

MINUTES
CLEMSON UNIVERSITY
FACULTY SENATE MEETING
December 11, 2018

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

2. Special Order of the Day:

- a. Executive Vice President for Academic Affairs & Provost, Robert H. Jones
Provost Robert Jones opened his remarks by thanking faculty for maintaining business continuity during the weather delays during finals week, which were determined because all state agencies in the county must follow what their county offices decide to do.

Jones shared the already-distributed announcement of the newly selected Chief Financial Officer, Anthony Wagner. As the faculty representative on the search committee, he shared that the committee wanted someone with university experience and a knowledge of and appreciation for the academic governance model. He felt that Wagner was an unparalleled candidate and very open and transparent in his plans for the university.

He also noted that he e-mailed the faculty the day prior to the senate meeting about the university's grade distribution practices in the past and how students were using that data to decide on their course enrollments. Amy Lawton-Rauh, associate provost for faculty affairs, and Ben Wiles, chief data officer, are engaging with a taskforce to keep track of all perspectives on the use of this data. The university's grade distribution data will no longer be generated in its current form, and the university is looking for a way to provide access to this information only to academic decision-making stakeholders in an internal format. That group will continue to gather information from the Faculty Senate and other bodies.

Jones mentioned that the Clemson Forward Planning Team met that day (December 11) and he is advocating that the university compensation plan be a top priority this coming fall. The academic deans have committed to a 1% holdback in their budgets and the central budget offices are committed to supplementing that amount, if possible.

Jones concluded his remarks by noting that the search process is winding down for the permanent associate provost for academic affairs and the permanent associate provost for strategic initiatives. More information will be shared with the university about the final appointments.

3. Approval of Minutes:

The Faculty Senate Meeting Minutes dated November 13, 2018 were approved as distributed.

The General Faculty Meeting Minutes for the August 20, 2018 meeting were approved as distributed.

The General Faculty Meeting Minutes for the November 16, 2018 were approved with one editorial change.

4. Committee Reports:

a. Faculty Senate Standing Committees:

Finance and Infrastructure – Committee Chair Neil Calkin

Neil Calkin noted that the acting associate provost for academic affairs, Cole Smith, attended the recent Finance Committee meeting, and he looks forward to maintaining that relationship and communication distribution with the permanent appointee. He also had a productive meeting with Steven Crump about long-range planning and information sharing. The committee is also discussing bike station and campus transportation issues.

Policy – Committee Chair John Whitcomb

John Whitcomb shared that the Policy Committee is examining the removal of the Faculty and Student Ombuds Advisory Committee from the Faculty Manual. That Advisory Committee has been reviewed by the Committee on Committees and has been added to the Shared Governance website as a Shared Governance Committee. The Policy Committee is considering a suggestion to review the requirements for departmental bylaws and departmental tenure, promotion, and reappointment and post-tenure review documents listed throughout the Faculty Manual. The committee is considering a suggestion to add a paragraph to the Faculty Manual that would enable departments to appoint a departmental Tenure and Promotion committee based on rank that consist of all faculty of said rank. The committee is also gathering feedback regarding department chairs who hold the rank of associate professor participating on departmental TPR committees that consider promoting faculty to the rank of full professor.

Research and Scholarship – Committee Chair Peter Laurence

Peter Laurence mentioned that the Research Committee is considering the elimination of postdoctoral researchers as special faculty. They are soliciting feedback from the Vice President for Research's Office, from the Office of Sponsored Programs, and from the assistant director of postdoctoral affairs, all of whom are in favor of changing the status of postdocs. They are considering the new status and alternative models that exist at other universities, which classify postdocs as students, staff, or specialized postdoc employees. They plan to develop a resolution removing the rank for senate consideration in the spring. The Research Committee is also considering the parking needs of faculty researchers who come to campus during home football games. Lastly, the committee is considering the Top American Research Universities list of awards, and how to best support Clemson faculty who are successful in receiving one of these awards that have residential components that may negatively affect their ability to maintain their Clemson salary and health insurance.

Scholastic Policies – Committee Chair Mikel Cole

Before the Scholastic Policies Committee Report began, Jan Holmevik announced that Kristine Vernon had been appointed interim chair for her department and cannot continue her term on the Faculty Senate. Elliott Jesch will now be the lead senate for the College of Agriculture, Forestry and Life Science and Mikel Cole will be replacing her as chair of the Scholastic Policies Committee.

Cole noted that at the November SPC meeting members heard from Denny Lester and other staff from Clemson Online, and they heard from Mason Hammon from the Undergraduate Student Senate about distributing information in syllabi about mental health resources on campus. SPC is also considering SCALE-UP equipped classrooms and has met with senior leadership about changes to student course evaluations.

Welfare – Committee Chair Betty Baldwin

Baldwin mentioned that the Welfare Committee met with Todd Steadman, director of the City of Clemson's Planning Commission to discuss campus safety for walking, biking, and driving.

Steadman noted the campus rapid growth rate and that the town is working to absorb the student growth. Staff from the Office of Human Resources will be meeting with the committee in December to continue discussions about the university's Spousal Hire/Dual Career initiatives. Joe Ryan, faculty representative to the Board of Trustees, is working to investigate a Welfare initiative, developing a systemic plan for collecting data on "sick buildings," buildings that are suspected of containing materials that may damage equipment and lead to respiratory issues with its employees. Welfare is also working on the senate's University Club, which will include solidifying space justifications. More information will be shared in the spring.

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

Karen High noted that Faculty Senate member Eric Davis has joined the Adhoc Committee. The Committee is gathering data on campus climate, tenure and promotion, salary equity, recruitment and retention of faculty, and leadership and administrative advancement.

Bylaws Committee – Committee Chair John Whitcomb

John Whitcomb noted that all senators have been given drafts of new Faculty Senate bylaws, which have been examined by a taskforce committee since the summer. He asked for feedback and questions from senate members. He hopes to present the final bylaws as a resolution in the future.

b. University Commissions and Committees:

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

Mary Beth Kurz noted that the Committee on Committees met in November and discussed a proposal from Clemson Online about a Distance Education Advisory Board. She noted that the Shared Governance section of the Faculty Senate website has all of the updates from TPR guidelines and bylaws. New departmental bylaws for Mathematical Sciences, Food Nutrition, and Forestry and Environmental Conservation have been approved and posted online. She also noted that it is a recommended practice to have her review bylaws and TPR guidelines during the departmental/college review process to ensure that the policy documents conform with the Faculty Manual and comply with a check-list of requirements, otherwise they may be rejected during provost review/approval.

Athletic and Academic Oversight Committee – Mike Godfrey

Mike Godfrey shared that the Athletic and Academic Oversight Committee has met several times since its last report to the Faculty Senate. Since Clemson has not had any major NCAA violations, the committee has examined its policies and procedures manual to align it with the Faculty Manual. They are examining transfer policies and how graduate students apply for and enter the university. They are also looking at academic progress reports for the university, which have been extremely positive across all the sports teams at the university. The committee is also working with Bill Baldwin and the Athletic Council to look at enrollment caps, majors and minors that exceed enrollment caps, grade distributions in those programs, equity of athletes, and acceptance into those programs. The committee is also examining student athlete welfare and looking at team end of season evaluations to get students' perceptions of time spent on academics, social endeavors, and athletics. Godfrey also announced that Christian Wilkins, graduate student and football player, recently received the Campbell Trophy by the National Football Foundation and College Football Hall of Fame, which is the equivalent of the Heisman trophy award for academics and athletic accomplishments.

c. Special Reports:

Faculty Representative to the Board of Trustees – Joseph Ryan

Joseph Ryan noted that he is drafting his report for the February Board of Trustees meeting, which will focus on the importance of graduate education as Clemson wishes to maintain its Research I status. He will be highlighting the degree of assistance provided by graduate teachers and the importance of

graduate student diversity at Clemson. He is also investigating air quality issues in buildings across campus and would like to talk to any member of the Faculty Senate who has concerns about their buildings. Relatedly, he is talking with Clemson Facilities regarding resources that can be allocated to address these concerns.

5. Faculty Senate President's Report – Jan Holmevik

In his President's Report Jan Holmevik announced that Lisa Benson, professor of engineering and science education, is the 2018 recipient of the Class of '39 Award for Excellence. She will receive her official award at the December graduation. On February 12, after the Faculty Senate meeting, there will be a special spring ceremony in the Carillon Gardens to recognize the award.

6. Unfinished Business:

a. None

7. New Business:

a. None

8. Announcements:

a. **January Full Senate Meeting**

January 8, 2019, 2:30 p.m.

Location: ASC Room 118

9. Adjournment: President Jan Holmevik adjourned the meeting at 4:30 p.m.

 #AllIn
Matthew Macauley, Secretary


Chelsea Waugaman, University Faculty Governance Coordinator

Guests:

Robert Jones, Executive Vice President of Academic Affairs and Provost; Amy Lawton-Rauh, Associate Provost for Faculty Affairs; Gordon Halfacre, Ombudsman for Faculty and Staff; Jacqueline Todd, Director of Internal Communications; Joe Ryan, Faculty Representative to the Board of Trustees; Mary Beth Kurz, Faculty Manual Consultant; Lisa Benson, Professor of Engineering and Science Education

Alternates Present:

Puskar Khanal (CAFLS), Meredith Futral (Libraries)

Absent Senators:

Dara Park (CAFLS), Dave Willis (CAFLS), Raquel Anido (AAH), Alan Grubb (AAH), Joe Mai (AAH), Jeff Hallo (BSHS), Sharon Holder (BSHS), Ron Falta (ECAS), Bill Baldwin (Science), Derek Wilmott (Libraries)