

MINUTES
CLEMSON UNIVERSITY
FACULTY SENATE MEETING
June 12, 2018

1. Call to Order: The Faculty Senate Meeting was called to order at 2:30 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
 - i. Provost Bob Jones announced four new academic dean hires who will join Clemson University before the start of the next academic year: Leslie Hossfeld (dean of the College of Behavioral, Social and Health Sciences) Wendy York (dean of the College of Business), Keith Belli (dean of the College of Agriculture, Forestry and Life Sciences), and Chris Cox (dean of the Libraries).
 - ii. Jones noted his support for the Faculty Senate's third step lecturer salary ranking initiative.
 - iii. He also responded to a question about strategic hiring and efforts that the University has developed to retain top-quality faculty recruited to join high-ranking peer institutions. He noted that a market study of Clemson's faculty salaries revealed that the University's compensation packages are in line with R1 and R2 peer institutions with the exception of lecturer faculty in the College of Arts, Architecture and Humanities. He also discussed upcoming hiring projections in the next 10 years and a possible second Bridge to Clemson program in the low country, which will reduce some instructional requirements for new students' introductory, first year student coursework.
 - iv. An issue was also raised about the absence of instructional faculty representation on the upcoming search committee for the executive vice president for finance and operations. As the only academic member on the search committee, Provost Jones has requested to President James Clements that candidates meet with faculty in a special faculty forum to allow them to provide input on the search process.

 - b. Timeline for Clemson University's Child Development Center Planning and Construction – Julia Brumaghim, professor of chemistry
 - i. Details about the Child Development Center progress can be found in the attached PowerPoint appendix.

3. Approval of Minutes: The Faculty Senate Meeting Minutes dated May 8 were approved as distributed. The General Faculty Meeting Minutes dated May 8 were approved as distributed.

4. Committee Reports:

a. Faculty Senate Standing Committees:

Finance – Committee Chair Neil Calkin reported that the faculty salary report is now available. As was shared in the provost special order report, he noted that Brett Dalton, executive vice president for finance and operations, has resigned and a search committee has been named to find his replacement. He encouraged faculty to engage with upcoming candidates in the search process’s open forums. He also mentioned that there was minimal attendance at his May committee meeting and he encouraged greater engagement when the committee reconvenes in August.

Policy – Committee Chair John Whitcomb noted that a revision to the university grievance policy would be presented later in the meeting under new business. His next committee meeting will take place in August. President Holmevik reiterated during this committee report that a newly-developed third rank lecturer initiative would be further discussed by the Policy committee and presented to the Faculty Senate in the early part of the fall semester.

Research and Scholarship – Committee Chair Peter Laurence noted that the Research and Scholarship Committee is formulating its topics for the upcoming academic year. The committee is evaluating and discussing the use of Academic Analytics for measuring faculty productivity, given the limitations and problems of that platform. A question has also been raised about faculty productivity concerns as they relate to faculty research workload, which have provost-level attention. The committee will also spend time discussing postdoc work conditions as well as how overhead and incentive return policies differ across colleges and how those policies impact inter-college collaboration.

Scholastic Policies – Committee Member Michelle Miller presented on behalf of Committee Chair Kristine Vernon. She shared that the committee has provided feedback to the Council on Undergraduate Studies on the university’s new Academic Forgiveness and Transfer Credit policy, which reduces the number of academic forgivenesses a student may utilize from three courses to two, and which students can only undertake prior to completing 90 credit hours. The committee will be partnering with the Finance Committee to explore the purpose and usage of lab fees throughout the university. A work group is also assessing issues related to student course evaluations, including student interest and gender biases. The Council on Undergraduate Studies is also currently reviewing a redraft of the university’s policy related to campus closures.

Welfare – Committee Member Matthew Macauley presented on behalf of Committee Chair Betty Baldwin. He mentioned that the committee has scheduled a meeting with the new human resources director to discuss spousal hiring and health benefits for part-time faculty. Other issues before the committee include the establishment of a sabbatical and visiting professorship house-sharing program, a greater alignment of the university academic calendar with the public school system, and policy considerations for upcoming vacancies in the new Child Development Center. President Holmevik mentioned that he is coordinating a meeting in August with the Faculty Senate and Staff Senate Executive Committees to align efforts, especially with regards to the Child Development Center and the University’s First Responder Appreciation event.

5. University Commissions/Councils/Committees:

a. Committee on Committees

Faculty Manual Editorial Consultant Mary Beth Kurz reported that the Committee on Committees met in April and is currently gathering committee revisions for consideration at the committee's upcoming September meeting. Over the summer the committee will be contacting the chairs of all of the committees to ensure that membership lists are current. President Holmevik noted that if faculty are establishing a new committee they should contact Chair Kurz to ensure they are following proper protocol.

b. Athletic and Academic Oversight Committee – Mike Godfrey

Mike Godfrey mentioned that Clemson University is currently examining its Academic Progress Report (APR) process, where student athletes must be progressing throughout a degree in order to maintain athletic eligibility. The Athletic and Academic Oversight Committee and the University are looking to ensure that the current APR process involves more individuals in Clemson Athletics. The committee also recently met with the Athletic Council to task the Academic Integrity Committee to examine grade changes for student athletes. The Welfare committee will also look at psychological service components and mental health resources for student athletes. The committee is scheduled to meet again at the end of June.

6. University Commissions/Councils/Committees:

a. Faculty Representative to the Board of Trustees – Thompson Mefford

Thompson Mefford reminded members of the July 19 Board of Trustees meeting. He also noted that a search is underway for the next Faculty Representative to the Board of Trustees, which has a July 22 deadline for applicant submissions. President Holmevik acknowledged the good work that Mefford had done during his tenure as faculty representative to establish rapport with the Board of Trustees, which he hopes will continue with Mefford's successor. The Faculty Senate expects to present a new representative to the Board in July.

7. President's Report:

President Holmevik opened his report by acknowledging Destinee Wilson, program coordinator for the Faculty Senate Office, for her two years of service, which concluded on June 12 with her last day in the office. Holmevik introduced two new staff members in the Faculty Senate Office: Chelsea Waugaman, the newly-hired faculty governance coordinator, and Michael Summers, a 2018-2019 UPIC intern.

Holmevik noted that he welcomes any opportunity to meet with new senators to the Faculty Senate, and anyone interested in connecting with him should e-mail him or Coordinator Waugaman to schedule the meeting.

The Faculty Senate Office will be working on the Senate website over the summer to streamline content. The office plans to unveil the new site sometime in the early fall.

During fall semester the Senate expects to convene a special General Faculty Meeting to vote on amending the Senate Constitution. To have a quorum, the Senate needs 600 faculty members present, so senators should encourage as many colleagues as possible to attend.

8. Old Business:

- a. None

9. New Business:

- a. Revision of the Clemson University Grievance Policy – John Whitcomb

The Policy Committee presented minor changes to the University Grievance Policy, which ensures that the university practice aligns with the State of South Carolina’s Human Resources requirements. References to the term faculty member had been replaced with the term grievant. Timelines and processing were also updated. A motion was made to adopt the revisions as presented. Following no additional debate, the question was called. As evidenced in the Tellers Vote Records below, the motion passed.

Tellers Vote Records for Motion:

Number of Votes Cast	24
Number Necessary for Adoption.....	13
Votes for Motion	24
Motives Against Motion	0

10. Announcements:

- a. Meetings of the Faculty Senate will not take place in July. The senate will reconvene in August.

11. Adjournment: President Jan Holmevik adjourned the meeting at 3:39 p.m.


Matthew Macauley, Secretary


Chelsea Waugaman, Faculty Governance Coordinator

Guests:

Robert Jones, Executive Vice President of Academic Affairs and Provost; John Griffin, Dean of Undergraduate Studies; Jeff Appling, Associate Dean of Undergraduate Studies; Bridget Trogden, Associate Dean of General Education; Joyce Garnett, Interim Dean of Libraries; Taimi Olsen, Director of the Office of Teaching Effectiveness and Innovation; Dan Hoffman, Current Staff Senate President; Thompson Mefford, Representative to the Board of Trustees; Amy Lawton-Rauh, Immediate Past Faculty Senate President; Dan Warner, Emeritus College Representative and Past Faculty Senate President; Mary Beth Kurz, Faculty Manual Editorial Consultant and Past Faculty Senate President; Julia Brumaghim, Professor of Chemistry; William Everroad, Faculty Senate Program Director; Destinee Wilson, Faculty Governance Coordinator; Chelsea Waugaman, Faculty Governance Coordinator; Wesley Hudson, Lead Faculty Senate Intern; Michael Summers, UPIC Faculty Senate Intern.

Alternates Present:

Dara Park (CAFLS), Russell Purvis (Business), Sapna Sarupria (ECAS), Susan Chapman (Science)

Absent Senators:

Ufuk Ersoy (AAH), Raquel Anido (AAH), Joe Mai (AAH), Alan Grubb (AAH), Betty Baldwin (BSHS), Sharon Holder (BSHS), Patrick Warren (Business), Mikel Cole (Education), Joshua Summers (ECAS), Karen High (ECAS), Hai Xaio (ECAS), Bill Baldwin (Science)