan Holmevik (AAH); Alan Johnson (AFLS); Gerald Lehmacher (COS); Hong Luo (COS); Joe Mai (AAH); Jennifer Ogle (ECAS); Scott Pratt (AFLS); Shannon Robert (AAH; Marieke Van Puymbreck (BSHS)

Absent Delegates: Caitlin Baker (BSHS); Su-I Chen (AAH); Olt Geiculescu (COS); Leigh Haltiwanger (Education); Jacks Hopkins (COB)

MINUTES
CLEMSON UNIVERSITY
FACULTY SENATE MEETING
January 10, 2017

1. Call to Order: The Faculty Senate Meeting was called to order at 2:31 p.m. by President Mary Beth Kurz.
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated December 13, 2016 were approved as distributed.
3. “Free Speech”: None.
4. Executive Vice President & Provost Robert H. Jones: None
5. Special Order of the Day:
a. Grievance Board Annual Report-Rachel Mayo, 2016 Grievance Board Chair:

Dr. Mayo discussed the current grievance process. She then discussed the breakdown of grievances throughout 2016-Grievance I or Grievance II. There were three grievances heard by the board in 2016. Graphs of demographical information was also shared for each grievance from 2012-2016. The Board is working to revise the grievance process in order to align with state government policies.

7. Unfinished Business: None.
8. New Business:
a. 2017 Grievance Board Ballot

The 2017 Grievance Board was elected through a secret ballot vote.

- b. Centennial Professorship Review Committee Nominations

A call for nominations was made by President Kurz. The nomination period will be open until the February 14, 2017 full Senate meeting.

6. Committee Reports:
a. Faculty Senate Standing Committees:
Finance –None.

Policy –Committee Chair Danny Weathers reported that the committee will be working to craft language dealing with Part IV of the Faculty Manual. Department and college assessment committees will be formed in conjunction with the Welfare committee.

Research – Committee Chair Dart Schmalz reported that the committee had not met since the last meeting.

Scholastic Policies: Committee Chair Jan Holmevik reported that the committee will be working on a new initiative with Dean Griffin on revision of General Education.

Welfare –Committee Chair Katy Weisensee reported that the committee had not met since the last meeting.

b. ad hoc Faculty Senate Committees

Diversity and Inclusion, Chair Rhondda Thomas: The committee will begin working on the report to present in March.

Status of Lecturers and Senior Lecturers, Co-Chairs Edward De Iulio and Shannon Robert: Committee Chair Ed De Iulio reported that the committee had not met since the last meeting.

Athletics and Academics Oversight, Chair Bob Brookover: None.

c. University Commissions and Committees: None.

9. President’s Report: President Kurz reminded the senate to RSVP for the Class of ’39 Award ceremony and reception.

10. Announcements:

a. **Fall 2016 & Spring 2017 Senate and EAC Meeting Schedule**

	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Senate	16*	13	11	10*	13	10	14	14	11	9	13	None
EAC	2*&30	27	25	15*	None	3*&31	28	28	25	30	27	None

* indicates deviation from typical Full Senate 2nd Tuesday or EAC last Tuesday meetings

11. Adjournment: President Mary Beth Kurz adjourned the meeting at 2:54 p.m.

Neil Calkin, Secretary

Destinee Wilson, Program Coordinator

Guests: Dean of Undergraduate Studies, Dr. John Griffin; Associate Provost for Faculty Affairs, Ellen Granberg; Past Faculty Senate President and Emeritus College Representative, Dan Warner; Immediate Past Faculty Senate President, Jim McCubbin; Past Faculty Senate President, Antonis Katsiyannis; Faculty Manual Consultant and Parliamentarian, Fran McGuire; Ombudsman for Faculty and Students, Gordon Halfacre; 2016 Grievance Board Chair, Rachel Mayo; Staff Senate President-Elect, Leigh Dodson; Faculty Senate Program Director, William Everroad; Faculty Senate Program Coordinator, Destinee Wilson

Alternates Present: Roxanne Amerson (BSHS), Jeffrey Hallo (BSHS), Hans Klar (Education), Rhondda Thomas (AAH)

Absent Senators: Raquel Anido (AAH), Julia Brumaghim (CoS), Paul Dawson (AFLS), Pamela Dunston (Education), John Falta (ECAS), Alan Grubb (AAH), Sallie Hambright-Belue (AAH), Andrew Hanssen (Business), Joe Mai (AAH), Jennifer Ogle (ECAS), Scott Pratt (AFLS), Cassie Quigley (Education), Shannon Robert (AAH), Hugh Spitler (BSHS), John Whitcomb (BSHS)

Absent Delegates: Caitlin Baker (BSHS), Heather Brooker (Education), Robert Brookover (BSHS), Su-I Chen (AAH), Eric Lapin (AAH), Jonathan Maier (ECAS)

MINUTES
CLEMSON UNIVERSITY
FACULTY SENATE MEETING
February 14, 2017

1. Call to Order: The Faculty Senate Meeting was called to order at 2:31 p.m. by President Mary Beth Kurz. UPIC Intern, Wesley Hudson, introduced guests.
2. Approval of Minutes: The Faculty Senate Meeting Minutes dated January 10, 2017 were approved as distributed.
3. “Free Speech”: None.
4. Executive Vice President & Provost Robert H. Jones reported about the findings of the CU 1000 course. He also talked about the travel ban executive order enforced by President Trump. The university has planned for dialogues to discuss the effects of the executive order on our campus. He reported that the Office of Global Engagement, CUPD, and the office of Student Affairs are working together to create counseling sessions for international students who may be facing difficulties across campus. The office of Global Engagement is going to meet with deans of college in order to discuss graduate student recruitment and engagement. Provost Jones, on behalf of the university, gave a statement showing support and appreciation to all international faculty and students.
5. Special Order of the Day: Kirsten Dean, OER Librarian, reported about the price of textbooks and how they are affecting students across campus. The price of textbooks has risen three times due to the rate of inflation. 65% to 85% of students are not actually buying the required textbooks because they cannot afford them. Some solutions that were offered were to make textbooks freely and instantly available to students without expiring, authors can choose at what level their rights are protected, and the work are peer-reviewed and written by experts and is customizable by faculty and students. OER stipend will be given to a faculty member from each college who would be willing to transition to OER learning. These projects can be funded by the university itself and non-profits (Gates, Hewlett, etc.). Schools such as Virginia Tech, Duke, Florida State, etc. have joined on to participate in Open Enrollment Resources. Faculty members retain the freedom to choose their own course texts.
6. Committee Reports:
 - a. Faculty Senate Standing Committees:
 - Finance – Committee Chair Jennifer Ogle reported that the committee is waiting to hear results from the Salary Equity Study.
 - Policy – Committee Chair Danny Weathers reported that there would be a discussion and vote in New Business on Part IV Section B of the Faculty Manual.
 - Research – Committee Chair Dorothy Schmalz reported that the committee met with VP Karanfil during the January meeting to discuss the Research Advisory committee and they are still working on small restricted receipts, and the federal gag orders.
 - Scholastic Policies – Committee Chair Jan Holmevik reported that the committee is working on student accommodations, graduate student concern about lack of mentoring and resources for the students.

Welfare – Committee member John Whitcomb reported that the committee met with President Clements to discuss Family and Worklife balance and university/local school calendar alignments, Human Resources addressing gaps in coverage, faculty workload, and faculty mentoring.

b. ad hoc Faculty Senate Committees

Diversity and Inclusion- Committee Chair Rhondda Thomas reported that the committee is working on their final report for Senate in March.

Status of Lecturers and Senior Lecturers- Committee Chair Ed de Iulio reported that the committee had two meetings last week and are working on the final report for next month.

Athletics and Academics Oversight- Committee Chair Bob Brookover reported that the vote for the reduction of the AAOC will happen in March.

c. University Commissions and Committees: Academic Council met and discussed policies pertaining to Global engagement. Jason Osborne proposed a more inclusive discrimination clause.

7. Unfinished Business: None.

8. New Business:

a. Part IV Section B

Rationale for Change: Changes to procedures for extending the probationary period made it clear that some faculty members who had extended their probationary period were not being fairly reviewed (i.e., publications not counting during the extension year, held to a higher standard of review, and/or receiving reviews that denoted leave was seen as an unproductive year). The policy committee added language to clarify Section B in two places, including sentences emphasizing that reappointment/promotion criteria do not change based on the number of years of the probationary period.

There was a motion to amend the draft by removing “tenure-track”. The motion was withdrawn. There was a motion to delete “Factors...positions”. The vote was to keep the sentence. Then, there was motion to vote on the original document. The edits were voted on and accepted by the Senate.

b. Presentation of EAC Senate Officers

For Vice President/President Elect, Jan Holmevik and Katherine Weisensee have been nominated. There are no current nominations for Secretary. Nominations are open until the March election. There is a minimum requirement of two people for each officer position.

c. Centennial Professorship Review Committee Vote

The Senate voted through secret ballot for the five members of the 2017 Centennial Professorship Review Committee.

9. President’s Report: Senate President Mary Beth Kurz reminded lead senators about college elections for the 2017-2018 term.

10. Announcements:

a. **Fall 2016 & Spring 2017 Senate and EAC Meeting Schedule**

	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Senate	16*	13	11	10*	13	10	14	14	11	9	13	None
EAC	2*&30	27	25	15*	None	3*&31	28	28	25	30	27	None

* indicates deviation from typical Full Senate 2nd Tuesday or EAC last Tuesday meetings

b. The CCIT log-in change will require a two-factor authentication to access any portal from Clemson’s university website.

c. Class of ’39 Award Ceremony and Reception-**Today**

11. Adjournment: President Mary Beth Kurz adjourned the meeting at 4:38 p.m.

Neil Calkin, Secretary

Destinee Wilson, Program Coordinator

Guests: Robert Jones, Executive Vice President of Academic Affairs and Provost; John Griffin, Dean of Undergraduate Studies; Ellen Granberg, Associate Provost for Faculty Affairs; Gordon Halfacre, Ombudsman for Faculty & Students; Fran McGuire, Faculty Manual Consultant & Parliamentarian; Thompson Mefford, Faculty Representative to the Board of Trustees; Deveraux Williams, Staff Senate President; Jim McCubbin, Immediate Past President; Kirsten Dean, OER Librarian; William Everroad, Faculty Senate Program Director; Destinee Wilson, Faculty Senate Program Coordinator; Wesley Hudson, UPIC Intern; David Sullivan, UPIC Intern; Christopher Sullivan, UPIC Intern; Marie-Charlotte Pierre, UPIC Intern; Leigh Dodson, Staff Senate President-Elect; Josh Morgan, Libraries and President’s Task Force; Ale Kennedy, Director of Human Resources for Academics; Maggie Farrell, Dean of Libraries; Karon Donald, Staff Senate Program Coordinator; Sharon Nagy, Vice Provost for Global Engagement; Dan Warner, Representative of the Emeritus College; Kathy Glenn, Staff Development Program; Elise Schnabel, Student Development Program

Alternates Present: Jeffrey Hallo (BSHS), Matthew Saltzman (Science), Rhondda Thomas (AAH), Derek Wilmott (Libraries)

Absent Senators: Mikel Cole (Education), Paul Dawson (AFLS), Alan Grubb (AAH), Andrew Hanssen (Business) SABBATICAL, Alan Johnson (AFLS), Joseph Mai (AAH) SABBATICAL, Scott Pratt (AFLS), Cassie Quigley (Education) SABBATICAL, Shannon Robert (AAH), Mark Schlautman (ECAS), Katherine Weisensee (BSHS)

Absent Delegates: Elaine Hiott (Education), Eric Lapin (AAH), Krista Rudolph (Scholastic Policies)

MINUTES
CLEMSON UNIVERSITY
FACULTY SENATE MEETING
March 14, 2017

Call to Order: The Faculty Senate Meeting was called to order at 2:32 p.m. by President Mary Beth Kurz. Wesley Hudson, UPIC Intern introduced guests.

William Everroad was appointed as parliamentarian by President Mary Beth Kurz.

Approval of Minutes: The Faculty Senate Meeting Minutes dated February 14, 2017 were approved as distributed.

There was a motion to move New Business ahead of committee reports while a quorum was present.

New Business:

- a. President Kurz answered questions and explained Part VII section by section. There was a motion to approve the first section. 26-0-1
 - b. Change 2: No debate. There was a call to question. A vote was made 25-2-1.
 - c. Change 3: No debate. There was a call to question. A vote was made 26-0-1
 - d. Change 4: No debate. There was a call to question. A vote was made 27-0-1.
 - e. Change 5: There was discussion. There was a call to question. A vote was made 28-0-0.
 - f. Change 6: No debate. There was a call to question. A vote was made 28-1-0
 - g. Change 7: No debate. There was a call to question. A vote was made 27-1-0.
- There was a point of order by Senator Schmalz to approve sections 8-13 and a motion was made. The vote was to consider sections 8-13 altogether 28-0-0. There was a motion to adopt sections 7a-g. 29-1-0.
- h. There was a motion to consider change 8 by itself. There was discussion about concern of Graduate Council and its representation.
 - a. There was a point of information to amend or table this section. There was a motion that this section be tabled. There was a call to question to table. The vote was 24-4-2.
 - i. There was a motion to consider sections 8a-13. There was discussion. There was a call to question. A vote was made 26-1-1.
 - j. There was a motion to adopt changes 8a-13 as submitted. There was no debate. A vote was made 29-0-2.

Part VII excluding section 8 was accepted.

B. Senate Elections

- The two candidates for President-Elect/ Vice President, Katherine Weisensee (BSHS) and Jan Holmevik (AAH), presented their speeches to the body for consideration. The chair asked if there were any other nominations from the floor. There were none.
- The candidate for Secretary, Jennifer Ogle (ECAS), gave her to the body for consideration. The chair asked if there were any other nominations from the floors. Alan Grubb (AAH) entered his name for consideration and also gave a speech for the body to consider.

“Free Speech”: None.

Executive Vice President & Provost Robert H. Jones: None

Special Order of the Day: None

Unfinished Business: None.

Committee Reports:

a. Faculty Senate Standing Committees:

Finance – Committee Member John Wagner reported about the Defined Benefits Plan. The committee has been asking questions about the State ORP back in the fall. Most of the younger untenured faculty are going with the ORP program as well. The state is asking institutions and use of property tax to raise their contributions to their employees. The committee has also been tracking the Faculty Equity study and awaiting final confirmation of a meeting with the Provost to discuss fund distribution to colleges.

Policy – Committee Chair Danny Weathers reported that the committee will now work on looking at the Grievance procedures in the Faculty Manual in accordance with state legislation, inserting the Athletic and Academic Oversight Committee to the Faculty Manual, and the compilation of the Graduate Council.

Research – Committee Chair Dorothy Schmalz reported that Thompson Mefford discussed with the committee how different research incentives are being evaluated across campus. He is working with the Board of Trustees to reintroduce the scholarship dinner. The committee also received updates on the Research Safety Task Force.

Scholastic Policies- Committee-Chair Jan Holmevik reported that the committee will meet tomorrow (March 15). The committee will mainly focus on Graduate Student forgiveness policy and receiving the same rights to tutoring as undergraduates do. The Graduate Student Government has passed legislation discussing these matters. The committee also is researching the correlation between CU 1000 grades and graduation failure rates. Dean Griffin will be at the meeting to discuss this.

There was a question and discussion about academic forgiveness.

Welfare – Committee Chair Katherine Weisensee reported that the committee had a meeting with Denise Anderson to discuss the grant award for 2.7 million dollars. The grant looks at the underrepresentation of women in leadership roles and in applicant pools at Clemson. There is a one-hour program called Tiger Advocates for male faculty to go through a bias training to on March 30th and 31st. NSF has provided funding for this type of training in STEM fields.

b. ad hoc Faculty Senate Committees

Diversity and Inclusion, Chair Rhondda Thomas:

Chair Rhondda Thomas gave the final recommendations from the committee. The committee's recommendations including improvements in the following areas: CU 1000; Faculty Recruitment, Retention and Mentoring; Inclusion, Equity Training, and Education. The committee also gave recommendations directly pertaining to the Senate including the continuation of the committee and the diversity and inclusion goals for the body.

There was a motion to accept these recommendations and send them to the appropriate committee. There was a discussion. There was a call to question. There was a vote 28-0-0.

*The full presentation is at the end of the minutes.

Status of Lecturers and Senior Lecturers, Co-Chairs Edward De Iulio and Shannon Robert:

The committee’s final report and recommendations from the committee’s findings (Look at slideshow)

Committee Co-Chair Ed De Iulio thanked Fran McGuire and Jeremy King for their assistance with the committee. He showed the list of schools that they researched. He showed that most schools’ surveys had 3-4 tiers for lecturers where Clemson only has two. He showed four AAUP Recommendations. The committee finds that there really is no consistency for these rules across higher education institutions. The committee submitted recommendations and barriers pertaining to rank and structure, governance, and curriculum.

There was a motion to take these recommendations and changes to forwarded to the Policy committee.

There was a call to question. A vote of 29-0-0.

*The full presentation is at the end of the minutes.

Athletic and Academic Oversight- Chair Bob Brookover reported the discussion of athlete-only classes. He recommended that this community should not be discussing student grades and academics outside of Vickery Hall faculty and staff. He also announced that three women soccer players (Public Health majors) were awarded an ACC scholarship for graduate studies. Deshaun Watson was an honorary recipient of that award.

- c. University Commissions and Committees: CIO Search Committee-The first round of the search concluded in failure. The committee will not be starting from the beginning in the second round, but they are not sure of details about the continuation of the search. According to President Clements, it is not a failed search.

President’s Report: Senate President Mary Beth Kurz announced that Jan Holmevik will be the President-Elect and Jennifer Ogle will be the Secretary for the 2017-2018 term.

Announcements:

a. **Spring2017 & Fall2017 Senate and EAC Meeting Schedule**

	April	May	June	July	Aug	Sept	Oct	Nov	Dec			
Senate	11	9	13	None	15*	12	10	14	12			
EAC	25	30	27	None	29	26	31	28	26			

- 11. Adjournment: There was a motion to adjourn. President Mary Beth Kurz adjourned the meeting at 4:13p.m.

Neil Calkin, Secretary

Destinee Wilson, Program Coordinator

Guests: Dean of Undergraduate Studies, Dr. John Griffin; Immediate Past Faculty Senate President, Jim McCubbin; Faculty Representative to the Board of Trustees, Thompson Mefford; Faculty Manual Consultant and Parliamentarian, Fran McGuire; Ombuds for Faculty and Students, Gordon Halfacre; University Facilities/Staff Development, Keith Jones; Faculty Senate Program Director, William Everroad; Faculty Senate Program Coordinator, Destinee Wilson; Faculty Senate UPIC Interns: Wesley Hudson, Marie-Charlotte Pierre, C. Aaron Sullivan, and David Sullivan

Alternates Present: Jeffrey Hallo (BSHS), Matthew Saltzman (Science), Jason Thatcher (Business), Rhondda Thomas (AAH),

Absent Senators: Paul Dawson (AFLS), Andrew Hanssen (Business), Alan Johnson (AFLS), Joe Mai (AAH), Cassie Quigley (Education), Shannon Robert (AAH),

Absent Delegates: Catlin Baker (Policy), Allison Whitehouse (AAH)

FACULTY SENATE'S AD HOC COMMITTEE ON DIVERSITY AND INCLUSION REPORT

TUESDAY, 14 MARCH 2017



CU 1000



1. Membership on the CU 1000 committee follow the protocols outlined in the Faculty Manual. (submit the CU Interdisciplinary Curriculum Committee to the FS Committee on Committees, if the Part VII revision passes)
2. Explore options for CU 1000 as a credit course taught by faculty within each discipline or college as part of new General Education requirements. (John Griffin and FS Scholastic Policies Committee)
3. Involve faculty in the development of the curriculum for the Summer Reading facilitator training and the Community Dialogue module. (John Griffin and FS Scholastic Policies Committee)
4. Summer Reading assignments should be evaluated rather than simply collected and thrown away. Select books that reflect the intellectual merit for a first-year book. (John Griffin and FS Scholastic Policies Committee)

CU 1000, CON'T.

5. Determine the connection between completion of CU 1000 and graduation rates. (John Griffin and Scholastic Policies Committee)
6. Measure the effectiveness of Community Dialogues on fostering a more diverse, inclusive, and welcoming environment at Clemson University. A research assistant could be assigned for purposes of monitoring effectiveness. (John Griffin and Scholastic Policies Committee, Assessment Committee)
7. During review of CU courses, revise curriculum to ensure that each course reflects efforts to improve diversity and inclusiveness content and determine which courses need to be deleted. (Sue Whorton, CU Interdisciplinary Curriculum Committee, FS Scholastic Policies Committee)

FACULTY RECRUITMENT, RETENTION, AND MENTORING



1. Improve the current Office of Institutional Research dashboard to include faculty ethnicity and race on the University's Mini Factbook website. (Office of Institutional Research).
2. Develop a central clearinghouse for university-wide diversity and inclusion initiatives. (Office of Inclusion and Equity [OIE] in collaboration with the Provost Office).
3. Establish a consistent exit interview process that disseminates collected and analyzed data to the Colleges and/or Departments. This should include a follow-up interview 1-2 years after leaving. (Human Resources)
4. Devote a central location for faculty recruitment and retention documentation. (Human Resources)

FACULTY RECRUITMENT, RETENTION, AND MENTORING, CON'T

5. Explore eldercare options for faculty and their families. (Provost Office with support of Human Resources)
6. Establish child care options for faculty and their families. (Provost Office with support of Human Resources.)
7. Expand spousal hiring initiatives and support staff to include: spouses / partners who are looking for generic staff positions; spouses / partners who are non-academic professionals; and faculty members who come to Clemson without a partner, but later marry or establish a civil union. (Provost Office with support of Human Resources)



INCLUSION & EQUITY TRAINING & EDUCATION

1. The OIE provide face-to-face diversity and inclusion education and training that addresses and responds to race, gender, LGBTQ, disability, and religion issues as they play out on campus and on the national and international stages.
2. Three entities seemed poised to assume responsibility for delivering, evaluating, and acting upon diversity and inclusion education and training: 1) the OIE itself, 2) an academic institute for leadership and diversity under development at the OIE, and 3) the recently formed committee for diversity and inclusion co-chaired by OIE Director Lee Gill and Provost Bob Jones.
 1. We recommend that the OIE establish an organization chart that maps how these entities interrelate and that shows how training results and concerns will be communicated and turned into effective changes.



ADDITIONAL RECOMMENDATION – I

Future state of Ad Hoc Committee

- I. The Faculty Senate ad hoc committee on Diversity and Inclusion should be re-created each year as an ad-hoc committee.
- I. A member of the inclusion and equity committee co-chaired by Lee Gill and Provost Bob Jones be appointed as a member of this ad hoc committee.

ADDITIONAL RECOMMENDATIONS – 2

Develop diversity and inclusion goals for the Faculty Senate

1. Recruit faculty of color to run for Faculty Senate seats each year.
2. Ensure consistent diversity of Faculty Senate interns.
3. Provide equity and inclusion education and training for Faculty Senate during orientation each year that is selected by the Senate.

Status of Lecturers and Senior Lecturers

Raquel Anido (S), Paul Dawson (S), Ed De Iulio (D),
Pamela Dunston (S), Abdul Khan (S), Eric Lapin (D),
Thompson Mefford (FR-Trustees), Shannon Robert (S)

Purpose

This report is respectfully submitted to satisfy Faculty Senate's charge to the ad hoc Committee on the Status of Lecturers and Senior Lecturers issued on 17 Feb 2016.

Overview

- ▶ Committee Charge
- ▶ Approach
- ▶ Survey Results
- ▶ AAUP Recommendations
- ▶ Committee Recommendations
- ▶ Barriers to Recommendations

Committee Charge

- ▶ Investigate status of lecturers, senior lecturers, and similar ranks at peer institutions
- ▶ Peer institutions approved by EAC
- ▶ Elements to investigate:
 - Participation in Faculty Senate and similar bodies
 - Participation in college and university-level curriculum committees
 - Policies and procedures for appointment, reappointment, and promotion at department, college, and university levels
- ▶ Develop recommendations based on findings
- ▶ Identify barriers to achieving recommendations

Approach

- ▶ Proposed list of institutions to EAC
- ▶ EAC approved list of institutions - R1 No Med Schools
- ▶ Committee developed list of questions
- ▶ Committee members contacted institutions for answers
 - Attempted to contact university officials
 - Where possible, when institutions did not reply, committee members searched institution web site for answers (Faculty Manuals, curriculum committee information, etc.)

Peer Institutions Surveyed

Arizona State	Purdue	U of Central Florida
Colorado State	Texas A&M	U of Delaware
Georgia Tech	U of Albany, SUNY	U of TX, Austin
Iowa State	U of AL, Huntsville	Washington State
Montana State	U of CA, Santa Barbara	
North Dakota State	U of CA, Santa Cruz	

Rank and Structure

- ▶ Ranks
 - Survey – Half have 2 levels and half have 3 or 4 levels
 - Clemson – two level system
- ▶ Promotion Interval
 - Survey – Mostly 4 to 6 years between promotion eligibility
 - Clemson – 4 years
- ▶ Who does evaluations:
 - Appointment – Search committee
 - Reappointment – Mostly the department chair
 - Promotion – Equally divided between the chair and committees
 - Clemson – Committees for all three evaluations

Rank and Structure

- ▶ Lecturer participation in appointment, re-appointment and promotion
 - Survey – mostly “No” for all three levels
 - Clemson – appointment – mostly “Yes”
 - Clemson – re-appointment and promotion - split
- ▶ Criteria for promotion
 - Survey – Includes combinations of teaching excellence, student evaluations, service, academic advising, and in one instance includes grant writing, scholarly activities, and peer evaluations
 - Clemson – Primarily teaching, departments may or may not include service

Rank and Structure

- ▶ Specified salary increase with promotion
 - Survey –
 - 8 institutions – “No”
 - 3 institutions – “Yes”
 - 5 institutions – no information
 - Clemson – varies, no stated rule

Faculty Governance

- ▶ Faculty Senate Participation and Voting
 - Survey:
 - 8 – “Yes”, with voting privileges
 - 6 – “No”
 - Clemson: “Yes” without voting privileges
- ▶ Restrictions in Faculty Senate Work
 - 4 of 8 institutions had no restrictions
 - Of the four institutions with restrictions, memberships is limited to some committees
 - Clemson – participates in committees but cannot vote

- ▶ Voting in University Curriculum Committee
 - Survey – split between institutions
 - Clemson – “No”
- ▶ Voting in College Curriculum Committee
 - Survey – split between institutions
 - Clemson – “No”
- ▶ Proposing new courses and programs
 - Survey – split between institutions
 - Primary take away – while NTT could champion proposals, TT would carry them forward
 - Clemson – varies at department level

AAUP Recommendations

- ▶ “Faculty members who hold contingent appointments should be afforded responsibilities and opportunities in governance similar to those of tenured and tenured track colleagues.”
- ▶ “All members of the faculty should be eligible to vote in all elections for college and university governance bodies on the basis of one person, one vote.”

AAUP Recommendations

- ▶ “While faculty in contingent appointments may be restricted from participating in the evaluation of tenured and tenured-track faculty, they should have the opportunity to contribute to the evaluation of contingent faculty.”
- ▶ “Faculty holding contingent appointments should be compensated in a way that takes into consideration the full range of their appointment responsibilities, which should include service.”

Motivation for Change

▶ Clemson Forward

- “... ensure Clemson fulfills its core mission and consistently ranks among the nation’s top 20 public institutions and Carnegie tier-one research institutions.”
- Strategic Priorities – Engagement and the Academic Core
 - “Rank among the nation’s top-10 public universities in undergraduate student success, as measured by freshman-to-sophomore retention and six-year graduation rates.”
 - Large proportion of first year general education courses taught by lectures and senior lecturers – can’t get to six-year grad rate without first year retention
 - To retain students shouldn’t they have lecturers who are the best and brightest? **To retain the best and brightest lecturers then ...**

Committee Recommendations

Committee Recommendations

- ▶ Rank and Structure:
 - Add third lecturer rank
 - Include mandatory, stated pay increase with promotion similar to TT faculty
 - Adopt Oklahoma State Faculty Salary Survey compensation levels
 - Include NTT faculty in appointment, re-appointment, and promotion committees for NTT faculty

Committee Recommendations

- ▶ **Governance:**
 - Provide full rights, privileges, and responsibilities for delegates in the Faculty Senate
 - Base representation on same type of percentage model currently used for Senators

- ▶ **Curriculum:**
 - Allow FTNTT faculty voting membership at departmental curriculum meetings and potentially at the college and university levels

▶ Rank and Structure Recommendations

- Third lecturer rank
 - Add to FM Part III, E “Special Faculty Ranks”
 - Potential HR implications – job titles?
- Pay increase with promotion
 - Change to FM Part IV, D.2. Salary Determination Procedures – add lecturers and senior lecturers to strengthen
 - Funding
- OSU Faculty Salary Compensation Levels
 - Funding

Barriers

- ▶ Rank and Structure Recommendations (continued)
 - Include NTT in appointment, re-appointment, and promotion committees for NTT faculty
 - Delete “departmental Tenure, Promotion, and (Re)appointment (TPR) committee” phrase from FM Part VII, paragraph M titled “Committees Restricted to Regular Faculty as Voting Members”

Barriers

▶ Governance Recommendations

- Change FM Part II, F. Terminology, 2 Regular faculty
 - Delete first sentence referring to “a subset of the faculty defined in the Constitution of the Faculty.”
 - Add lecturers and senior lecturers to the list of regular faculty

▶ Curriculum Recommendations

- Delete “college and university curriculum committees” phrase from FM Part VII, paragraph M titled “Committees Restricted to Regular Faculty as Voting Members”

Path to Accomplish Recommendations

- ▶ Elect lecturers and senior lecturers to the Faculty
- ▶ Constitution, Article 1, Section 1 defines the Faculty
 - Includes this phrase in the list of individuals as members “... and such other individuals as the faculty may duly elect.”
 - Election to membership “... must be submitted to the Faculty Senate and referred by that body, with its recommendation, to the faculty for action at the next regular meeting of the faculty. Election to membership shall be by simple majority vote of the members present.”
- ▶ Constitution, Article 1, Section 4 states, “The quorum for any meeting of the faculty shall be that number of members deemed necessary by the chair [the Provost] to transact business other than the amendment of this constitution.”
- ▶ This approach is not an amendment – faculty already has the right to elect other individuals to the Faculty

Questions?