

MINUTES
CLEMSON UNIVERSITY
FACULTY SENATE MEETING
May 8, 2018

1. Call to Order: The Faculty Senate Meeting was called to order at 3:35 p.m. by President Jan Holmevik. UPIC Intern, Wesley Hudson, introduced guests.
2. Special Order of the Day:
 - a. Executive Vice President for Academic Affairs & Provost, Robert H. Jones
Provost Jones did not give another report since he gave one at the General Faculty Meeting that was given immediately before this Faculty Senate meeting
 - b. Athletic and Academic Oversight Committee- Faculty Senate Delegate, Mike Godfrey
They met at the beginning of May.
 - NCAA rules- New Transfer rules (won't make athletes sit out a year)
 - Self-Compliance rules
 - Full financial recap will happen at the end of this month. Clemson is one of 23 universities that made a profit this year.
 - A more detailed report will be given after the May 21st meeting of the AAOC at the June full Senate meeting.
 - c. Third Lecturer Rank-Vice President of the Faculty Senate, Danny Weathers

Special Order: Third Lecturer Rank

Clemson University Faculty Senate

May 8, 2018

Background

- Committee on the Status of Lecturers and Senior Lecturers (ad hoc)
 - 2016/2017
- Five senators, two delegates, Faculty Representative to Board of Trustees
- One recommendation:
 - Create a third lecturer rank
- Full report available online

Background

- Welfare Committee explored issue beginning in Fall 2017
 - Solicited feedback from faculty (with “rationale” document) beginning in February 2018
- With support from the Welfare Committee, the Policy Committee began considering Faculty Manual language in March 2018

Possible Faculty Manual Language

- (4) **Principal Lecturer** may be attained after four full academic years of service by a senior lecturer who applies for promotion to **principal lecturer**; equivalent experience at Clemson may be counted towards the four-year service requirement. **Principal** lecturers shall have no administrative duties inconsistent with those of regular faculty.
- (a) The **principal** lecturer appointment is intended to recognize the efforts, contributions, and performance of **senior** lecturers who combine effective instruction with additional significant contributions to the mission of the University.
- (b) Length of service as a **senior** lecturer is, itself, not a sufficient criterion for promotion to **principal** lecturer. Instead, the process and criteria for promotion from **senior** lecturer to **principal** lecturer are determined by departments/schools and shall be described in their TPR document.

Possible Faculty Manual Language

- h. Principal lecturers shall be offered five-year contracts with the requirement of one year's notice of non-reappointment before July 15 of the penultimate year.*
- i. Individuals holding teaching, research, or public service appointments shall be informed each year in writing of their appointments and of all matters relative to their eligibility for the acquisition of tenure or promotion to senior or principal lecturer; this does not include faculty with tenured status and senior and principal lecturers not in their penultimate year of their appointments.*

Possible Faculty Manual Language

2. Reappointment Policies

- b. *The intention of periodic reappointment review of lecturers and senior lecturers is to provide feedback on the individual regarding progress towards promotion to senior lecturer and principal lecturer respectively.*
- i. <No change required.>
 - ii. <No change required.>
 - iii. *Following a senior lecturer's fourth year of service, the department chair and the unit TPR committee shall conduct a comprehensive review of the senior lecturer either in response to a request for promotion to principal lecturer or to advise the senior lecturer of progress towards promotion to principal lecturer.*
- d. *Principal lecturers shall be evaluated by their department/school TPR committee, following procedures and standards that shall be specified in the unit's TPR document.*
- i. *Principal lecturers shall be evaluated at least every five years or more frequently as documented in the departmental TPR guidelines.*
 - ii. *At a minimum, principal lecturers shall be evaluated during the penultimate year of their appointments.*

Possible Faculty Manual Language

10. Formal Complaints Hearings

a. The Formal Complaints Board shall ...

i. *At its discretion, the Formal Complaints Board may authorize one of the duly elected Senior or Principal Lecturers to serve as a non-voting consultant on a hearing panel associated with formal complaints involving lecturers.*

(1) *The Formal Complaints Board shall ensure that the Senior or Principal Lecturer it authorizes to consult during a particular formal complaint case is free from conflicts of interest and does not have an appointment in the same college as the complainant or any respondent(s).*

(2) *Should both duly elected Senior or Principal Lecturer be ineligible to serve the Board on the basis of conflicts, college of appointment, or challenge, then the President of the Faculty Senate shall make a temporary appointment from the remaining campus body of Senior or Principal Lecturers after consultation with the Chair of the Formal Complaints Board.*

This proposal...

- Is intended to add:
 - A measure of job security
 - Motivation for senior lecturers
- Is not intended to:
 - Provide a route to tenure or any form of tenure
 - Define the requirements for promotion

Feedback from Faculty

- Positive, negative, questions
- “Is this coming from administration?”
 - It arose from the ad hoc FS committee.
- “Must departments/colleges cover salary increases?”
 - Any increases would be covered by the Provost’s office, as for other promotions.
- “Will this lead to Clemson hiring more lecturers?”
 - Only senior lecturers would be eligible for promotion.

Feedback from Faculty

- “This doesn’t go far enough.”
- “We’re fixing something that isn’t broken.”
“Lecturers knew what they were signing up for when they took the job.” “This weakens tenure/TT faculty have less control over curriculum and scholarship.”

Questions/Comments/Feedback

3. Approval of Minutes: The Faculty Senate Meeting Minutes dated April 10, 2018 were approved as distributed.

4. Committee Reports:

a. Faculty Senate Standing Committees:

Finance – Committee Chair Neil Calkin reported that the past committee meetings have been sparsely attended, and he would like to see more attendance at these meetings so that the official work of the committee can begin. The committee has many issues that it plans to tackle this year, but the three that the committee will begin focus on will be dealing with salary compression, working to get the Annual Salary Report released, and the funding for scholarships for the children of faculty and staff.

Policy – Committee Chair John Whitcomb reported that the committee is following up on the new Lecturer Rank that Vice President Weathers presented on as a Special Order. The committee is following up on coordinating schedules to get the plan together for what the committee will work on throughout the rest of the term.

Research – Committee Chair Peter Laurence gave a preview of what the committee plans to work on in the upcoming year. Action Items: 1. Research Culture 2. Research Faculty (Special Faculty and Shared Governance) 3. Faculty Productivity (workload) 4. Academic Analytics

Scholastic Policies – Committee Chair Kristine Vernon reported that the committee will have its first meeting of the new term next Tuesday.

Action Items: Academic Forgiveness and Transfer Credit ad hoc Committee (University Registrar Debra Sparacino will come to talk about this); Current Scholastic Policies Chair Vernon and Immediate Scholastic Policies Chair Quigley met with Vice Provost Granberg about the Bookstore issue; data regarding Scale Up (new course type); lab fee issues; investigation of End-Of-Course Evaluations; policy for inclement weather during finals

President Holmevik reported that Program Director William Everroad and IPP Amy Lawton-Rauh worked on a proposal to have a Shared Governance facility in the Bookstore.

Welfare – Committee Chair Betty Baldwin reported that the committee will have its first meeting on May 22nd. The Anti-Harassment and Anti-Discrimination statement for the university at-large has been drafted and edited and will now go to Council and HR for approval. There is a Welfare Committee interest in working on mechanisms to support faculty spouses linking with employment opportunities.

b. University Commissions and Committees:

a. Committee on Committees

Faculty Manual Editorial Consultant Mary Beth Kurz reported that the last time the committee met the committee discussed a Graduate Program Review committee. This was to give feedback to the Dean Jason Osborne (Dean of the Graduate School). The next Committee on Committees meeting will probably taking place via email since Chair Kurz will be at a conference.

c. Special Reports

- a. Faculty Representative to the Board of Trustees-O. Thompson Mefford

“The Clemson University Board of Trustees met April 19-20 at the Madren Center. Below are some key notes of interest for faculty. The official media releases for this meeting can be found at: <http://newsstand.clemson.edu/mediarelations/clemson-university-trustees-approve-academic-athletic-plans-in-quarterly-meeting/>

Compensation committee (Trustee Wilkins Chair):

Raises for several athletic coaches were approved. In addition, the committee heard information regarding current faculty salaries. Compared to Carnegie classification R1 and R2, 60% of faculty are below market rate, and compared to just R1 66% of faculty are below market rate. Also part of this discussion was comments regarding performance rating based compensation. One emeritus trustee raised the comment of paying more for people doing the same job. Obviously, compensation is an area where faculty attention should be placed in the coming year.

Educational Policy Committee (Trustee Lee Chair):

The Committee approved the Hayek Center for the Business of Prosperity and the educational location addition of Charleston, SC for the Master of Real Estate Development and Master of City and Regional Planning. The Faculty Senate President’s and the Faculty Representative’s reports were moved to the full Board meeting. Provost Dr. Bob Jones gave a report that included plans to expand research and teaching faculty so that the needs and goals of individual departments can be better served. To aid in workload assessment for a department, Provost Jones demonstrated new tools that plot faculty scholarly output relative to teaching and service loads. The updated also included information regarding endowed professors, where 29 of 33 positions are currently filled. Projected enrollment numbers suggested 5364 new students (3764 first time and 1600 transfers).

Research and Economic Development (Trustee Swann Chair)

Vice President for Research Tanju Karanfil gave an update which highlighted Nobel Prize winner Bob Grubb’s recent visit and an information regarding changes to the Carnegie Research I classification, which include moving from a 5-year cycle to a 3-year cycle. The next report (2018) will be based on 2017 data. The new metrics also include weighting for professional doctoral degrees, which the potential to put Clemson at a handicap. He also provided an update on research metrics. Notably, there was a drop-in proposal submission numbers and funding dollars requested. There was a request from the committee chair to increase proposal submission dollars over the next quarter.

Vice President for External Affairs Angie Leidinger gave an update on her office, which included the development of a template for student engagement, search for an Assistant Vice President to be located at CUICAR, and a social media plan. She also gave an update on the “State Institution of Higher Education Enterprise Act” (http://www.scstatehouse.gov/sess122_2017-2018/bills/4182.htm) and the SC

Commission on Higher Education's proposed student bill of rights:
http://www.che.sc.gov/CHE_Docs/executivedirector/mailouts/2018_April/New_Items/STUDENT%20BILL%20OF%20RIGHTS%20-%20Commission.pdf.

Institutional Advancement Committee (Trustee Richardson Chair)

Again, due to overlapping meetings, I was unable to attend this committee's session. Faculty Senate Program Director, William Everroad provided the notes for this committee.

The committee approved the request to add a biography of Richard W. Simpson written by Sally Mauldin to recognize his efforts during the founding of Clemson College by writing and executing the Will of Thomas Green Clemson and his role as the first Director of the Board of Trustees.

There were concerns over a particular quote from his diary that was included in the biography that gave imbalance and may have been taken in a negative light as he expressed concerns over the toll the job was taking on him and expressed regret in taking it on. The committee gave high praise to the author and approved the biography upon review of the recommendations by the committee.

University Relations presented an in-depth brief to the committee on the process and procedures of crisis management at Clemson University. While the process includes monitoring social media and news outlets and informing ELT, little focus was given to exact procedures once a 'crisis' occurred. Tools for notifying stakeholders and constituents were given such as: CU safe alert and Inside Clemson were cited. Mark Land highlighted some improvements to the information management that will be occurring in the next quarter such as: auditing University Relations crisis communication structure, developing protocols for ELT, and rolling out enhanced crisis communication training to establish public information officers.

Alumni Relation and Fundraising was given by the VP for Development, Brian O'Rourke. This brief highlighted a new academic cornerstone gift by Joe and Gretchin Irwin. He also briefed the board on the progress for giving goals: \$5.3M of \$23.5M for the new College of Business, \$4.9M of \$6.4M for the Sam Cadden Chapel, \$4.5M of 11M for the Snow Outdoor Fitness Center, and \$134M of \$115M total goal to date. Lastly, he spoke to a new billion dollar fundraising campaign to commence soon.

Finally, Kathy Sams notified the committee that the Gnatt Circle markers have been installed, there are plans to charge an ad-hoc committee to discuss ways to preserve the history of Clemson House, and the Clemson history Museum proposal is in the works with University Planning and Design.

Student Affairs Committee (Trustee Wilkerson Chair)

The committee heard a report describing a new model for distribution of student activity fees which will be voted on at the next Board meeting in July. This model will provide

“better oversight of student activity fees”. Currently the undergraduate student senate currently debates and votes on all allocation. The revised model will have a student committee to more efficiently evaluate distribution of funding.

There was also an update on Greek life including changes in rush for men’s Greek organizations. Currently 2/3 men get a bid and there is a national trend to shortening new member educational time periods to 4-6 weeks. There was a suggestion from the Board for a second semester rush and raised concerns about potential risks to advisors of these organizations.

Undergraduate Student Government Killian McDonald highlighted the new funding system for student activities, the need for memorialization/statue of prominent female members of the Clemson family, the role of student governments in the ClemsonForward plan.

Graduate Student Government Presidents and Courtney Allen’s report highlighted creating an inclusive environment for graduate students, graduate education, and the 28 bills passed by GSG.

Finally, Phillip Sikes gave an update of the communications plan for Student Affairs.

Agriculture and Natural Resources (Trustee Lynn Chair)

Overlapping meeting times prevented my attendance at this meeting. Faculty Senate President Amy Lawton-Rauh provided notes.

Vice President for Public Service & Agriculture, George Askew provided an update on the state budget allocations for PSA, which at the time of reporting were \$2 million in recurring funding for water resource: research, management, and technology, as well as \$2.233 million in recurring funding for comprehensive statewide extension programs.

Steve Cole, Director of Regulatory and Public Service Programs gave an overview of the Department of Plant Industry and the Agricultural Service Lab (aka the “soil lab”). Boyd Parr, the SC State Veterinarian, gave an overview of the Clemson livestock and poultry health.

Finance and Facilities Committee (Trustee Dukes Chair)

This committee had several action items including a property swap of experimental forest land on lake Hartwell, and the approval of a new Soccer Operations Complex (Phase I), Softball Complex (Phase II), and a bond resolution to fund the Softball Complex. Executive Vice President for Finance and Operations gave a brief overview of the current University Budget. Current projections suggested finishing the fiscal year underbudget. Some uncertainty remains as the state budget has yet to be decided. The Board will vote on the next University Budget during the July Meeting.

Executive and Audit (Trustee McKissick Chair)

The committee approved a formal policy regarding board expenses. Kathy Tillet gave an update on the Major Audit Recommendations. Director of Athletics, Dan Radokovich, introduced the new Women's basketball coach. Chief Diversity Officer, Lee Gill highlighted the recent Men of Color Summit. His report also included information regarding college diversity plans where we will "continually engage the community with inclusive excellence." Finally, the committee heard a brief update of Enterprise Risk Management.

Full Board meeting (Chairman McKissick Chair)

At the beginning of the Full Board students that had received National awards and fellowships. The Board also heard a report from the Alumni Association regarding their reorganizations into districts and clubs within these districts with the goal of risk management for the organization.

President Clements Report highlighted the recent reelection of Trustees McAbee, Swann, McCarter by the statehouse. He also highlighted the recent Men of Color Summit, a 10% increase in applications, and the 51 National Merit Scholarship Recipients that will be attending in the Fall (All time high).

Faculty Senate President Dr. Amy Lawton-Rauh where she highlighted the online database of committees, how lead senators are serving the colleges, and the need for a faculty collaborative hub on campus. At the end of her report she recognized the new Faculty Senate President, Jan Holmevik.

As Faculty Representative to the Board of Trustees, I provided some brief highlights include protecting the "Clemson Experience", seeing inclusion in the Tiger Paw, using the Association of American Universities (AAU) guidelines as metrics towards a culture of scholarship, and the use of the principles of marginal gains to push for a better Clemson. My report can be found: <https://www.clemson.edu/faculty-staff/faculty-senate/documents/reports/Faculty%20Representative%20to%20the%20BOTv2.pdf>

The Board meeting concluded around 2:30 pm on Friday, April 20."

5. Unfinished Business:
a. None
6. New Business:
a. None
7. Faculty Senate President's Report

President Holmevik reported that former Senator Daryl Guffey passed away on May 5, 2018. A moment of silence was taken in his memory.

President Holmevik also thanked the faculty for all of their great efforts. He encouraged faculty to attend the graduation ceremonies to support their students.

8. Announcements:

a. **Faculty Senate Advisory Committee Meeting**

May 22nd, 2018 2:30PM

Brown Room in Cooper Library (Room 416)

b. **Faculty Senate Executive Committee**

June 5, 2018 2:30PM

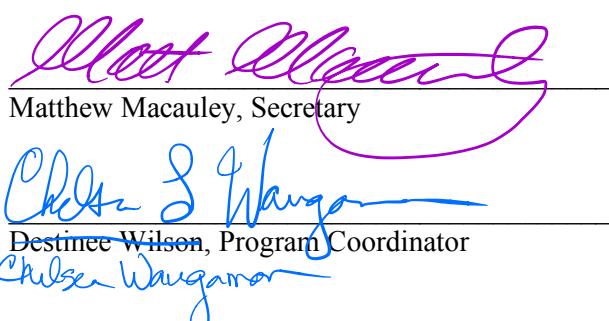
Location: ASC 301

c. **June Full Senate Meeting**

June 12, 2018 2:30PM

Location: ASC Room 118

9.. Adjournment: President Jan Holmevik adjourned the meeting at 4:20 p.m.



Matthew Macauley, Secretary

Destinee Wilson, Program Coordinator

Guests: Leigh Dodson, Immediate Past Staff Senate President; Dan Hoffman, Staff Senate

President; Gordon Halfacre, Ombudsman for Faculty & Students; Jackie Todd, Internal Communications Director; Thompson Mefford, Faculty Representative to the Board of Trustees; Dan Warner, Emeritus College Representative; Ellen Granberg, Senior Associate Provost; Ed De Julio, Assistant Director of the School of Business School Advising Center; Taimi Olsen, Office of Teaching Effectiveness and Innovation; Bridget Trogden, Associate Dean of Undergraduate Studies; Mary Beth Kurz, Faculty Manual Editorial Consultant; Amy Lawton-Rauh, Immediate Past Faculty Senate President; Robert Jones, Executive Vice President for Academic Affairs & Provost; Cynthia Haynes, Professor of Rhetoric & Composition; William Everroad, Faculty Senate Program Director; Destinee Wilson, Faculty Senate Program Coordinator; Wesley Hudson, Lead Faculty Senate Intern.

Absent Senators: Paula Agudelo, (AFLS); Dave Willis, (AFLS); Alan Grubb, (AAH); Sharon Holder, (BSHS); Charles Weiss, (Business); Pamela Dunston (Education); Eric Davis, (ECAS); Stephen Moysey, (ECAS); Peter van den Hurk, (Science).

Alternates Present: Puskar Khanal, (AFLS); Luke Rapa, (Education); Judson Ryckman, (ECAS);

Susan Chapman, (Science); Saara DeWalt, (Science).