

MINUTES
CLEMSON UNIVERSITY
FACULTY SENATE MEETING
September 11, 2018

1. Call to Order: The Faculty Senate Meeting was called to order at 2:30 p.m. by President Jan Holmervik. UPIC Intern Rebecca Taylor introduced guests.
2. Special Order of the Day:
 - a. Executive Vice President for Academic Affairs & Provost, Robert H. Jones
EVP Jones yielded his special order time to two guest speakers, Greg Mullen, chief of police for Clemson University, and Chris Miller, dean of students and vice president of student affairs. Miller mentioned that students had recently drafted a resolution in opposition of the confederate battle flag symbol appearing on campus. Doing so invited discourse and statements from external Secessionist Party members where they indicated they wanted to have a greater presence on campus. Chief Mullen then shared his experiences working with this group in Charleston in his previous work, where the group displayed symbols of the confederate heritage in public locations. He reiterated how the campus police have been working with state and federal partners to ensure that resources are available on campus should upcoming protests escalate to large-scale demonstrations. He also encouraged students and staff who feel uncomfortable with their surroundings in those situations to contact the police and to share any statements they hear of upcoming planned protests. He concluded his remarks with the university's response protocols, whereby if an external group is on campus and in an area where they are not permitted to congregate or protest, someone from facilities or other university administrators will address it. Police may respond if the situation does not improve, and the police may issue citations or trespass orders. If issues further escalate, police will respond in a way to de-escalate the situation and avoid further conflict, issuing citations or arrest warrants as the situation requires.
 - b. TIGERS ADVANCE Grant Update, Denise Anderson
Denise Anderson provided an overview of the programs involved in the TIGERS ADVANCE grant program. See the PowerPoint in the appendix of these minutes for more details.
 - c. CCIT Data Security, Russ Kaurlooto, Hal Stone, Chris Post
Russ Kaurlooto, chief information officer; Hall Stone, chief information security officer; and Chris Post, professor of forestry and environmental conservation, provided an overview of CCIT data security and the university's Academic Technology Council. See the PowerPoint in the appendix of these minutes for more details.

At the conclusion of the presentation, Matt Macauley made a motion that the Faculty Senate commit Resolution "Restructure of the Academic Technology Council" (see the resolution appendix for verbatim text) to the Policy Committee. Danny Weathers seconded the motion. Following no additional debate, the question was called. The motion passed with no opposition.

- d. HR Forward, Benefits, and Services You Can Count On!, Emily Watrous, Josh Brown, Jaz Hamilton
Emily Watrous, chief human resources officer; Josh Brown, director of talent acquisition; and Jaz Hamilton, human resources manager, presented an overview of the Office of Human Resources. See the PowerPoint in the appendix of these minutes for more details.
- e. Faculty Senate Resolution 2018-03, Mary Beth Kurz
Mary Beth Kurz presented a resolution for consideration by the Faculty Senate that all requirements in the Faculty Manual for joint meetings of the Executive and Advisory Committees be removed with the exception of a joint meeting of the Executive and Advisory Committees of the Faculty Senate in which the pool of nominees for the members of the Grievance Board are named. With the exception of Grievance Board appointments, the Advisory Committee would handle Faculty Senate nominations exclusively.

Matt Macauley made a motion that this resolution be considered as an item of new business. Danny Weathers seconded the motion. Following no additional debate, the question was called. The motion passed with no opposition.

- 3. Approval of Minutes: The Faculty Senate Meeting Minutes dated August 14, 2018 were approved as distributed.

- 4. Committee Reports:

- a. Faculty Senate Standing Committees:

- Finance – Committee Chair Neil Calkin

- Neil Calkin reported that the Finance Committee met in August and discussed its priorities. Compensation will be an important item as will be the short and long-term issues associated with addressing faculty salary compression and depression. The committee is discussing issues of retention including pre- and post-offers, faculty conditions, and the opportunity for scholarships for children of faculty and staff. The committee is also discussing how to improve the research culture at Clemson.

- Policy – Committee Chair John Whitcomb

- John Whitcomb mentioned that the Policy Committee met in August and talked about restructuring policy change processes to bring issues forward as resolutions to the Faculty Senate. He expects to continue to discuss the resolution process.

- Research – Committee Chair Peter Laurence

- Peter Laurence reviewed several areas that the Research Committee is undertaking, which include investigation into the IRB review process slow down, the hiring and status of postdocs, the use of academic analytics for measuring faculty productivity, and core facilities and the distribution of research returns.

- Scholastic Policies – Committee Chair Kristine Vernon

- Kristine Vernon presented the primary initiatives of the Scholastic Policy Committee, which include drafting policy language for how the university will address closures that affect courses and exams, which will be vetted through Jeff Appling and the Council for Undergraduate Studies. Two other topics for discussion are the use of course evaluation reviews as it relates to promotion and tenure and the use of labs and lab fees at the university.

Welfare – Committee Chair Betty Baldwin

Betty Baldwin noted that the Welfare Committee is investigating a number of issues, including the systematic approach to spousal support and faculty recruitment and retention, the review of classroom space concerns related to class assignments and the quality of classrooms in older buildings without needed technology, and benefits and resources for part-time and hourly instructors.

Adhoc Committee on the Status of Women – Committee Chair Karen High

Karen High noted that the Ad Hoc Committee on the Status of Women has met twice and has a good trajectory moving forward. The committee expects to develop a report in April that provides recommendations for improving the experiences of women faculty.

b. University Commissions and Committees:

Committee on Committees – *Faculty Manual* Editorial Consultant Mary Beth Kurz

Mary Beth Kurz noted that she is scheduling three meetings of the Committee on Committees in September, October, and November/December. They will be considering agenda items related to Clemson Online, the Honors College, and a Data Advisory Committee.

Athletic and Academic Oversight Committee – Mike Godfrey

Mike Godfrey mentioned that the Near Academic Center released its academic report of athletic academics. Out of Clemson's fourteen spring semester sports, seven had a team GPA of 3.0 or higher and eleven had a team GPA of 2.75 or higher. Clemson's overall sport GPA was a 2.98 GPA and seven of the teams ranked in top 10% nationally for their respective team rankings. He also acknowledged Bill Baldwin for his work leading the Athletic Council. If departments have questions about athletics, send them to Baldwin or Godfrey.

5. Faculty Senate President's Report

I was woken up by my wife with the words "our country is under attack, you have to come watch!" Still half asleep I ran to the living room where the most gruesome scenes from the World Trade Center in New York were playing out as if straight out of a Hollywood action movie. I watched in horror as people trapped on the upper floors of the twin towers jumped to their deaths, and as firefighters and other first responders rushed in to try and save lives, thereby condemning themselves to die in the rubble only moments later. I watched with the same disbelief so clearly seen on the face of our country's President when he first learned of the attacks on live television. How could this be happening? Why would someone do such a heinous thing? As we helplessly watched the once proud towers, symbols of American strength and ingenuity crumble and fall we all had many more questions than answers. Even though we now know who was behind the four coordinated attacks on our country, our people and on our freedom, there are still many questions left unanswered. The true enigma of 9/11 is that of human nature itself.

10 years later, on July 22, 2011, while on vacation in Charleston, South Carolina, I woke up to the news that terror had struck my other home land. On that fateful day a lone terrorist in Norway set off several bombs in the government district in Oslo killing 8 and injuring 209 others before proceeding to the site of a political youth camp on the nearby island of Utøya. Trapped on that tiny heart-shaped island surrounded by frigid waters, kids of all ages ran for their lives while the gunman walked calmly among them, dressed in what resembled a police uniform, shooting and killing 68 and injuring 110. The July 22 terror attacks in Norway claimed 77 lives and impacted many, many more. In a small country with a population barely larger than that of South Carolina, this was a cataclysmic event on the scale of 9/11 and one that changed the country and its people forever after.

In the years since 2001, whenever I happened to teach on 9/11, I would always devote a few minutes of class for students to share their 9/11 memories and experiences. In the beginning these would always be first-hand accounts. Everyone knew exactly where they were when they learned the terrible news, and they all had vivid and personal recollections of the fear and uncertainty that gripped them. Slowly, over time, these accounts began to shift. I began hearing about 9/11 experiences from students who themselves had been too young to understand what had happened, but who nevertheless had experienced the unmistakable grip of terror through the responses of their parents, teachers, and other adults. “I saw my parents crying and I did not know why, but it scared me.” “My kindergarten teacher tried to put on a brave face but we all knew something was very wrong and it made it all the more frightening.” “I went outside to play but the streets were all empty, it was as if everyone had been swallowed up by some great unseen monster.”

This year’s freshmen class is the last pre 9/11 cohort. As 9/11 slowly recedes into the mist of history they, and those who come after them, will only have our memories and our recollections from which to understand the horrors that struck our country on that day. One day, after we are gone, it will be only the history books left to tell the story. As educators, therefore, it is our responsibility today to make sure 9/11 is never forgotten. We have a special responsibility to educate our students about what happened. Talk to your students this week about 9/11.

The numbers 2996 and 77 will forever live in infamy but may they always remind us that as long as we remember the victims, and as long as we do everything we can to educate current and future generations of students about these horrific terror attacks, we build human safeguards against 9/11 and July 22 happening again.

Then, at the very least, their sacrifice will have some semblance of meaning.

6. Unfinished Business:
a. None

7. New Business:
- a. Faculty Senate Resolution 2018-01
Matt Macauley made a motion that the Faculty Senate approve Faculty Senate Resolution 2018-01, an amended Senate-approved resolution, which will amend the Constitution of the Faculty of Clemson University with regards to references to multiple regular meetings of the faculty. The text of the resolution appears below these minutes. Danny Weathers seconded the motion. Following no additional debate, the question was called. The motion passed with no opposition.
 - b. Faculty Senate Resolution 2018-02
Matt Macauley made a motion that the Faculty Senate approve Faculty Senate Resolution 2018-02, an amended Senate-approved resolution, which will amend the Constitution of the Faculty of Clemson University with regards to voting and quorum procedures. The text of the resolution appears below these minutes. Danny Weathers seconded the motion. Following no additional debate, the question was called. The motion passed with no opposition.
 - b. Faculty Senate Resolution 2018-03
Matt Macauley made a motion that the Faculty Senate approve Faculty Senate Resolution 2018-03, as presented in the special order section, earlier in the meeting. The text of the resolution appears below

these minutes. Danny Weathers seconded the motion. Following no additional debate, the question was called. The motion passed with no opposition.

8. Announcements:

a. **Faculty Senate Advisory Committee Meeting**

September 25th, 2018 2:30 p.m.
Vickery Hall 104

b. **Faculty Senate Executive Committee**


October 2, 2018 2:30 p.m.
Location: ASC 301

c. **June Full Senate Meeting**

October 9, 2018 2:30 p.m.
Location: ASC Room 118

9. Adjournment: President Jan Holmevik adjourned the meeting at 4:17 p.m.


Matthew Macauley, Secretary


Chelsea Waugaman, Faculty Governance Coordinator

Guests:

Robert Jones, Executive Vice President of Academic Affairs and Provost; Cole Smith, Acting Associate Provost for Academic Initiatives; Amy Lawton-Rauh, Associate Provost for Faculty Affairs; Gordon Halfacre, Ombudsman for Faculty and Staff; Zachary Pate, Undergraduate Student Senate; Dan Warner, Former Faculty Senate President and Faculty Senate Liaison to the Emeritus College; Denise Anderson, Associate Dean and Advance Director; Jacqueline Todd, Director of Internal Communications; Moryah Jackson, Director of Diversity Education for the Office of Inclusion and Equity; Wanda Johnson, Director of Communications for the Office of Inclusion and Equity; Bridget Trogden, Associate Dean for Undergraduate Studies; Hal Stone, Chief Information Security Officer; Chris Post, Professor of Forestry and Environmental Conservation; Dustin Atkins, Executive Director of Strategic Communications and Policy; Emily Watrous, Chief Human Resources Officer; Jaz Hamilton, Human Resources Manager; Josh Brown, Director of Talent Acquisition; Joe Ryan, Faculty Representative to the Board of Trustees; Mary Beth Kurz, Faculty Manual Consultant; Joe Mazer, Communications Lead for TIGERS Advance, Greg Mullen, Chief of Police; Russ Kaurlooto, Vice President and Chief Information Officer

Alternates Present:

Andreea Mhalache (AAH), Lu Shi (BSHS), Antonis Katsiyannis (Education), Susan Chapman (Science), Saara DeWalt (Science), Meredith Futral (Libraries)

Absent Senators:

Ufuk Ersoy (AAH), Joshua Summers (ECAS), Jens Oberheide (Science)



ADVANCE:

*Increasing Participation and
Advancement of Women in
Academic Science and
Engineering Careers*

Faculty Senate

September 11, 2018





Who is TIGERS Advance for?

TIGERS Advance is for **EVERYONE**

Gender equity impacts everyone on campus. Institutional transformation that supports the careers of all faculty only serves to make Clemson University a better place for all. When it comes to gender equity, everyone plays a role.





Who are we?

TIGERS Advance: Transforming the Institution through Gender Equity, Retention and Support.

TIGERS Advance is a National Science Foundation (NSF) funded innovative and systematic institutional transformation approach to reduce gender inequality and improve the status of women faculty. Inclusive of all science, technology, engineering and mathematics (STEM) disciplines.

TIGERS Advance is the result of a comprehensive institutional assessment of the barriers that hinder the recruitment, advancement and retention of Clemson's women faculty; a thorough assessment of Clemson's history, culture and climate; an extensive review of lessons learned from ADVANCE institutions; and the tight integration of social science research with project activities to inform and support institutional transformation.





Goals

Goal 1: Transforming the Culture & Improving the Campus Climate

Goal 2: Increase the Representation of Women in STEM Disciplines

Goal 3: Ensure Equitable Workload Distribution

Goal 4: Enhance Faculty Mentoring and Leadership Development

Goal 5: Implement Family Friendly Policies





Activities and Events

- Trailblazers - Drs. Cynthia Sims & Angela Carter
- TIGER ADVOCATES - Dr. Melissa Vogel
- Distinguished Speaker Series - Dr. Margaret Ptacek
- Working Group for Policy Change - Dr. Mary Beth Kurz
- Pathfinders - Drs. Delphine Dean & Curtis White
- Time Diary Study - Dr. Sarah Winslow
- Additional Trainings - Drs. Patrick Rosopa & Jennifer Bisson
- COACHE job satisfaction and exit surveys
- Networking Events
September 6th, 12:30-2 p.m., Cooper Library
October 18th, 4:30-6:30 p.m., Clemson Wine Bar





Contact information

Director: Denise Anderson, PhD. dander2@clermson.edu
Director Elect: Margaret Ptacek, PhD. mptacek@clermson.edu

Program Coordinator: Paige Thomsen pthomse@clermson.edu

Email: tigersadvance@clermson.edu

Website: <https://www.clemson.edu/provost/tigers-advance/>

Facebook: <https://www.facebook.com/tigersadvance/>

Instagram: @tigersadvance

Twitter: @tigersadvance







Office of Information Security & Privacy Overview & Roadmap

September 2018

What is Cyber Security?



Cyber Security at Clemson

- We develop and promote processes and procedures that help protect the Confidentiality, Integrity, and Availability (CIA) of:
 - The university's business services
 - Faculty, Staff, and Students
 - Institutional and personal data
 - IT systems (servers, personal computers, mobile devices)
 - Networks



Our Vision

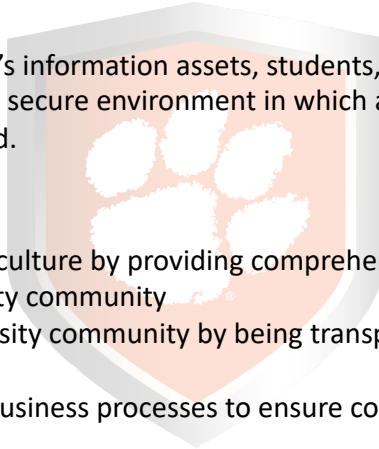
To be a national leader in Higher Education Cyber Security

Mission

To protect Clemson University's information assets, students, faculty, and staff from cyber security threats by providing a secure environment in which academic, administrative, and research goals can be achieved.

Goals

- Promote a security aware culture by providing comprehensive Security Education and Awareness to the University community
- Build trust with the University community by being transparent and open with regard to Security initiatives
- Enhance the University's business processes to ensure consistent security practices are followed
- Anticipate and mitigate risks to the University by proactively monitoring systems and activity throughout the University environment



CU Cyber Security Program

The three primary functions of the Office of Information Security and Privacy (OISP) are:

- Governance, Risk, and Compliance (GRC)
- Engineering
- Operations

OISP's guiding principles for all three areas are derived from industry approved frameworks provided by organizations such as the National Institute of Standards and Technology (NIST), and the Center for Internet Security (CIS).

[NIST Cybersecurity Framework](#), [CIS Controls](#)

Governance, Risk, and Compliance

- Develop IT Security policies, procedures, and standards, that elevate the security posture of the enterprise, while supporting the business, academic, and research initiatives of the University
- Provide assessments and consultation for business areas governed by regulatory or policy requirements to ensure federal and state laws, industry regulations, and institutional policies are followed
- Develop and manage a Security Awareness and Education curriculum that provides training opportunities, quality materials, and timely communications empowering all members of the University community with the knowledge and skills needed to protect themselves and the University

Key Benefits

- Institutional data is identified, classified and appropriately secured
- Application of appropriate security controls across the university
- Promote awareness of security threats and their potential impact

Security Engineering

- Implement and maintain security tools that apply appropriate technical controls for end user devices, and IT infrastructure components, based on their roles and access privileges.
- Ensure security tools are strategically placed within the university environment to defend assets, collect appropriate information, providing monitoring and investigative capabilities of activities on the university network
- Engage with the university community to ensure security standards are applied for application development and systems use

Key Benefits

- Technical controls applied to protect the university's most critical resources
- Partner with faculty and staff to develop security plans for research and business objectives
- Ability to collect appropriate details for incident investigations

Security Operations

- Develop and implement appropriate monitoring and investigative activities to proactively identify vulnerabilities and respond to cybersecurity events within the university environment
- Follow an organized Incident Response plan to ensure cybersecurity incidents are quickly managed in a consistent manner
- Provide clear and concise communications regarding details of cybersecurity incidents, as well as recovery, and protective measures the University community should follow

Key Benefits

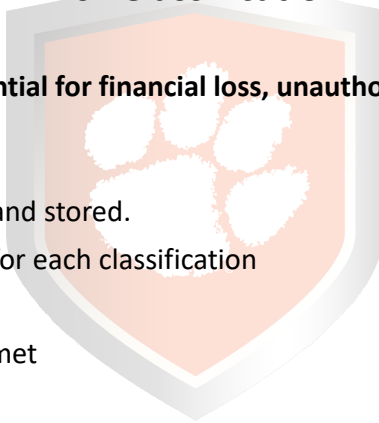
- Identify and proactively manage risks
- Proactive risk management by monitoring network and system activities
- Processes and procedures providing consistent Incident Response actions

Current Initiatives

Risk Classification

Cyber risk is an assessment of the potential for financial loss, unauthorized access, disruption of services, and reputational damage to the university

- Assess the data collected, processed, and stored.
- Provide minimum security guidelines for each classification
- Promote safe handling guidelines
- Ensure compliance requirements are met



Security Risk Categories

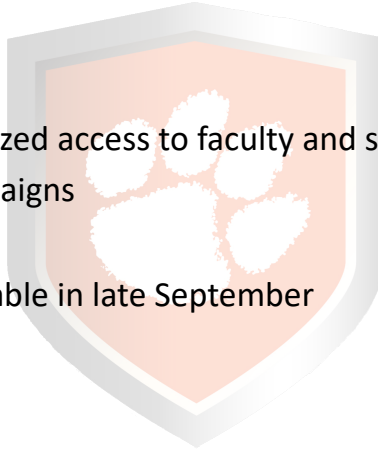
High (P1)	High (P2)	Moderate (P3)	Low (P4)
Specific Management of risks, vulnerabilities, and threats	Active Management of risks, vulnerabilities, and threats	General Management	Basic Management
<p>Protection of the data is required by law or regulation.</p> <p>Commands the most prescriptive security controls due to stringent legal or regulatory requirements</p>	<p>Subject to legal and regulatory requirements due to the individually identifiable and highly sensitive data</p>	<p>Data is internal/confidential and is not generally available to the public.</p>	<p>Data is intended for public disclosure.</p>
<p>The university is required by laws and regulations to notify individuals and governing entities of any breach in confidentiality.</p> <p>Loss of confidentiality, integrity, or availability could have a significantly adverse impact on the University's mission, safety, finances, or reputation.</p>		<p>Loss of confidentiality, integrity, or availability could have a mildly adverse impact on the University's mission, safety, finances, or reputation.</p>	<p>Loss of confidentiality, integrity, or availability would not have an adverse impact on the University's mission, safety, finances, or reputation.</p>

Example Data Elements

<ul style="list-style-type: none"> ✓ Protected Health Information (PHI) governed by HIPAA ✓ Export-controlled data governed by ITAR or EAR ✓ Federal tax information received or derived from the IRS ✓ FERPA protected data ✓ Individual financial information subject to Gramm-Leach-Bliley Act (e.g. Financial Aid) 	<ul style="list-style-type: none"> ✓ Driver's license numbers ✓ Employer identification number (EIN) for sole proprietors ✓ Passport and Visa numbers ✓ Donor contact and non-public gift information ✓ Debit or credit card numbers ✓ Social security numbers ✓ Bank accounts or information with personal identification numbers (PINS) 	<ul style="list-style-type: none"> ✓ Student directory information ✓ Employment applications, personnel files, benefits, birth date, personal contacts ✓ Unpublished research data (at data owner's discretion) ✓ Non-public University policies ✓ Non-public contracts ✓ University internal memos, emails, reports, and budgets ✓ Engineering, design, and operational information regarding University infrastructure ✓ Survey or assessment data collected which includes identifiers ✓ Research proposals 	<ul style="list-style-type: none"> ✓ Published research Data ✓ University contact information not designated by the individual as private in their my.clemson.edu profile ✓ Policies and procedures designated by the owner as public ✓ Publicly available campus maps
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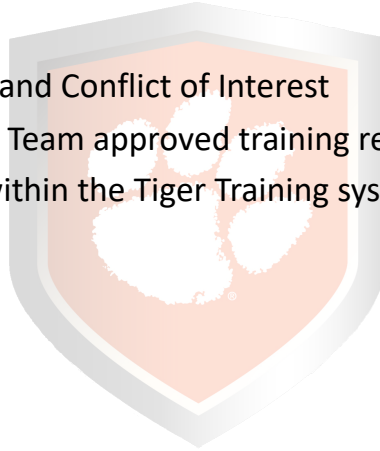
Two-Factor Authentication for Office 365

- Provides protection of unauthorized access to faculty and staff accounts
- Lessens impact of phishing campaigns
- Optional for faculty and staff
- Will be communicated and available in late September



Awareness Training

- Information Security Awareness and Conflict of Interest
- President's Executive Leadership Team approved training requirement
- Assignment will be October 1st within the Tiger Training system



Links to campus Cyber Security information

Safe Computing:

- <https://ccit.clemson.edu/support/current-students/safe-computing/>

Updates on latest activities:

- <https://ccit.clemson.edu/news/safe-computing-update/>

Information Technology Policies:

- <https://ccit.clemson.edu/about/policy/>



How to contact us

- Hal Stone – Chief Information Security Officer

- hastone@Clemson.edu
- 864-656-7132

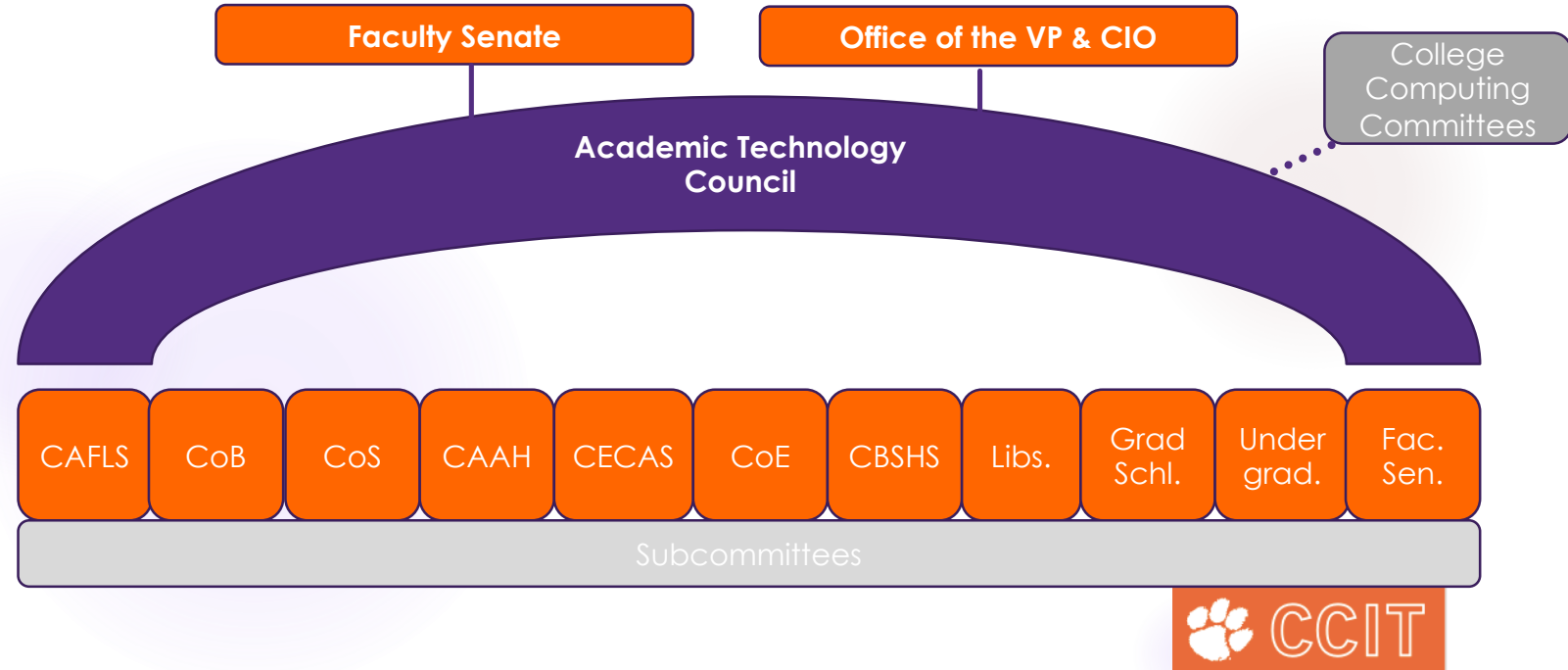
- Email security@Clemson.edu

- Contact the CCIT Helpdesk

- ithelp@Clemson.edu
- 864-656-3494



Moving Forward – Integrated Faculty IT Governance





FORWARD

CLEMSON
HUMAN RESOURCES

Office of Human Resources Update
Faculty Senate Meeting
September 11, 2018



Office of Human Resources Update

Faculty Senate Meeting
September 11, 2018

- *HRForward* Update:
 - Physical move of HR partners, cross-training, improved efficiencies and reduced wait time for customers
 - Lean process improvements
 - Entire employee lifecycle ~ process & system analysis (ex. enhanced tools, e-forms)
 - Ask-HR service improvements
 - Compensation project
 - Policy updates
 - Conflict of Interest and Cybersecurity training
 - Enhanced communications and outreach to faculty regarding HR products and services:
 - Supervisor Training, Financial Literacy Series, Scholars Field Guide, Benefits Insights infographic, Employee Referral Program
 - Innovative careers website and HR webpages
 - New recruitment services and spousal program manager