

MINUTES
CLEMSON UNIVERSITY
FACULTY SENATE MEETING
November 13, 2018

1. Call to Order: The Faculty Senate Meeting was called to order at 2:30 p.m. by President Jan Holmevik. Chelsea Waugaman, university faculty governance coordinator, introduced guests.

2. Special Orders of the Day:
 - a. Executive Vice President for Academic Affairs & Provost, Amy Lawton-Rauh
In Provost Robert Jones' absence, Associate Vice Provost Amy Lawton-Rauh shared Resolution 2018-06 with the Faculty Senate, which proposed extending two acting associate provost appointments in the Office of the Provost until the conclusion of ongoing searches to find permanent appointees. A motion was made to move this new resolution to the meeting's new business, and that motion was seconded. Following no additional debate, the question was called. The motion passed with only one member in opposition.

 - b. Vision for Clemson Libraries, Christopher Cox, Dean of University Libraries
Dean of University Libraries Chris Cox provided a presentation where he articulated his vision for the library, its staff, and its resources and he articulated key upcoming initiatives of the campus libraries. Please see the attached PowerPoint for all of the details.

3. Approval of Minutes: The Faculty Senate Meeting Minutes dated September October 9, 2018 were approved as distributed.

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

Finance and Infrastructure – Committee Chair Neil Calkin
Chair Neil Calkin reported that he and Faculty Senate President Jan Holmevik met recently with Acting Chief Financial Officer (CFO) Steven Crump, who updated them on the search for the university's permanent CFO. They also shared with Crump about an issue recently brought to the Finance Committee's attention that volunteers on campus are unfairly being asked to pay for background checks to serve on campus. Crump noted that he does not wish for that practice to continue. Calkin also mentioned at the Faculty Senate meeting that staff from Crump's office recently presented data analytics at a Finance Committee meeting about Clemson faculty salaries, where they compared them to peer R1 and R2 institutions to determine the degree to which all rank tenure-track faculty have competitive market salaries. These staff members will present this same information at the upcoming joint Executive Committee/Advisory Committee meeting.

Policy – Committee Chair John Whitcomb

Chair John Whitcomb mentioned that the Policy Committee discussed Resolution 2018-05, which, if passed by the senate, would establish a third lecturer rank to follow the rank of senior lecturer. That resolution was an item for new business later in the meeting. The Policy Committee is also discussing a matter of permitting non-tenured department chairs to be involved in the tenure and promotion process, and the committee is reviewing the current language and definitions of the university's professor of practice.

Research and Scholarship – Committee Chair Peter Laurence

Chair Peter Laurence noted that a question was raised in his committee of whether or not postdoctoral researchers should have a faculty rank. Different models exist at other institutions, so this will be a topic of investigation. Laurence asked all Faculty Senate members with opinions on this matter to contact him directly with their thoughts.

Scholastic Policies – Committee Chair Kristine Vernon

Chair Kristine Vernon highlighted two key agenda items that the committee is investigating: 1) a continued investigation into SCALE-UP instructional usage and classrooms and 2) the use of student course evaluation data in the assessment of faculty teaching effectiveness. At the next committee meeting, staff members from Clemson Online will deliver a presentation on their office initiatives and a member of the Clemson Undergraduate Student Government will discuss language recommendations for syllabi regarding university psychiatric care resources.

Welfare – Committee Chair Betty Baldwin

Chair Betty Baldwin and her committee recently discussed Resolution 2018-05. In addition, the committee has discussed campus safety concerns in light of construction efforts on campus. It was expected that Todd Steadman, director of the City of Clemson's Planning and Codes Department, would join their next committee meeting to discuss the walkability of campus. Welfare is also gathering data on "sick buildings" on campus, buildings with faculty reported health issues due to possible mold and leaking facilities that affect air quality and building equipment. At a recent Executive Committee meeting it was determined that this is a university-wide topic that needs greater stakeholders involved in the conversation than Faculty Senate.

Ad hoc Committee on the Status of Women – Committee Chair Karen High

Chair Karen High was not able to attend the November Faculty Senate meeting, but she sent along bullet points summarizing her committee's recent accomplishments. The committee has divided itself into subgroups to address the committee charges: tenure and promotion of all faculty, salary equity, recruitment and retention of faculty, general campus climate for women faculty, and leadership and administrative advancement of women faculty. The subgroups are now doing a deep dive into data from the 2015 COACHE Survey and NSF Advance Grant data, and they are also determining new data needs. The committee is also continuing to review literature on gendered experiences in academia while also benchmarking work already completed by peer institutions in similar reports.

b. University Commissions and Committees – Chair Mary Beth Kurz:

Chair Mary Beth Kurz mentioned that the Committee on Committees (CoC) met on October 25 and approved the Faculty and Student Ombuds Advisory Committee, which they expected to post shortly on the Shared Governance site. There will be a resolution soon before the senate to remove that committee listing from the Faculty Manual. The Committee on Committees has also discussed the university's graduate program review process. It has been suggested that Clemson consider establishing a stand-alone committee to address the process. Currently, the University Assessment Committee will absorb this task. The CoC has also approved a request to establish a Student Code of Conduct Review Committee to address code of conduct violations that do not

result in expulsion. At the next meeting on November 26 Dennis Lester from Clemson Online will be presenting about establishing an Advisory Committee for his unit, and the committee will be examining a proposal to establish a permanent Business/Anthropology interdisciplinary committee, which will hopefully be a model for documenting interdisciplinary committees in the future.

5. Faculty Senate President's Report:

President Jan Holmevik spoke in his President's Report about the upcoming November 16 General Faculty Meeting vote, where two historic resolutions will be debated and voted upon. The first resolution proposes a change in the number of required General Faculty Meetings from its current three-meeting schedule to a one-meeting schedule. He reiterated that the constitution also permits special meetings of the faculty to be called at any time, so faculty input and involvement in university governance has not been diminished in this new model. The second resolution involves changes to meeting formats to better facilitate voting and quorum. Holmevik stated that the proposed policies in this resolution will result in greater strategic faculty participation and engagement by allowing for a more expansive process for faculty to attend and achieve quorum.

6. Unfinished Business:

a. None

7. New Business:

a. Faculty Senate Resolution 2018-06: "30-day extension of appointments for Acting Associate Provost for Academic Initiatives and Acting Associate Provost for Academic Affairs"

The senate reviewed Resolution 2018-06, which was introduced above in the Special Orders agenda item. The text of the resolution appears in the minutes appendix. It was moved that the senate consider this resolution, and the motion was seconded. During the debate a senator asked for greater clarification as to the reason for the expanded timeframe, and Holmevik, who serves on the search committee for these academic administrators, explained that the committee needed more time to schedule its meetings and complete the job offer process in accordance with the *Faculty Manual*. When the discussion concluded, the question was called and votes were cast. The motion passed with only one senator expressing opposition.

c. Vote: Class of '39 Award for Excellence

All of the senators cast ballots to elect the 2019 recipient of the Class of '39 Award for Excellence, an honor bestowed on a faculty member for sustained contributions in the last five years to the local, regional, and national academic communities. A review committee selected Lisa C. Benson and Lesly Temesvari to stand for the election. Staff from the Faculty Senate Office and the Office of the Provost counted the ballots and determined a winner, which will be disclosed to the Faculty Senate officially at the December senate meeting.

d. Faculty Senate Resolution 2018-04: "Restructure of the Academic Technology Council"

The senate reviewed Resolution 2018-04, which makes procedural changes to the university's Academic Technology Council. The text of the resolution appears in the minutes appendix. A motion was made for the senate to consider this resolution, and the motion was seconded. Following no further debate the question was called and votes were cast. The motion passed with no opposition.

- e. Faculty Senate Resolution 2018-05: “Establishment of Additional Lecturer Rank to Follow Senior Lecturer”

The senate reviewed Resolution 2018-05, which established a third lecturer rank advancement for faculty who currently reside at the rank of senior lecturer. The text of the resolution appears in the minutes appendix. The motion was made for the senate to consider this resolution, and the motion was seconded.

Debate ensued. Kimberly Paul provided a summary of statements she gathered from faculty in the College of Science, all of which supported the resolution. She shared those statements with the senate. She also yielded part of her time to delegate Tania Houjeiry, from the Department of Chemistry, who spoke of the resolution’s importance to lecturer faculty and advocated strongly that the senate support these faculty members with this resolution. Alan Grubb voiced concerns that this resolution could result in tenure track faculty experiencing more limited instructional contact with students. Ron Falta, from the Department of Environmental Engineering and Earth Sciences, asked whether or not the implementation date of August 15, 2021 could be earlier, and it was explained that the proposed timeline for implementation was necessary to allow for all colleges to change their bylaws. John Whitcomb spoke of the resolution’s opportunity to provide teaching support to valued lecturers. Charles Weiss spoke in support of the resolution but wished to raise concern about the promise of funds, which had been promised from senior leadership in the past for different initiatives but was withdrawn. He wanted to ensure that funding would be present when this effort is implemented in 2021. Matt Macauley spoke last during the debate and mentioned the university’s challenge with salary compression within its lecturer ranks and how important this resolution would be for the recruitment and retention of dual career faculty partners who serve as lecturers.

When the discussion concluded, the question was called and votes were cast. The motion passed with only one senator expressing opposition.

Holmevik concluded the meeting by acknowledging Mary Beth Kurz, 2016-2017 Faculty Senate president, for initiating this effort over two years ago. He also recognized Ed De Iulio, business senior lecturer and assistant director of the business school advising center, who chaired the committee that first brought this lecturer rank idea to the senate for consideration.

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

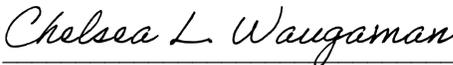
c. **December Full Senate Meeting**

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

Location: ASC Room 118

9. Adjournment: President Jan Holmevik adjourned the meeting at 3:30 p.m.


Matthew Macauley, Secretary


Chelsea Waugaman, University Faculty Governance Coordinator

Guests:

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; Bridget Trogden, Associate Dean for Undergraduate Studies; Mary Beth Kurz, Faculty Manual Editorial Consultant; Dan Warner, Director of the Emeritus College; Kathryn Miller, Director of Academic Initiatives; Ed De Iulio, Assistant Director of Business College Advising; Chris Cox, Dean of the Libraries

Alternates Present:

Andreea Mihalache (AAH) for Ufuk Ersoy, Lu Shi, Wayne Stewart for Scott Swain, Luke Rapa for Paula Dunston, Judson Ryckman for Jiro Nagatomi

Absent Senators:

Dave Willis (AFLS), Ufuk Ersoy (AAH), Sharon Holder (BSHS), Scott Swain (Business), Pamela Dunston (Education), Karen High (ECAS), Jiro Nagatomi (ECAS), John Wagner (ECAS), Bill Baldwin (Science)

CLEMSON



Libraries Forward: Becoming a Research I Library

Christopher Cox
Faculty Senate Presentation
November 13, 2018

Listen, Learn, Plan

- Meet with Libraries' employees, deans, campus leaders
- Present at various senates
- Re-establish the Libraries' Advisory Committee
- "10 Days to Have Your Say"
<https://libraries.clemson.edu/ten-days/>



Becoming a research library

- Conduct benchmarking analysis
- Comparison Group – Land grant, Research I universities without medical schools
 - Cohort includes: Colorado State, Kansas State, NC State, Purdue, Delaware, Georgia, Illinois, Maryland, UMass-Amherst, Nebraska, Virginia Tech, Washington State
- Develop report for Provost by end of spring

Libraries Forward

Strengths

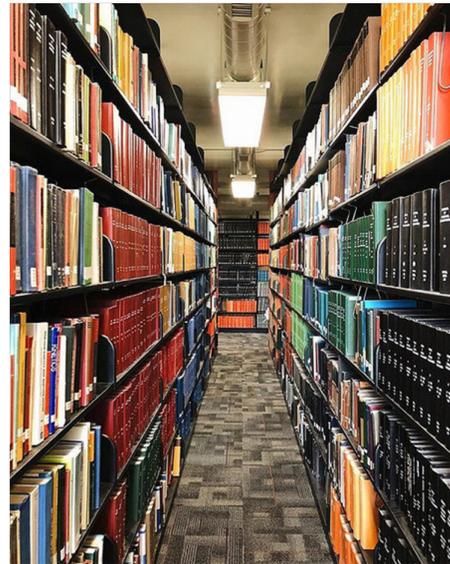
- Dedicated, friendly staff
- World-class customer service
- Student-centric
- Welcoming environment
- Located at the center of campus

Weaknesses/Challenges

- Understaffed and underfunded
- Dated building/not enough study space
- Need for better services/spaces for graduate students and faculty
- Difficulty serving off-campus locations
- Lack diversity
- Not telling our story

Deliver reliable information access

- Build new collections to support centers of excellence, innovation clusters
- Expand electronic resource access
 - Primary source collections, datasets, streaming media
- Partner with other libraries
 - PASCAL, ASERL, HathiTrust
- Encourage the development of open research collections



Build distinctive research collections

- Provide primary source materials for curricular engagement
- Preserve campus history
- Utilize new techniques to capture campus life
- Develop a plan to archive born-digital objects, social media
- Deliver unique research experiences and become a destination for researchers



Ensure student success

- Infuse information literacy throughout the curriculum
- Partner with campus units to provide services which extend the classroom
 - Academic Success Center, Writing Center, CCIT, Watt Center, Center for Career and Professional Development, Student Health Services, etc.



Be an integral partner in research

- Education
 - Open access
 - Copyright
 - Grant support
- Services and Spaces
 - Librarian consultations
 - Research data services
 - Data visualization
 - Open educational resources
 - Faculty research spaces



Greenhouse Studios, University of Connecticut Libraries



DMPTool

Build your Data Management Plan

Provide spaces which foster curiosity and creation

- Renovate Cooper Library
 - 1,560,355 visits last year, 9,000 per day
 - 54,537 in last two months
- Address gaps
 - Seating - 2,051 seats in Cooper (8% of enrollment)
 - Programming/presentation space
 - Research/Scholars Commons dedicated to graduate and faculty research
 - Ground floor entrance



Showcase campus research

- Become Clemson's online publishing house
 - Market TigerPrints
 - Make campus research discoverable
 - ORCID
 - Partner with University Press
- Create spaces to present research findings (presentations, exhibits, posters)
- Highlight research successes

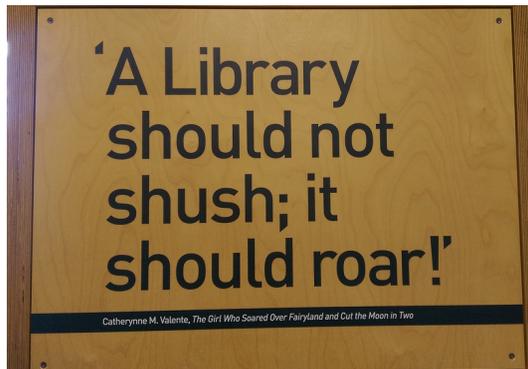


Enable Clemson Forward

- Demonstrate the Libraries' impact on USNWR measures
- Support the creation and dissemination of research
- Explore partnerships which support community engagement
- Expand the diversity of the Libraries' staff and become a center for diversity for the campus



Questions?



FACULTY SENATE RESOLUTION 2018-06

Special Order presentation by Amy Lawton-Rauh on behalf of the Provost: November 13th, 2018

Sponsor:

Topic: “30-day extension of appointments for Acting Associate Provost for Academic Initiatives and Acting Associate Provost for Academic Affairs”

Whereas, Clemson University makes provision for faculty participation in planning, policy-making, and decision-making with regard to academic matters; and

Whereas, the University also provides for such participation in matters of faculty welfare and general university concern; and

Whereas, the *Faculty Manual* Chapter VI§E5b, establishes: “An interim administrator shall be appointed no later than 90 calendar days following an initial acting appointment or in lieu of an acting appointment.”; and

Whereas, the *Faculty Manual* Chapter II§A1c, establishes: “No Department, School, College or University policies related to these rights may abrogate or alter the policies specified in the manual without approval of the Faculty Senate.”; and

Whereas, the search and screening committee, selected during a joint meeting of the Faculty Senate Executive and Advisory Committees, has requested additional time to complete their recommendations prior to consulting with the Provost; it is

Resolved, that the search and screening committee be granted an additional 30 days to complete their work; and it is

Resolved, that the extension of the appointments for Acting Associate Provost for Academic Initiatives and Acting Associate Provost for Academic Affairs for an additional 30 days is approved by the Faculty Senate.

This resolution is effective immediately. The appointments for Acting Associate Provost for Academic Initiatives and Acting Associate Provost for Academic Affairs will now end on December 15th, 2018 unless either is selected to the position on an interim or permanent basis.

1 Faculty Senate Special Order: September 11th, 2018
2 Policy Committee revision: September 18th, 2018
3 Policy Committee report: October 9th, 2018
4 Faculty Senate consideration: November 13th, 2018

5
6
7 **Sponsors:** Faculty Senate Policy Committee

8
9 **Topic:** “Restructure of the Academic Technology Council”
0

1 **Whereas,** Clemson University makes provision for faculty participation in planning, policy-making, and
2 decision-making with regard to academic matters; and

3 **Whereas,** the University also provides for such participation in matters of faculty welfare and general
4 university concern; and

5
6 **Whereas,** the current responsibilities of the Academic Technology Council limit its scope and ability to provide
7 more effective input and advice to CCIT in line with the desire to increase faculty engagement from the Vice
8 President and Chief Information Officer; and

9
0 **Whereas,** the current composition of the Academic Technology Council does not promote accountability of
1 member engagement with their college leadership and their colleagues and responsibility for coordinating
2 strategic input to the current and future state of technologies; and

3
4 **Whereas,** the Academic Technology Council is limited to specific types of technology, and should be expanded
5 to include all technology that intersects with teaching, learning, research, and service activities at Clemson
6 University

7
8 **Resolved,** that Chapter VII§J1a of the Faculty Manual be amended to **Insert** the sentence at the end of the
9 paragraph: “The Council also provides advice and feedback to the VP/CIO on IT projects, initiatives, and other
0 programs that have an impact on faculty at the University. The Council plays a critical role in facilitating
1 faculty input on future directions in education technologies.”; and it is

2
3 Final proposed language:

4 “a. The Academic Technology Council reviews and recommends policies to the Vice President for
5 Computing and Information Technology related to academic computing, information technology, and
6 media supporting the teaching, learning, research, scholarship and advising activities of faculty and
7 students. The Council also provides advice and feedback to the VP/CIO on IT projects, initiatives, and
8 other programs that have an impact on faculty at the University. The Council plays a critical role in
9 facilitating faculty input on future directions in education technologies.”
0

1 **Resolved,** that that Chapter VII§J1bi of the Faculty Manual be amended to **Strike out** the word: “two”, and
2 **Insert** the word: “one” before faculty member; and it is

3
4 Final Proposed language:

5 “i. ~~Two~~ One faculty member from each college and the Library elected by the faculty accorded voting
6 rights in each college and the Library serving three-year terms;”
7

8 (continued)
9

1 **Resolved**, that that Chapter VII§J1bii of the Faculty Manual be amended to **Strike out** the words: “One
2 representative from the Faculty Senate elected annually by the Faculty Senate”, and **Insert** the words: “Faculty
3 Senate President or designee”; and it is

4
5 Final Proposed language:

6 “ii. ~~One representative from the Faculty Senate elected annually by the Faculty Senate~~ *Faculty Senate*
7 *President or designee;*”
8

9 **Resolved**, that that Chapter VII§J1biii of the Faculty Manual be amended to **Insert** the word: “annually”
0 between the words “nominated” and “by”; and it is

1
2 Final Proposed language:

3 “ii. One graduate student nominated *annually* by the President of GSG and appointed by the Dean of the
4 Graduate School;”
5

6 **Resolved**, that Chapter VII§J1v of the Faculty Manual be amended to **Insert** the word: “annually” between the
7 words “appointed” and “by” and **Strike out** the words: “(such as Public Service Activities (PSA) and Distance
8 Education faculty); and it is

9
0 Final Proposed language:

1 v. Up to two other faculty or staff members appointed *annually* by the Council membership for the
2 purpose of adding needed representation of area experts (~~such as Public Service Activities (PSA) and~~
3 ~~Distance Education faculty~~).

4
5 **Resolved**, that that Chapter VII§J1b of the Faculty Manual be amended to **Insert** the sentence: “vi. The Dean of
6 each college and all other entities who hold a voting membership on the ATC will appoint annually an alternate
7 member to serve in the event the primary voting member cannot attend a Council meeting in order that the
8 college or entity may have full representation at each meeting.”; and it is

9
0 **Resolved**, that that Chapter VII§J1c of the Faculty Manual be amended to **Insert** the words: “with a term
1 beginning August 15th” at the end of the sentence; and it is

2
3 Final Proposed language:

4 “c. The Council is chaired by a faculty member elected annually by the voting membership of the Council
5 *with a term beginning August 15th.*”
6

7 **Resolved**, that that Chapter VII§J1d of the Faculty Manual be amended to **Strike out** the paragraph:
8 “Subcommittees are chartered by the Council as needed, concerning topics such as technology in the classroom,
9 high performance computing and learning technologies. Each of these subcommittees will have at least one
0 member selected from the voting membership of the Council.” and **Insert** the paragraph: “The Council can also
1 form subcommittees as needed where each subcommittee will have at least one member selected from the
2 voting membership of the Council.”
3

4 *This resolution will become effective upon approval by the Clemson University Executive Vice President for*
5 *Academic Affairs and Provost and its inclusion in the 2019-2020 Faculty Manual. As of August 1, 2019, the*
6 *Academic Technology Council’s membership, charge, and procedures will be amended to reflect these changes.*
7
8
9

J. Committees and Councils Reporting to the Vice Provost for Computing and Information Technology

1. Academic Technology Council

a. Responsibilities

i. The Academic Technology Council reviews and recommends policies to the Vice Provost for Computing and Information Technology related to academic computing, information technology, and media supporting the teaching, learning, research, scholarship and advising activities of faculty and students. **The Council also provides advice and feedback to the VP/CIO on IT projects, initiatives, and other programs that have an impact on faculty at the University. The Council plays a critical role in facilitating faculty input on future directions in education technologies.**

b. Membership

i. ~~Two~~ **One** faculty members from each college and the Library elected by the faculty accorded voting rights in each college and the Library serving three-year terms;

ii. ~~One representative from the Faculty Senate elected annually by the Faculty Senate~~ **Faculty Senate President or designee;**

iii. One graduate student nominated **annually** by the President of GSG and appointed by the Dean of the Graduate School;

iv. One undergraduate student nominated annually by the President of the Undergraduate Student Senate and appointed by the Dean of the Undergraduate Studies;

v. Up to two other faculty or staff members appointed **annually** by the Council membership for the purpose of adding needed representation of area experts (~~such as Public Service Activities (PSA) and Distance Education faculty~~).

vi. **The Dean of each college and all other entities who hold a voting membership on the ATC will appoint annually an alternate member to serve in the event the primary voting member cannot attend a Council meeting in order that the college or entity may have full representation at each meeting.**

vii. Non-voting membership

(1) The Vice Provost for Computing and Information Technology;

(2) One representative from CCIT;

(3) One representative from Student Accessibility Services;

(4) Others as deemed necessary by the Council membership.

c. The Council is chaired by a faculty member elected annually by the voting membership of the Council **with a term beginning August 15th.**

d. Subcommittees are chartered by the Council as needed, ~~concerning topics such as technology in the classroom, high performance computing and learning technologies.~~ **where** each of these subcommittees will have at least one member selected from the voting membership of the Council.

e. The Academic Technology Council shall meet at least once per academic year.

FACULTY SENATE RESOLUTION 2018-05

1
2 Policy Committee revision: September 18th, 2018
3 Policy Committee report: October 9th, 2018
4 Faculty Senate consideration: November 13th, 2018
5

6 **Sponsor:** Faculty Senate Policy Committee
7

8 **Topic:** “Establishment of an additional Lecturer rank to follow Senior Lecturer”
9

0 **Whereas,** Clemson University makes provision for faculty participation in planning, policy-making, and
1 decision-making with regard to academic matters; and
2

3 **Whereas,** the University also provides for such participation in matters of faculty welfare and general
4 university concern; and
5

6 **Whereas,** creating an opportunity for Senior Lecturers to seek continued career progression can contribute to
7 higher educational outcomes and excellence in teaching at Clemson University; and
8

9 **Whereas,** the Executive Vice President for Academic Affairs and Provost has expressed his commitment that
0 promoted faculty members be entitled to a 5-year renewable contract and a one-time 8% increase in base salary;
1 and
2

3 **Whereas,** the Executive Vice President for Academic Affairs and Provost has expressed his support of a two-
4 year mandated review of TPR compliance for all departments; and
5

6 **Whereas,** the Chief Human Resources Officer has endorsed a 5-year contract for the proposed third rank with a
7 one-time salary increase of 8-10% pending approval by the Executive Vice President for Academic Affairs and
8 Provost and the Chief Financial Officer regarding available budget dollars; it is
9

0 **Resolved,** that a third rank of special faculty, to follow Senior Lecturer, be established in the *Faculty*
1 *Manual* and titled “Principal Lecturer”; and it is
2

3 **Resolved,** that effective August 15th, 2021, all Senior Lecturers eligible for promotion, in accordance with
4 departmental Tenure and Promotion Review Guidelines, who have completed at least 4 years of service as a
5 Senior Lecturer be permitted to apply for promotion to Principal Lecturer.
6

7 *This resolution, will become effective upon approval by the Clemson University Executive Vice President for*
8 *Academic Affairs and Provost. All departmental TPR Guidelines will have two years to become compliant with*
9 *the Clemson University Faculty Manual as of August 1st 2019.*