

MINUTES
CLEMSON UNIVERSITY
FACULTY SENATE MEETING
January 08, 2019

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

2. Special Order of the Day:
 - a. Executive Vice President for Academic Affairs & Provost, Robert H. Jones
 - a. There was no special order from the Provost at this meeting
 - b. Overview of Diversity Advocate Certificate Program, Moryah Jackson, Director of Diversity Education
 - a. Moryah Jackson presented to the Faculty Senate an overview of the Diversity Advocate Certificate Program. Please see the attached PowerPoint for more details from her presentation.

3. Approval of Minutes:

The Faculty Senate Meeting Minutes dated December 11, 2018 were approved as distributed.

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

Finance and Infrastructure – Committee Chair Neil Calkin
 - a. No report was presented.

Policy – Committee Chair John Whitcomb
 - a. No report was presented.

Research and Scholarship – Committee Chair Peter Laurence
 - a. The Research Committee is continuing to determine the classification of postdoctoral research, and discussing the possibility of removing the faculty rank. Committee Chair, Peter Laurence attended an event with stakeholders, including those from Human Resources and the Provost’s Office. He is waiting to determine what issues are synthesized from the meeting to decide the next steps for the Research Committee.

Scholastic Policies – Committee Chair Mikel Cole
 - a. No report was presented.

Welfare – Committee Chair Betty Baldwin
 - a. The Welfare Committee is continuing to work on plans for the university club. The senate has been offered two possible spaces on campus for the club. The committee will continue to weigh the alternatives and bring their final decision to the Senate for discussion in February. The committee is hoping to vote on a final resolution at the March Faculty Senate meeting.
 - b. The university will start construction on a childcare facility on March 4, and the facility is expected to meet national standards and have space for 133 children. The committee is working with the Policy Committee to determine the best way to allocate slots to employees interested in childcare.
 - c. The committee expects to continue conversations about campus safety throughout the month of January.

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

- a. The committee is continuing with their work, and committee members are beginning to write the final report. President Jan Holmevik has tasked the committee with presenting resolutions before the Faculty Senate for vote during the spring semester.

Bylaws Committee – Committee Chair John Whitcomb

- a. Whitcomb was not present to provide a report. Holmevik noted that the bylaws will be moved to new business at the February meeting. Senators should send any comments or concerns on the bylaws to Whitcomb.

b. University Commissions and Committees:

Committee on Committees- Chair Mary Beth Kurz

- a. There are two outstanding items from the previous senate meetings, the Distance Education Online Advisory Committee and Curriculum for Social/Anthropology. Mary Beth is working on scheduling spring semester meetings.

Grievance Board- Chair Megan Che

- a. Grievance Board Chair, Megan Che, presented the annual report for the Grievance Board as well as answered senator questions about the procedures of the board. More details from the annual report can be found in the attached PowerPoint. Senate President Jan Holmevik recognized Megan for her service to the Grievance Board and the university.

c. Special Reports:

None

5. Faculty Senate President’s Report – Jan Holmevik

Two years ago coach Dabo Swinney lifted the College Football National Championship trophy in the air and declared: “Greatness is for everyone.” Last night our student athletes won their second College Football Playoff title, and third national championship for Clemson. It was a game that will be remembered, not only in the annals of Clemson Football, but also for what it said about persevering through adversity to achieve the ultimate success. “I know we’re not supposed to be here, we’re just little old Clemson.” said Coach Swinney last night. “I’m not supposed to be here, but here we are, and here I am.”

“Greatness is for everyone.” Dabo Swinney and his team of coaches and student athletes, and indeed the entire Clemson Athletics organization, have worked harder than anyone in College Football these past 10 years to build the tremendous success story we see today.

When you play for the name on the front of the jersey rather than the name on the back, and when you create an organization with a common purpose, a common goal and a relentless pursuit of excellence, winning a national championship is not only possible—it is inevitable. “Greatness is for everyone.”

Let us take inspiration from our colleagues in Athletics and double down on our academic mission with renewed purpose and fervor in 2019. This past year Clemson, once again was ranked as a top 25 public university, and we retained the coveted Carnegie R1 research classification for another three years.

With regards to faculty governance we were able to pass a resolution that creates better career opportunities for our teaching faculty, and for the first time in nearly 40 years, we were able to make important amendments to the Faculty Constitution. We know that this was a lot of effort on your part, but you should feel proud. You did it! At the November General Faculty meeting we needed 504 faculty members in attendance to achieve a quorum. By the time voting commenced there was an incredible 604 faculty in attendance!

The first resolution, to reduce the number of general faculty meetings from three to one at the beginning of the academic year passed with 583 yes, and 21 no votes, for a total of 604 total

votes. The second resolution, to introduce telepresence and digital voting, passed with 506 yes, and 37 no votes for a total of 543 votes cast.

At the February 2019 Board of Trustees Meeting, your decisions will be brought before the Board as a last step prior to getting incorporated into the Constitution. Thank you again for participating in this incredible example of faculty governance at its finest, and thank you for pulling together to accomplish this monumental feat.

In conclusion, I want to congratulate everyone at Clemson University on all the outstanding athletic and academic achievements of 2018. There has never been a more exciting time to be a faculty member, staff member or student at this university.

Greatness is for everyone, and in 2019 we are going to do even better!

- 6. Unfinished Business:
 - a. None

- 7. New Business:
 - a. Elections for Grievance Board – Grievance Board Members
The results for the 2019-2020 Grievance Board membership vacancies are as follows:

Tellers Vote Records for Elections:

College of Agriculture, Forestry and Life Sciences (1):

Number of Votes Cast 27
Necessary for Election 14
Votes for Robert Baldwin 27

College of Behavioral, Social and Health Sciences (2):

Number of Votes Cast 27
Necessary for Election 14
Votes for Roxanne Amerson 24
Votes for Shirley Timmons 26

College of Business (1)

Number of Votes Cast 27
Necessary for Election 14
Votes for Lydia Schleifer 26

College of Education (1)

Number of Votes Cast 26
Necessary for Election 14
Votes for Jane Lindle 26

College of Engineering, Computing and Applied Sciences (1)

Number of Votes Cast 25
Necessary for Election 13
Votes for Rachel Getman..... 15
Votes for Abdul Khan 9

College of Sciences (1):

Number of Votes Cast 25
Necessary for Election 13

Votes for Susan Chapman 11
Votes for Hong Luo 14

University Libraries (1)
Number of Votes Cast 24
Necessary for Election 13
Votes for Camile Cooper 14
Votes for Meredith Futral 10

b. Elections for Grievance Board- University Grievance Consultants
The results for the 2019-2020 Grievance Board university grievance consultant vacancy is as follows:
Tellers Vote Records for Motion

Number of Votes Cast 27
Necessary for Election 14
Votes for Antonis Katsiyannis ... 27

8. Announcements:

a. **Faculty Senate Advisory Committee**

January 22, 2019, 2:30 p.m.

Location: Vickery Hall 104

b. **Faculty Senate Executive Committee**

February 5, 2019, 2:30 p.m.

Location: Vickery Hall 104

c. **Full Faculty Senate Meeting**

February 12, 2019, 2:30 p.m.

Location: ASC 118

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



Matthew Macauley, Secretary



Chelsea Waugaman, University Faculty Governance Coordinator

Guests:

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; Bridget Trogden, Associate Dean of Undergraduate Studies; Megan Che, Grievance Board Chair; Moryah Jackson, Director of Diversity Education; Chris Cox, Dean of Libraries.

Alternates Present:

Catherine Murton (BSHS), Antonis Katsiyannis (COE), Luke Rapa (COE)

Absent Senators:

Puskar Khanal (CAFLS), Raquel Anido (AAH), Alan Grubb (AAH), Joe Mai (AAH), John Whitcomb (BSHS), Sharon Holder (BSHS), Ron Falta (ECAS)

Search Advocate Program

January 2019

Search Advocate Summary

- Will certify and equip a member of every University search committee with the necessary knowledge and skills to promote an inclusive and equitable search process.
- Through this training, search advocates will be prepared to:
 - 1) support the goals of ClemsonForward,
 - 2) address underrepresentation when applicable, and
 - 3) bring expertise on inclusion and equity to the search.

ClemsonForward will strengthen the sense of community and connectedness that defines the Clemson Family by enhancing diversity, improving workplace quality of life and creating an environment of inclusive excellence.

Training Details

- Partnership: President's Office, Provost's Office, Office of Human Resources, and Inclusion and Equity
- 2-3 year certification
- Communication and nominations process Feb 2019 -March 2019
- Rollout certification program August 2019
- Nomination process for each college and division
- Each advocate would provide their expertise as a member of 2-3 searches per year
- Estimate 200 diversity advocates to be certified through training program in first calendar year – 100 Fall 2019; 100 Spring 2020
- Would like to make this a requirement in the next few years for all search committees
- Ensure diversity amongst search advocate pool

Session I

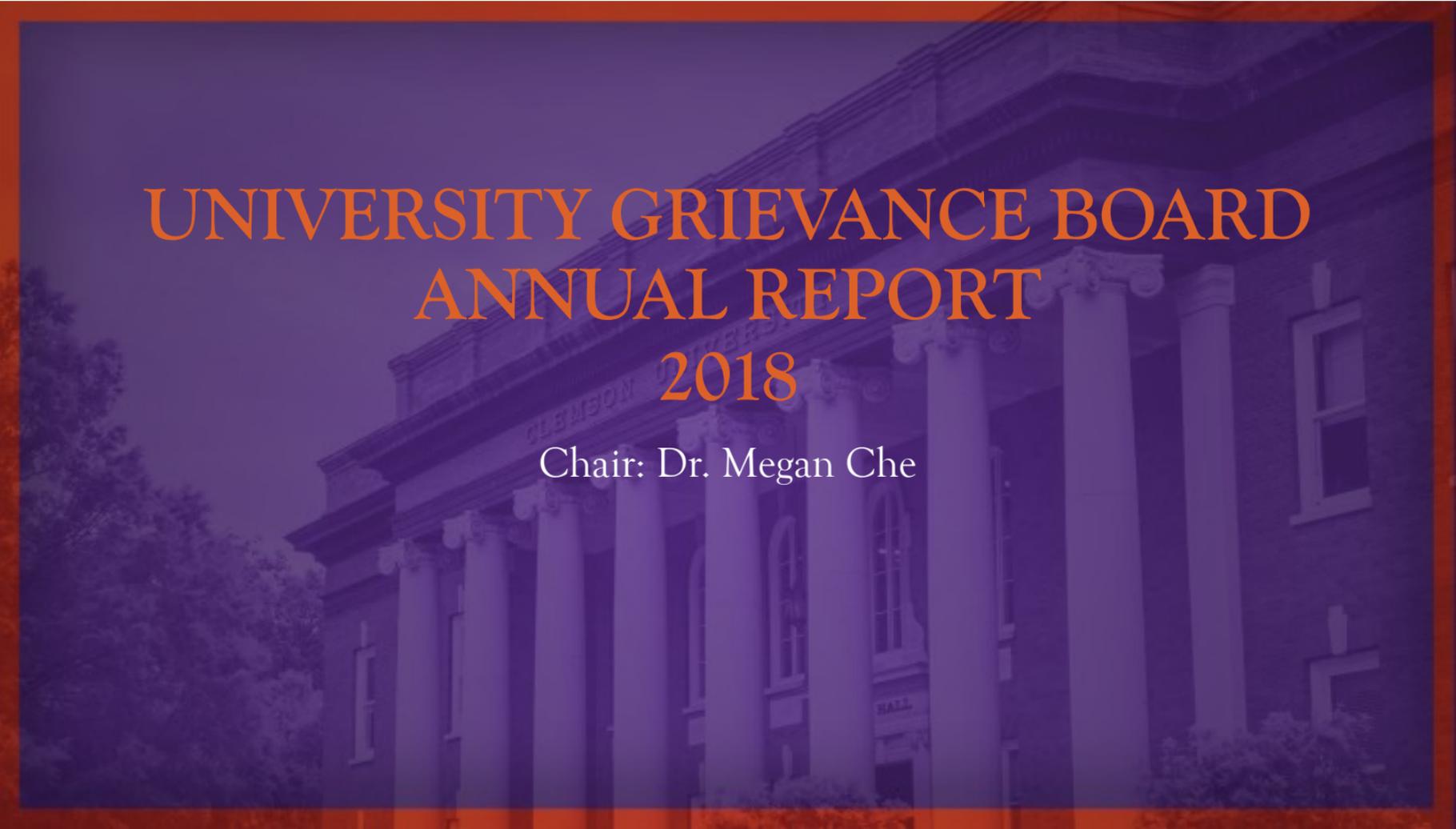
- ClemsonForward
- Human Resource Goals
- Clemson Search and Selection Process
- Clemson Demographics
- Search Advocate Program
- Inclusive Excellence
- Intercultural Development Inventory

Session II

- Implicit Bias
 - Cognitive and Structural
- Legal Environment
- Bias Risks and Remedies in the Search and Selection Process
- Communication
- Resources
 - How do we recruit
- Next Steps

Tentative Schedule

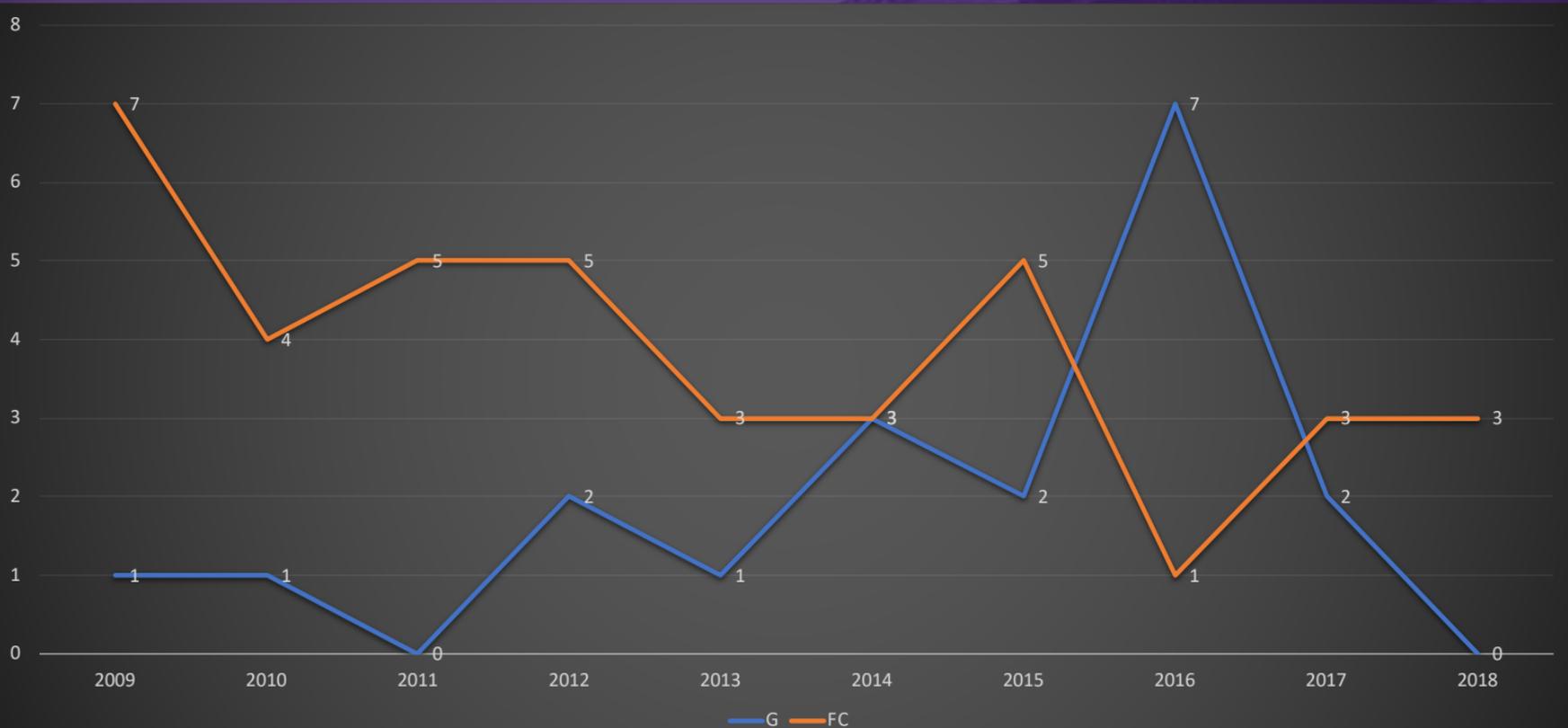
- February 2019
 - Human Resources sends a call for Search Advocates
 - Friday, February 1 – Friday, February 28, 2019
 - March 2019
 - Human Resources selects and notifies Search Advocates
 - Friday, March 1 – Friday, March 29, 2019
 - Inclusion and Equity leads Search Advocate Listening Sessions
 - Wednesday, March 6 8:30 am – 11:30 am
 - Thursday, March 7 1 pm – 4 pm
 - Wednesday, March 27 1 pm – 4pm
 - Thursday March 28 8:30 am – 11:30 am
 - August and September 2019
 - Search Advocate Program launches
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UNIVERSITY GRIEVANCE BOARD ANNUAL REPORT 2018

Chair: Dr. Megan Che

Petitions Submitted 2009 - 2018



2018 PETITION INFORMATION

- 3 Petitions Submitted (January 2018 – January 2019)
- Grievance Petitions
 - None Submitted
- Formal Complaints
 - 3 Basis: (a) Failure, on the part of a person or persons in appropriate positions of authority or responsibility, to properly implement departmental, college, or university policies or procedures so as to adversely affect the petitioner.

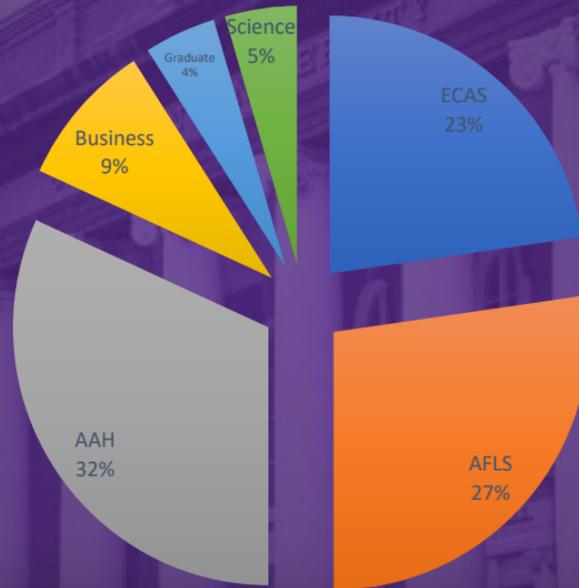
2018 Petition Disposition

- 2 Formal Complaints proceeded to hearing before the Grievance Board
- 1 Formal Complaint was ruled without basis



Major Trends

- A 10-year review was conducted of all petitions heard by the Grievance Board since 2009



Major Trends

- Since 2009 the most common basis for hearings:
 - 53%: improper or unfair implementation of policies
 - Promotion to Professor, Denial of Tenure, Non-reappointment
 - 25%: dismissal
 - 50/50 dismissal of TT and non-TT
 - 19%: improper or unfair formal review processes
 - 3%: improper determination of salary increment
- 52% of cases Provost denied relief sought (based on recommendations)
- 32% of cases Provost approved relief sought
- 19% of cases were mixed

Notes from the Board

- Grievances and Formal Complaints can take 3 months to get to a hearing and 5 months until exhaustion of appeals
- Faculty seek out resolution late into a conflict
- The Board has adopted a set of procedures in a handbook to increase uniformity and efficiency of operations