

MINUTES
CLEMSON UNIVERSITY
FACULTY SENATE MEETING
October 9, 2018

1. Call to Order: The Faculty Senate Meeting was called to order at 2:30 p.m. by President Jan Holmevik. UPIC Intern Frances Brown introduced guests.

2. Special Order of the Day:
 - a. Executive Vice President for Academic Affairs & Provost, Robert H. Jones
Executive Vice President Robert Jones shared a promotional video about the November General Faculty Meeting. That video will be updated and shared on the provost and Faculty Senate websites. He mentioned that his office and the office of Vice President and Chief Financial Officer have made it a priority to have continued conversations about budgeting for the next fiscal year. Those conversations are taking place earlier than in years past. He also noted that in the past fiscal year in Clemson Forward several new positions were included to support high-enrollment programs. Budgets for next year have improved since our projections and Clemson will be able to fill several of those new positions. His office is working with the deans on strategies to allocate those positions, with the expectation that Clemson maintain its student/faculty ratio. Allocations will be determined by need and teaching priorities.

 - b. The New Graduate School, Jason Osborne, Associate Provost and Dean, Graduate School
Dean Jason Osborne, presented a broad overview of the Graduate School, specifically highlighting key accomplishments and new initiatives and changes that have been implemented most recently (see the PowerPoint in the attached appendix for more information). More information about the Graduate School can be found here <https://www.clemson.edu/graduate/students/policies-procedures/index.html> Osborne also shared a policy document with all Faculty Senators: https://www.dropbox.com/s/euugakdol5klfdl/Doctoral%20Education%20Playbook_July26.pdf?dl=0

 - c. Strategic Diversity Leadership, Moryah Jackson, Director of Diversity Education
Moryah Jackson provided an overview and update of Inclusion and Equity programs and initiatives (see the PowerPoint in the attached appendix for more information)

3. Approval of Minutes: The Faculty Senate Meeting Minutes dated September 11, 2018 were approved as distributed.

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

Finance and Infrastructure – Committee Chair Neil Calkin
Chair Neil Calkin mentioned that the Finance Committee has reviewed and discussed salary compression issues. They also want a faculty voice on the upcoming Aramark and Bookstore contract negotiations, and they communicated those priorities at a very productive meeting with the chief financial officer.

Policy – Committee Chair John Whitcomb

Chair John Whitcomb updated the senate about a resolution to restructure the Academic Technology Council. Kristine Vernon moved that this ATC be an item for vote under new business at the November Faculty Senate meeting. That motion was seconded and following no debate it passed with unanimous support from the senate.

Whitcomb also discussed a resolution establishing an additional third lecturer rank. Vernon moved that this resolution be an item under new business at the November Faculty Senate meeting. That motion was seconded and following no further debate, as evidenced in the Tellers Vote Records below, the motion passed.

Tellers Vote Records for Motion:

Number of Votes Cast	22
Number Necessary for Adoption	14
Votes for Motion	21
Motives Against Motion	1

Research and Scholarship – Committee Chair Peter Laurence

Chair Peter Laurence mentioned that the Research and Scholarship Committee is continuing discussion items, including a slow-down of the IRB process, the status of post doctoral employees at Clemson, the use of Academic Analytics, and the review of TARU awards, a list of awards from peer institutions that Clemson could use as a benchmark for faculty achievements. Laurence has asked committee members to reach out and meet with their respective associate deans of research. He invited all faculty senators to contact him with matters related to research and scholarship.

Scholastic Policies – Committee Chair Kristine Vernon

Chair Kristine Vernon noted that the Scholastic Policies Committee is finalizing a policy on how the university addresses make-up work during university closures. The committee will be sharing that language with the Advisory Committee and has asked for her committee senators to review it and provide feedback at the next meeting. The SPC is also exploring end of course evaluations and is investigating SCALE-UP courses that support that type of pedagogy.

Welfare – Committee Chair Betty Baldwin

Chair Betty Baldwin mentioned that the key agenda item with Welfare has been dual career support for faculty, which was a major discussion item in their September committee meeting, where they met with faculty and Human Resources representatives. The committee has discussed a systematic way that Clemson could support families and dual career partners. Clemson currently has a program called Tiger Partners, where the university will work with faculty in the recruitment phase, however there is limited support for existing faculty and partners. Human Resources has noted that it is willing to do a series of listening sessions across the university related to spousal support to determine how to prioritize those support needs. The Welfare Committee is also addressing pedestrian/biking problems around campus, which have arisen during the campus construction efforts. Welfare is also working on faculty work environment concerns related to class assignments and sub-par working conditions in offices and classrooms.

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

Chair High noted that the adhoc committee has met three times since the September Faculty Senate meeting and committee members are diving into questions and data sources, coordinating efforts with the TIGERS ADVANCE and the Commission on the Status of Women’s efforts. The committee also welcomed two new members: Jan Comfort, from the Libraries, and Melissa Welborn, from Institutional Research.

b. University Commissions and Committees:

Committee on Committees – *Faculty Manual* Editorial Consultant Mary Beth Kurz
Chair Mary Beth Kurz noted that the Committee on Committees met in September and approved the addition of two new committees to the Shared Governance site: Data Safety and the Provost Taskforce on the Future of the Honors College. The Committee and staff from the Faculty Senate Office are updating pages with current personnel of all shared governance committees.

c. Commission on the Status of Black Faculty and Staff – Chair Rhondda Thomas

Chair Rhondda Thomas provided an overview of the Commission on the Status of Black Faculty and Staff's goals and objectives. She shared about how the Commission is supporting and enhancing Clemson's target goals for the hiring and retention of Black faculty. (see the PowerPoint in the attached appendix for more information)

5. Faculty Senate President's Report

Jan Holmevik reviewed and discussed Robert's Rules of Order and Parliamentary Procedures for the Faculty Senate Meetings and for the Executive Committee and Advisory Committee deliberations that take place prior to resolutions reaching the Faculty Senate floor for vote consideration. Holmevik mentioned being impressed recently at a visit to the Clemson Student Senate, where they have implemented those procedures. He also mentioned that the Class of '39 Award for Excellence nominations are due October 23 to the provost. This is the highest honor bestowed upon a faculty member, so he encouraged Faculty Senate members to nominate colleagues for their outstanding teaching and university/community contributions.

6. Unfinished Business:

a. None

7. New Business:

8. Announcements:

a. **Fall 2018 General Faculty Meeting**

November 16, 2018, 9 a.m.

Various Departmental Locations

b. **Faculty Senate Advisory Committee Meeting**

November 27th, 2018, 2:30 p.m.

Vickery Hall 104

c. **Joint Faculty Senate Executive/Advisory Committee Meeting**

December 4, 2018, 2:30 p.m.

Location: Vickery Hall 104

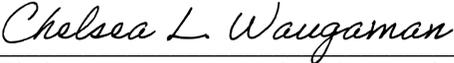
c. **December Full Senate Meeting**

December 11, 2018, 2:30 p.m.

Location: ASC Room 118

9. Adjournment: President Jan Holmevik adjourned the meeting at 3:53 p.m.


Matthew Macauley, Secretary


Chelsea Waugaman, University Faculty Governance Coordinator

Guests:

Robert Jones, Executive Vice President of Academic Affairs and Provost; John Griffin, Associate Provost and Dean of Undergraduate Studies; Jason Osborne, Associate Provost and Dean of Graduate Studies; Cole Smith, Acting Associate Provost for Academic Initiatives; Amy Lawton-Rauh, Associate Provost for Faculty Affairs; Gordon Halfacre, Ombudsman for Faculty and Staff; 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; Joe Ryan, Faculty Representative to the Board of Trustees; Mary Beth Kurz, Faculty Manual Consultant; Rhondda Thomas, Associate Professor of Literature and Chair of the Commission on the Status of Black Faculty and Staff

Alternates Present:

Luke Rapa (Education), Meredith Futral (Libraries)

Absent Senators:

Dave Willis (CAFLS), Alan Grubb (AAH), Joe Mai (AAH), Sharon Holder (BSHS), Shirley Timmons (BSHS), Joshua Summers (ECAS), Ron Falta (ECAS), Kimberly Paul (Science)



CLEMSON[®] *FORWARD*

**3rd year summary
of progress in
graduate
education**

CLEMSON
The GRADUATE SCHOOL

Charge from 2020Forward team

- **Vision for Graduate Education:**
- Clemson University will be an innovative leader in high quality graduate education that offers both breadth of knowledge and depth of training in a *student-centered, collaborative and inclusive community of scholars* who address and solve *local, national, and global challenges*.

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The GRADUATE SCHOOL

Broad Graduate School goals

- Facilitate work of faculty to produce transformative change agents (graduates)
- Lead Clemson toward national/international model of:
 - Excellence in graduate education
 - Graduate student life
 - Graduate professional development
- **Graduate education should be a central aspect of Clemson's identity**

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We responded to Faculty recommendations in *2020Forward* committee on graduate education:

- Restructured and reallocated resources in Graduate School to become effective partner and advocate for graduate education;
- Established a graduate faculty;
- Partnering to increase doctoral footprint, including expanded resources supporting doctoral education;
- Developing signature Clemson Graduate Experience;
- Graduate program review/support improvement;
- Foster inclusive environment;
- Support interdisciplinary efforts.

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Major initiatives

Branding and communicating the importance of graduate education

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TRANSFORMATION
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CLEMSON UNIVERSITY GRADUATE SCHOOL

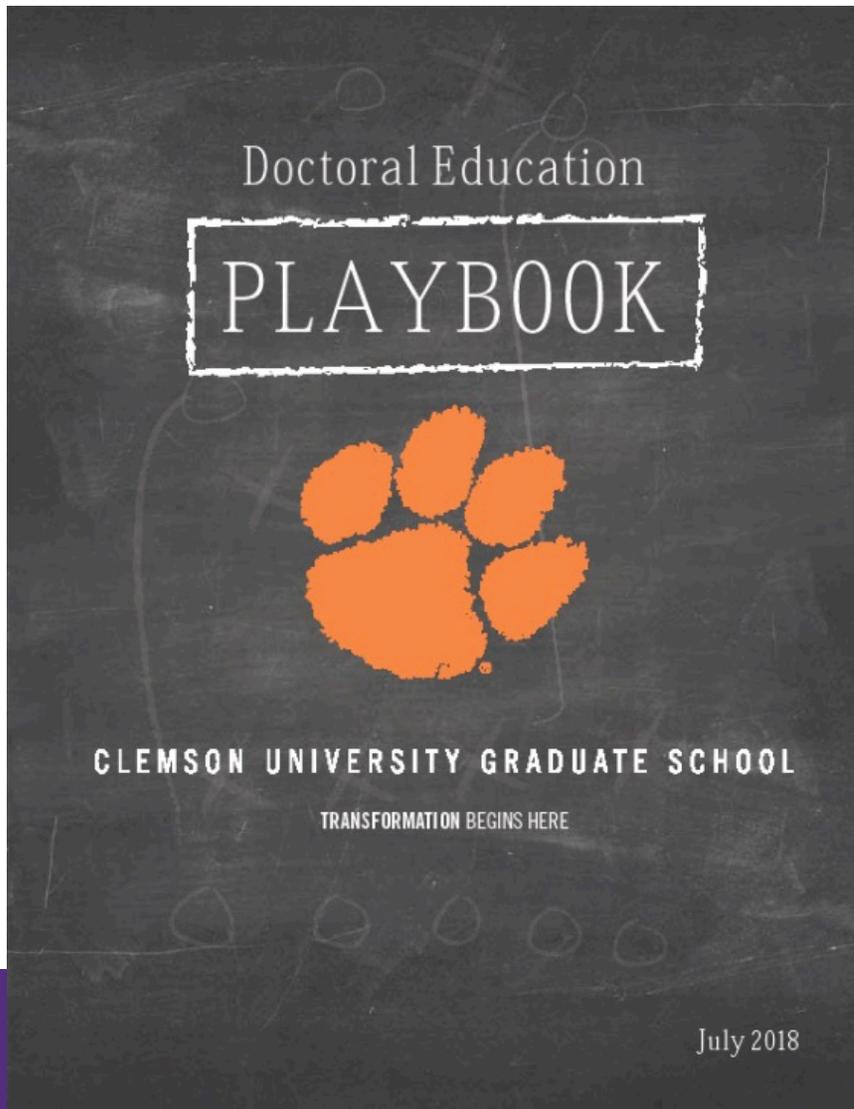
Comprehensive Professional Development for Graduate Students and Postdocs

- Dozens of events every semester, many led by faculty
- ~10% grad students participated just during Sept 2018
- Evidence-based, focused on learning outcomes
- Dr. Tia Dumas, Cyrus Fernandez



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Supporting Clemson*Forward* goals

Specific recommendations on:

- Building resources for doctoral education
- Recruiting strong students
- Retaining and completing
- Avoiding common pitfalls

Significant graduate policy initiatives

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Guiding principles for policy initiatives

- Align with peer/ modern practices
- Efficiency/effectiveness/flexibility
- Increase student success
- Decrease time to degree
- Eliminate arbitrary (non-evidence based) rules
- Local decision-making

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Reducing time to degree

- Continuous enrollment,
- leave of absence,
- readmission
- Doctoral time limit = 8 years

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Clarifying expectations

- Updating handbooks,
- Program handbook template
- GA appointment template
- Thesis/dissertation proposal approval process
- Graduate faculty status

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Increasing flexibility/student success

- Defined doctoral residency, multiple paths to satisfying the requirement
- Expanded “fast track” bachelors to graduate pipeline
- Academic renewal
- Clarified withdrawal procedures, including medical withdrawal
- Plus-Minus grading for graduate students
- Codified non-trad thesis/dissertation requirements
- Conditional admission

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Reducing faculty workload

- Non-thesis advisory committee:
 - Professional advisor, or
 - 1 faculty member
- Writing center collaboration, PD, TA training, ESL language support coming
- Templates and forms for annual review

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Alignment with best practices

- Aligned graduate student grievance process with faculty grievance process
- Prohibit student provided refreshments/gifts etc.
- ITA English Language testing/support

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Summary

- Graduate enrollment growth continues
- Support for graduate student success increasing
- Path to doctoral graduation goals is clear and has been communicated
- Challenges remain; only institution-wide culture change will enable us to achieve shared goals

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The GRADUATE SCHOOL



HELLO

**IT'S NICE TO
MEET YOU.**

EVERYONE
MATTERS

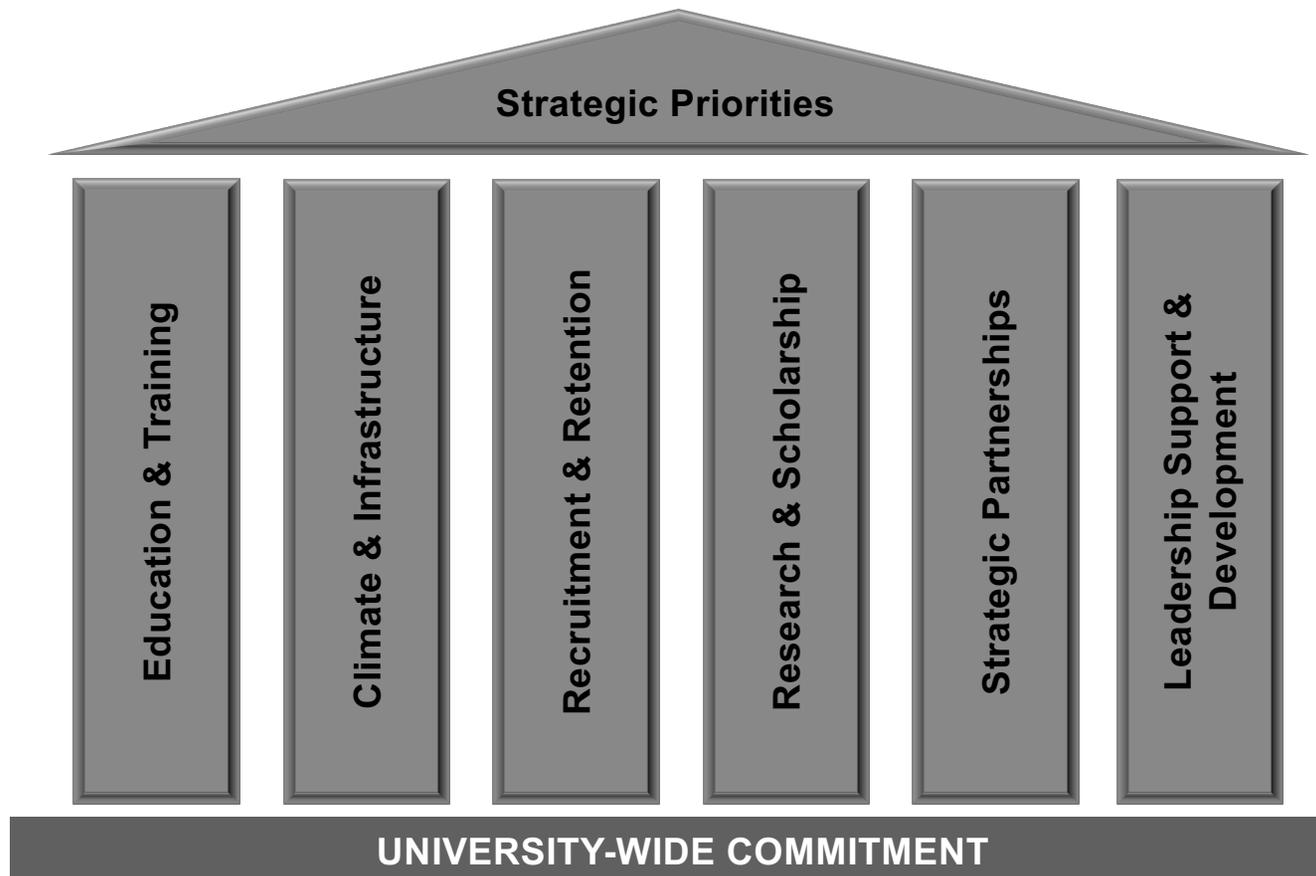




“We need to focus on diversity.
Our goal is to hire people who all look
different, but think just like me.”



Strategic Plan Framework



Ad hoc Committee on Inclusion and Equity

- Charged in 2016-2017 by Faculty Senate President Mary Beth Kurz
 - Presented a report to Faculty Senate 03/14/17
 - Provided commendations, concerns and recommendations for:
 - CU1000 and CU Courses
 - Faculty Recruitment, Retention and Mentoring
 - Equity and inclusion training and education
 - Recommendations for further discussion:
 - Future state of Ad Hoc Committee
 - Develop diversity and inclusion goals for Faculty Senate
 - Recruit faculty of color to run for Faculty Senate seats
 - Ensure consistent diversity of Faculty Senate Interns
 - Provide equity and inclusion training for Faculty Senate during orientation that is selected by the Senate
- Andrea Feeser
 - Ufuk Ersoy
 - Elaine Hiott
 - Amy Lawton-Rauh
 - Matt Macauley
 - Thompson Mefford
 - Rhondda Thomas
 - Sarah Winslow
 - Derek Wilmott

Inclusion and Equity Updates

- AACU Inclusive Excellence Framework
 - Pathfinder Program
 - Faculty Learning Community
 - Search Advocates
 - Inclusion and Equity Certificate Program
 - Clearinghouse for Diversity Initiatives
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15 Ways Faculty Senate Can Help...

- Review the Faculty Manual for inclusion and equity
 - Establish a Diversity, Inclusion and Equity Standing Committee
 - Add inclusion, equity and diversity to your research
 - Foster an inclusive classroom
 - Participate in New Employee lunches to foster community and help with retention
 - Sign up to participate in GOODTALK
 - Recruit and retain underrepresented faculty
 - Facilitate a workshop for the certificate program
 - Add inclusion and equity to tenure and promotion
 - Write an article for the inclusion and equity newsletter
 - Share best practices that you've learned about from other institutions
 - Mentor a student who has a different background from you
 - Go to lunch with someone new once a month
 - Attend conferences on diversity, equity and inclusion and share what you learned
 - Create an inclusive culture in your department
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The President's Commission on the Status of
**BLACK FACULTY
AND STAFF**



REPORT TO THE FACULTY SENATE

CLEMSON UNIVERSITY

TUESDAY , 9 OCTOBER 2019

RHONDDA R. THOMAS, BFS COMMISSION CHAIR

GOALS AND OBJECTIVES

Constitution

Complete 1st substantial revision since Commission's founding in 1999, consideration of name change to include students & local Black Communities



Communication

Effectively share Commission's goals, objectives, concerns



Community

Create greater sense of community for Black faculty, staff, and students @ Clemson and with local Black communities.

TOTAL BLACK FACULTY AND STAFF
EMPLOYED BY CLEMSON UNIVERSITY

541

SOURCE: OFFICE OF INSTITUTIONAL RESEARCH, CLEMSON UNIVERSITY, SEPT. 11, 2018

BLACK STAFF: 472 / 541 (87%)

Clemson Employment Classifications where most Black staff work:		
58 Building and Grounds (Spec-48 Sup-7 Mgr-3)	34 Human Services (Asst-19 Coor-2 Specialist-13)	34 Administrative (Specialist-15 & Assistant-19)
Performs custodial, housekeeping or groundskeeping duties to keep buildings or grounds in a clean and orderly condition	Assists in performing necessary resident care, including feeding, bathing, dressing, serving food, and administering medicine. Serves as a member of the treatment team. Counsels clients on day-to-day reality-oriented problems.	Performs administrative support or clerical duties with varying levels of individual or customer accountability.

Sources: Office of Institutional Research, Clemson University, Sept. 11 2018, and SC Department of Administration

BLACK FACULTY: 69 / 541 (13%)

Alumni Professors	2	Clinical Instructor	1
Assistant Professors	19	Lecturers	14
Clinical Asst Professor	3	Senior Lecturer	4
Research Asst Professor	2	Post Doc Fellows	3
Associate Professor	10	Visiting Asst Professor	2
Professor	7	Visiting Instructor	1
Department Chair/Head	1	Total : 69 / 45	

Source: Office of Institutional Research, Clemson University, Sept. 11, 2018.

CENTRAL OBJECTIVES FOR BFS COMMISSION

01

- Improve Recruitment and Retention of Black Faculty
- Develop database of potential hires

02

Increase representation in University governance

03

Support development and implementation of University-Wide Diversity Plan

04

Creation of annual State of Black Clemson Report

INVITATION TO BFS COMMISSION MEETINGS

- HELD 1ST TUESDAY OF EACH MONTH, 10:00 – 11:30 AM (EXCEPT NOVEMBER AND JANUARY WHEN THEY WILL BE HELD 2ND TUESDAY OF MONTH) IN PRESIDENT'S CONFERENCE ROOM, SIKES 201

Q&A