MINUTES
CLEMSON UNIVERSITY
FACULTY SENATE MEETING
November 12, 2019

1.   Call to Order: The Faculty Senate Meeting was called to order at 2:30 p.m. by President
     Danny Weathers. Marcus Coppola, UPIC intern, introduced guests.

2.   Approval of Minutes: The Faculty Senate Meeting Minutes dated October 8, 2019, were
     approved with one edit.

3.   Special Orders of the Day:

     a. Diversity and Inclusion at Clemson University – Lee Gill, Chief Inclusion Officer and
         Special Assistant to the President for Inclusive Excellence
            a. Lee Gill, chief inclusion officer and special assistant to the president for
                inclusive excellence, provided a detailed presentation, updating the senate on
                his division's key recent accomplishments. He responded to questions from
                attendees about faculty-led initiatives and campus climate improvements. See
                the attached PowerPoint for more information.

     b. Historical Overview of the Great Class of 1939 – Windsor Sherrill, President, Class of
         '39
            a. In preparation for a vote to determine the 2019 recipient of the Class of '39
                Award for Excellence in new business, Windsor Sherrill, president of the
                Class of '39, showed a short video about the philanthropy of the Class of '39,
                which established the award.

     c. Clemson University Libraries: R1 Benchmarking Results – Christopher Cox, Dean of
         Libraries
            a. Christopher Cox, dean of libraries, presented a brief summary of the Libraries'
                strategic plan for supporting the university's R1 status. See the PowerPoint for
                detailed information. Cox also responded to questions and suggestions for
                improvements from attendees.
            b. He noted that Open Forums will be held with more information about this
                strategic plan, including one on noon at Thursday, November 1 in the Byrnes
                Room at noon on Wednesday, December 4 in the Brown Room of Cooper
                Library.

c. Cox also announced that the Faculty Club Research Series is launching, which will provide venues to highlight research collaboration. The first research talk will take place on November 13 at 5 p.m. in the Cooper Library Byrnes Room.

4. <u>Reports</u>:

a. Executive Vice President for Academic Affairs and Provost – Robert H. Jones
   a. There was no report from the Executive Vice President for Academic Affairs and Provost.

b. Standing Committees:

   Finance – Committee Chair Elliot Jesch
      1. No official report was presented, though Chair Elliot Jesch highlighted upcoming agenda items.

   Policy – Committee Chair Kimberly Paul
      1. Chair Kimberly Paul introduced report PRC 201913 regarding Evaluating Special Faculty. The Policy Committee considered if the policy listed in the Faculty Manual is excessively ambiguous or unclear. The committee determined that the current language is clear because the criteria and process is detailed in departmental TPR materials and the departments determine the best practice and criteria for evaluating special faculty. The committee concluded that the Faculty Manual did not need to be amended in any way. They moved that the senate accept this recommendation/report. Due to the fact that the report was present on behalf of a committee, no second was needed. Following no further debate, a vote was held. There was no opposition, so the motion was adopted with a majority vote and will be filed with the minutes.
      2. Paul introduced PCR 201919 regarding the direct hiring of senior/principal lectures. The current Faculty Manual only allows hiring of lectures at the Lecturer rank. In recent years, the policy has been implemented at the provost level and lower. The question of whether the Faculty Manual should be amended to change the ability to directly hire faculty at higher ranks (senior or principal lecturers) was considered. The Policy Committee discussed the issue at multiple meetings and reviewed the report that originated from the Ad Hoc Committee on the Status of Lecturers and Senior Lecturers. Considerations of changing the policy would allow for increased hiring of senior lecturers, which has negative implications for the existing system of tenure. In addition, it can be difficult to evaluate teaching quality from application materials, which can lead to issues of hiring at that level, which are accompanied by long-term contracts

without probationary periods. Advantages of this change allow flexibility at the departmental levels to hire more experienced lecturer faculty and support dual career/spousal hire programs. The committee determined recommendations that the Faculty Manual be revised to allow faculty direct hires at senior/principal lecturer. Hiring committees have the option to include three to five-year contracts or a one-year contract with a probationary period of two years, to allow for evaluation and reappointment period to the normal three to five-year contracts. It was moved that the Faculty Senate accept these recommendations, which will be referred back to Policy Committee to craft new policy languages for Faculty Manual revision and approval at an upcoming Senate meeting. Due to the fact that the report was present on behalf of a committee, no second was needed. Following additional debate and questions from senators, a vote was held. There was no opposition, so the motion was adopted with a majority vote and will be filed with the minutes.

3. The committee highlighted upcoming reports regarding the status of alumni distinguished professors, considerations of recent COACHE survey, and percentages of faculty salaries related to research and extension.

Research – Committee Chair Patrick Warren

1. Chair Patrick Warren presented two reports for Faculty Senate consideration. For 20191015 Buyways (Procurement), the committee investigated Buyways issues and recommended that the university maintain the current system without revision. A motion was made to accept the report and there was no debate. There was no opposition, so the motion was adopted with a majority vote and will be filed with the minutes.

2. Warren presented report 20191030 regarding Predatory Publishing. The Research Committee recommend the training of faculty related to predatory publishing. They also recommend that the Policy Committee consider predatory publishing in the appendix of the Faculty Manual. Appendix C is taken verbatim from the Commission on Higher Education, so that may not be the appropriate place to address it. The Research Committee recommended that it be addressed in some capacity in the Faculty Manual, as determined by the Policy Committee. A motion was made to accept the report and there was no debate. There was no opposition, so the motion was adopted with a majority vote and will be filed with the minutes.

3. Warren noted that the Experimental Forest is an upcoming agenda item for the Research Committee.

Scholastic Policies – Committee Chair Peter Laurence

1. Chair Peter Laurence had no formal report but noted that the Scholastic Policies Committee is currently addressing its student

evaluations of teaching agenda item. The university is adopting a new data management system, WaterMark. The Scholastic Policies Committee is considering that system as it relates to evaluations.

Welfare – Committee Chair Betty Baldwin
1. Chair Betty Baldwin noted that the Welfare committee is working on a draft of a faculty survey regarding the use of the Clemson Experimental Forest for teaching, research and personal wellness. They are working with the Research Committee and George Askew, vice president for public service and agriculture. They plan to release the survey in January and create a report on the findings on research, use of grants and courses taught, and personal use.
2. The Welfare Committee is also working on a joint resolution with various other governance entities to support the Green Crescent Trail. More agenda items will also be developed.

c. University Commissions and Committees:
Committee on Committees – Chair Mary Beth Kurz
1. Chair Mary Beth Kurz provided an update. See the attached PowerPoint for detailed information. The Committee on Committees (COC) met twice this semester and approved the addition of two standing committees: the Advocate Advisory Board and the University Awards Committee. They removed a standing committee on University Research Grants. Kurz is meeting with Tanju Karanfil, vice president for research.
2. The COC is also engaging in active discussions regarding Campus Recreation Advisory Board. The New Resilience Infrastructure and Environmental Systems Committee is discussed in the PowerPoint. They are reviewing the proposal for STS interdisciplinary committee and finalizing the Campus Recreation Advisory Board.

d. Special Reports:
Faculty Representative to the Board of Trustees – Joseph Ryan

Joseph Ryan, faculty representative to the Board of Trustees, updated the senate about his report at the October Board of Trustees Meeting regarding lecturer faculty pay.

e. President's Report – Danny Weathers

(see the PowerPoint in the appendix for accompanying information in the President's report)

Danny reflected on his term and issues he has addressed since taking office as president. He discussed statistics and approaches to service allocations for faculty in different departments across the university.

He mentioned his concern earlier in the fall semester where an administrator wished to take action that went against policies shared in the Faculty Manual, which was addressed. This action promoted shared governance and faculty/administrator collaborations. He noted his reflections and recommendations for addressing issues at the departmental and college levels

He reflected on the land grant mission of the university and county-based outreach efforts.

The Salary Report will be distributed in the next few weeks.

Clemson is piloting online synchronous classroom software.

Grade distribution data will continue to be published.

President Jim Clements will attend the December Faculty Senate meeting and will engage with those present in a Q&A session. Weathers encouraged faculty to engage with the president in this manner.

6.   Unfinished Business:

There was no additional unfinished business.

7.   New Business

a. PCR 201921 – Bylaw amendment to increase the Convention of the Delegates
    a. Paul recapped the Policy Committee Report PCR 201921, where the Policy Committee reviewed the number of delegates present in the Convention of the Delegates and considered increasing the number of delegates from 15 to 35. The committee recommended maintaining numbers for the next year to see how it operates in practice during its inaugural year. Once data is gathered about the convention, the committee may revisit the issue if need be.
    b. A motion was made to approve this report and there was no further debate. There was no opposition, so the motion was adopted with a majority vote and will be filed with the minutes.

b. Vote: Class of '39 Award for Excellence recipient
    a. All senators voted on three candidates for the Class of '39 Award for Excellence. Ballot sheets were administered and staff from the Faculty Senate and the Provost Offices collected and counted the ballots.

8.   Adjournment: President Weathers adjourned the meeting at 3:29 p.m.

9.   Announcements:
         a. **Faculty Senate Advisory Committee Meeting**
            November 26, 2019 2:30 p.m.
            Location: Cooper Library 416 (Brown Room)

         b. **Faculty Senate Joint Executive/Advisory Committee Meeting**
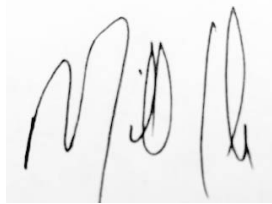   December 3, 2019 2:30 p.m.
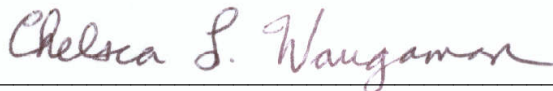   Location: Cooper Library 416 (Brown Room)

         c. **Faculty Senate Meeting**
            December 10, 2019 2:30 p.m.
            Location: Academic Success Center 118


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Mikel Cole, Secretary

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Chelsea Waugaman, University Faculty Governance Coordinator

Guests: Dan Warner, Emeritus College Liaison to Faculty Senate; Gordon Halfacre, University Ombudsman for Faculty and Students; Joe Ryan, Faculty Representative to the Board of Trustees; Mary Beth Kurz, Faculty Manual Consultant; Aaron Webb, Faculty Senate Liasion from Clemson Undergraduate Student Government; Christopher Cox, Dean of Libraries; Lee Gill, Chief Inclusion Officer and Special Assistant to the President for Inclusive Excellence; Julio Hernandez, Chief of Staff of the Division of Diversity and Inclusion

Alternates Representing Senators: Jason Thrift (for Shirley Timmons)

Absent Senators: Dave Willis (AFLS), Tim Brown (AAH), Sharon Holder (BSHS), Shirley Timmons (BSHS), Scott Swain (Business), Eric Davis (ECAS), Zhi (Bruce) Gao (ECAS), Brian Powell (ECAS), Hai Xiao (ECAS), Neil Calkin (Science)
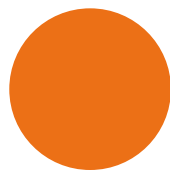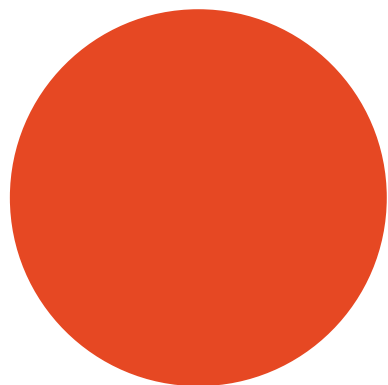
Inclusion and Equity
at Clemson University
Lee A. Gill, J.D.

Faculty Senate
November 12, 2019

Lee A. Gill, J.D.

Chief Diversity Officer and Special Assistant to the President for Inclusion and Equity

Inclusion and Equity Vision

Our goal is to build a sustainable welcoming environment where students, staff and faculty excel, are celebrated, valued, and respected for their humanity and contribution to the Clemson Family.

"It is important, as an institution of higher learning, to celebrate our diversity and help others see the importance of creating an environment of inclusive excellence."

President James P. Clements

Inclusion and Equity Division Goals

Continue to build Clemson's regional and national reputation as an institution committed to inclusive excellence.	Cultivate new sponsorship dollars for 2020 MOC, Tiger Alliance, Charles S. Houston Center and Career Workshop, and Emerging Scholars.
Continue to establish Clemson's role as a local and state resource and "good neighbor."	Drive College Strategic Diversity Plans to completion
In concert with the Enrollment Management, Admissions and Human Resources, support increasing enrollment of Hispanic, African-American, and Native American students, and faculty and staff diversity.	Build Diversity Education and Training visibility. Embedding in colleges; VP units; Student Orgs and Community
Expand visibility of Clemson's Supplier Diversity initiatives	Regional Student Summits
Establish a Women's Roundtable initiative	Establish Corporate CDO Advisory Board
Strategic diversity communication plan (Branding). Become Diversity resource for campus-wide grant writing. Collaborate with IR.	Implement strategic university-wide learning outcomes requirement, for Diversity speakers and programs.

Inclusion and Equity

Inclusion and Equity

- Lee Gill, J.D., Chief Inclusion Officer and Special Assistant to the President for Inclusive Excellence
- Karon Donald, Program Manager, University Council of Diversity and Inclusion and University Commissions
- Leslie Doss, Manager of Operations
- Corrine Grant, Director of Development and Alumni Engagement
- Julio Hernandez, Chief of Staff and Sr. Associate Director, Hispanic Outreach
- Moryah Jackson, Director, Diversity Education and Training
- Debbie Mckinney, Project Manager for Men of Color National Summit
- James Orlick, Director of Development, Grant Writer and Fundraising Officer
- Altheia Richardson, Assistant Vice President for Strategic Diversity Leadership
- Dr. Curtis White, Faculty Development and Diversity Coordinator

Inclusion and Equity Departments

Access and Equity
- Jerry Knighton, Assistant Vice President, Access and Equity and Executive Director of Supplier Diversity
- Megan Fallon, Interpersonal Violence Prevention Coordinator
- Priscilla Harrison, Director, ADA Compliance
- Alesia Smith, Executive Director of Equity Compliance and Title IX Coordinator

College Preparation and Outreach
- Amber Lange, Executive Director
- Jason Combs, Associate Director, Emerging Scholars
- Sara Hanks, Associate Director, Emerging Scholars
- Matthew Kirk, Associate Director, Tiger Alliance

Gantt Multicultural Center
- Dr. Kendra Stewart-Tillman, Executive Director
- Ciera Durden, Associate Director, Multicultural Community Development
- Jacob Frankovich, Associate Director, Multicultural Engagement
- Jerad Green, Associate Director, Multicultural Program

Charles H. Houston Center for the Study of the Black Experience in Education
- Dr. Lamont Flowers, Executive Director
- Dr. Cherese Fine, Director, Academic Programs and Engagement
- Cindy Roper, Research and Planning Administrator

Strategic Plan Framework

Strategic Priorities

Education & Training

Climate & Infrastructure

Recruitment & Retention

Research & Scholarship

Strategic Partnerships

Leadership Support & Development

UNIVERSITY-WIDE COMMITMENT

Advancing Intercultural Competence

"The Intercultural Development Inventory® (IDI®) assesses intercultural competence—the capability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities." – IDI LLC

INTERCULTURAL
DEVELOPMENT
INVENTORY

CONNECT for Inclusion was created and piloted as a program with Finance and Operations leaders to enable inclusive behaviors that allow all employees to feel respected and equally appreciated. The purpose of the program is to increase the intercultural competence of faculty and staff through a series of professional exercises, workshops, and guest speakers.

The Houston Group

Providing consulting and training services to local, regional and national corporations
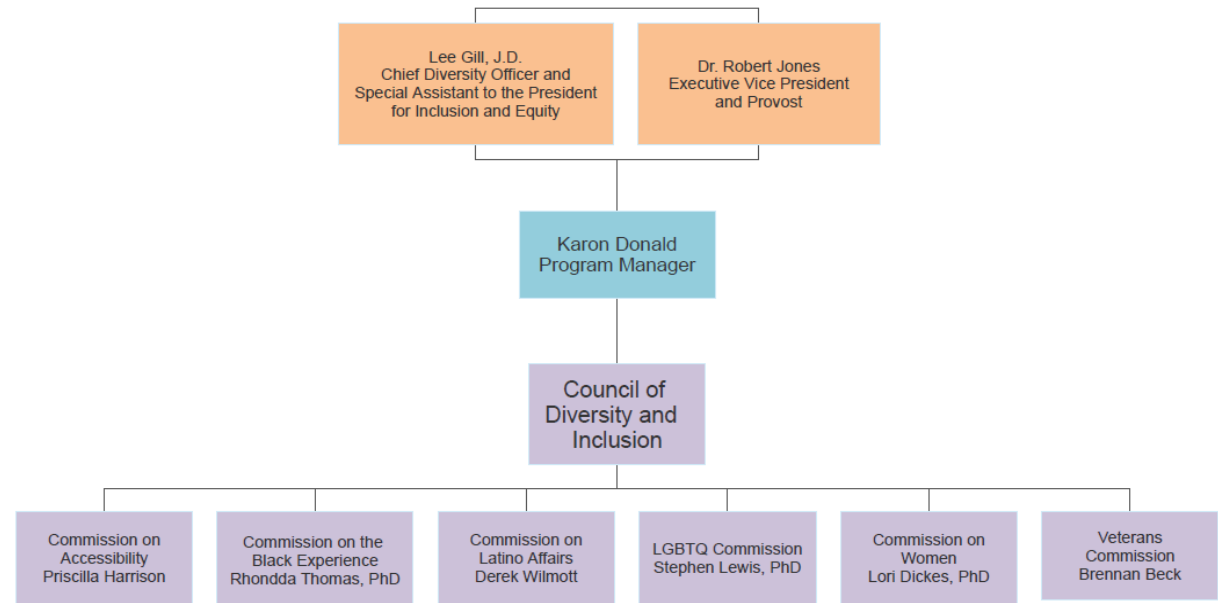
Search Advocate Training

In collaboration with the Office of Provost, Human Resources, and the Division of Inclusion and Equity the Search Advocate Program launched in 2019 with the primary goal of promoting equity in all faculty and staff searches.

Clemson University Council of Diversity and Inclusion and University Commissions

Lee Gill, J.D.
Chief Diversity Officer and Special Assistant to the President for Inclusion and Equity

Dr. Robert Jones
Executive Vice President and Provost

Karon Donald
Program Manager

Council of Diversity and Inclusion

Commission on Accessibility
Priscilla Harrison

Commission on the Black Experience
Rhondda Thomas, PhD

Commission on Latino Affairs
Derek Wilmott

LGBTQ Commission
Stephen Lewis, PhD

Commission on Women
Lori Dickes, PhD

Veterans Commission
Brennan Beck

CLEMSON® UNIVERSITY

MEN OF COLOR

NATIONAL SUMMIT

Men of Color 2019 Recap

Men of Color National Summit

March 2-4, 2020 – NEW DATE

Keynote and Breakout Speaker Preview

Tiger Alliance

A college access program for 400 upstate high school African American and Hispanic males, resulting in a 100% graduation rate of program members by its second year.

Local High School Partners

Anderson County	**Greenville County**	**Pickens County**	**Spartanburg County**
Westside High School	Berea High School	D.W. Daniel High School	Spartanburg High School
T.L. Hanna High School	Carolina High School	Easley High School	
	Legacy Early College	Pickens High School	

Lowcountry Student Summit, Charleston SC January 2019

- Partnered with the Charleston County School District, Trident Technical College, Tri-County Cradle to Career, Charleston Hispanic Association and Representative Marvin Pendarvis

- Aligns with the SC Department of Education's Profile of the SC Graduate to prepare students for college, career and citizenship readiness

- Offered over 60 workshops on topics such as standardized testing, apprenticeships, careers in the military and dual enrollment

Expanding Across The State

- Partnership between Clemson University and Richland One School District
- October 5 - Lower Richland High School
- Sessions for Students, Parents and Educators
- 40 Sessions Offered
- 400 Attendees

COLLEGE PREPARATION AND OUTREACH
STUDENT SUMMIT
MIDLANDS

Clemson University

Corporate Chief Diversity Officer

Advisory Board

Corporate CDOAB Members

Duke Energy

Joni Davis
VP Diversity and Inclusion and
Chief Diversity Officer

Southwest Airlines

Ellen Torbert
VP Diversity and Inclusion

TD Bank

Kelley Cornish
Global Head of Diversity and Inclusion

Turner Construction

Karen Sweeney
Sr. Vice President
Diversity, Inclusion and Community

Yum, Inc

James Fripp
Chief Diversity and Inclusion Officer

UPS

Eduardo Martinez
President of the UPS Foundation &
Chief Diversity and Inclusion Officer

DIVERSITY CHAMPION
INSIGHT Into Diversity
2019

2nd Year Recipient

3rd Year Recipient

INSIGHT Into Diversity
Higher Education Excellence in Diversity Award
2019
Top Colleges for Diversity

Clemson Leading The Way

Thank You
GO TIGERS!

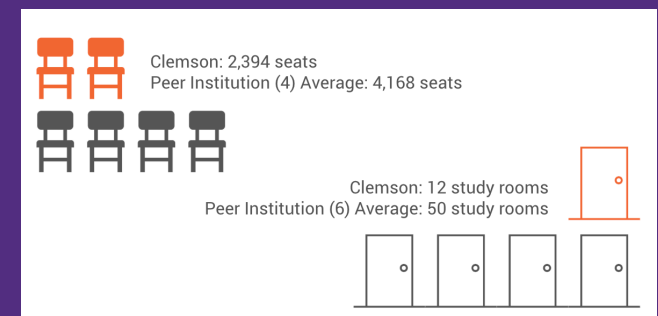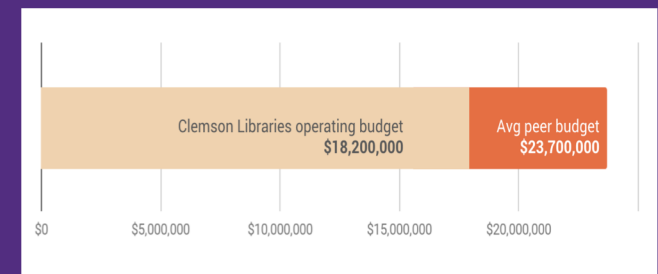Clemson University Libraries
R1 Benchmarking Results

Faculty Senate
November 12, 2019

Christopher Cox
Dean of Libraries

Findings

- Compared ourselves to 12 R1 public land grant universities with no medical school

- Budget trails that of aspirational peers
- Fewer librarians, staff and student employees
- Facilities 200,000 sq ft behind peers – the equivalent of another Cooper Library
- Facilities do not have the amenities for undergraduates, graduate students and faculty
- Lack more robust digital literacy services, research support for faculty and graduate students
- Need for growth of unique primary source research materials in Special Collections & Archives

Clemson Libraries operating budget
$18,200,000

Avg peer budget
$23,700,000

$0 $5,000,000 $10,000,000 $15,000,000 $20,000,000

Clemson: 2,394 seats
Peer Institution (4) Average: 4,168 seats

Clemson: 12 study rooms
Peer Institution (6) Average: 50 study rooms

Becoming a R1 Library – Major Strategies

- Enhance support for digital literacy
- Increase research services for graduate students and faculty
- Improve learning accessibility and affordability for undergraduate students
- Collaboratively build research level collections
- Create 21st century learning spaces

Questions

- Thoughts/reactions?
- Where do we go from here?
- What role can the faculty play?

Open Forums for Faculty and Students – Brown Rm

- Noon, Thursday, November 21
- Noon, Wednesday, December 4

POLICY COMMITTEE REPORT
Standing Agenda Item 201913: Evaluating Special Rank Faculty

The Policy Committee has considered this matter under the charge of general university policy review; the appointment, tenure, and promotion of faculty; and faculty participation in university governance and submits this report to the Faculty Senate.

Background
The Policy Committee received a request from the Faculty Senate President to review the policy listed in the *Faculty Manual* concerning the evaluation of special rank faculty. It has been reported to the Faculty Senate that there may be excessive ambiguity concerning the process and methods by which special faculty are evaluated. The *Faculty Manual* states in Chapter V§C2bi: "Lecturers shall be evaluated annually by their department chair/school director and their unit TPR committee following procedures and standards that shall be specified in the unit's TPR document." Moreover, departments are given additional guidelines in the *Faculty Manual* in Chapter V§D2g: "TPR committees shall solicit recommendations from senior lecturer(s) in a manner consistent with the TPR documents in the reappointment review of lecturers, the promotion review of lecturers to senior lecturers, and the reappointment review of senior lecturers. Similarly, TPR committees shall solicit recommendations from principal lecturer(s) in a manner consistent with the TPR documents in the reappointment review of senior lecturers, the promotion review of senior lecturers to principal lecturers, and the reappointment review of principal lecturers." Concerning specialty faculty ranks other than lecturers, the *Faculty Manual* states in Chapter V§C2e: "Other specialty ranks may have reappointment policies in *CHAPTER IV B.2,*" which states in IV§B.2.e.:"Specific procedures and standards for promotion and reappointment are set forth in each department's tenure, promotion and reappointment document." This process adheres to the South Carolina Commission on Higher Education's (SCCHE) Best Practice Guidelines that "the performance review system should have been developed jointly by the faculty and administrators of an institution." This process also satisfies the requirements of the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) that states, "the institution publishes and implements policies regarding the appointment, employment, and regular evaluation of faculty members … and implements policies on the authority of faculty in academic and governance matters."

Discussion and Findings
The Policy Committee reviewed the current language in the *Faculty Manual*. Upon review, the committee came to consensus that the language was clear in both structure and intention. The suggestion that the Faculty Manual was not clear about the process by which special rank faculty are evaluated was dismissed considering the process mirrors evaluation of regular faculty in that such reviews are developed by the department and published in the unit's TPR document. The committee discussed the possibility of expanding or adding criteria to direct or guide actions of

the department during the review process, but found that any additions, even to clarify the process, would violate the principle of shared governance as implied by the American Association of University Professors' (AAUP) Statement on Government of Colleges and Universities: "Faculty status and related matters are primarily a faculty responsibility; this area includes appointments, reappointments, decisions not to reappoint, promotions, the granting of tenure, and dismissal. The primary responsibility of the faculty for such matters is based upon the fact that its judgment is central to general educational policy. Furthermore, scholars in a particular field or activity have the chief competence for judging the work of their colleagues; in such competence it is implicit that responsibility exists for both adverse and favorable judgments." While creating the process and guidelines by which faculty are to be evaluated are not explicitly mentioned, it has been the custom at Clemson University to delegate that responsibility to the reviewing unit given its expertise, and this committee sees no compelling reason to change the practice at this time.

Conclusion and Recommendations
The committee felt that the *Faculty Manual* is well defined on this topic, in that the TPR guidelines at the departmental level are required to detail the procedures for evaluating special faculty. It is this committee's recommendation that if any faculty feel that their specific evaluation criteria or guidelines contained in their unit's TPR documents are not clear or comprehensive to consult their unit's chief academic officer.

The Policy Committee has closed discussion in this matter pending new information.

POLICY COMMITTEE REPORT

Standing Agenda Item 201919: Consideration of direct hiring of Senior and Principal Lecturers

The Policy Committee has considered this matter under the charge of general university policy review; the appointment, tenure, and promotion of faculty; and faculty participation in university governance and submits this report to the Faculty Senate.

Background

The Policy Committee received a request from the Faculty Senate President on April 9, 2019 to review the policy listed in the *Faculty Manual* concerning the definitions of Senior and Principal Lecturer ranks and how those definitions define recruitment and appointment of faculty at those ranks. The *Faculty Manual* states in Chapter IV§B.2.i.iv.(3) and (4): "**Senior Lecturer** is the special faculty rank that may be applied for after four full academic years of service by a lecturer; equivalent experience at Clemson may be counted towards the four-year service requirement," and "**Principal Lecturer** is the special faculty rank that may be applied for after four full academic years of service, by a senior lecturer; equivalent experience at Clemson University may be counted towards the four-year service requirement," respectively. As written, the Faculty Manual contravenes the direct hiring of external faculty at the ranks of Senior and Principal Lecturer, and only considers time in rank <u>at Clemson</u> for eligibility for promotion. Discussion within Faculty Senate raised the concern that this policy limits the ability of academic units to hire the best qualified candidates, as units would not be able to offer appointment at a higher rank than Lecturer, even if a candidate's qualifications exceed those of a Lecturer.

Discussion and Findings

The Policy Committee considered the merits of revising the *Faculty Manual* to allow direct hiring of Lecturers at the rank of Senior and Principal lecturer in a series of Policy Committee meetings in 2019 on Apr. 16, July 31, Aug. 20, and Sept. 17. The committee also took into account the comments of Dr. Amy Lawton-Rauh, Associate Provost for Faculty Affairs, at a meeting of the Faculty Senate chairs on June 13, 2019. The committee also considered the report, "Recommendations Regarding Senior Lecturer and Principal Lecturer Hiring and Participation in Curriculum Committees", which was submitted to the Chair on July 25, 2019 by Dr. Mark Smotherman and whose conclusions arose partly from the findings of the 2016-2017 Ad Hoc Committee on the Status of Lecturers and Senior Lecturers. The following pros and cons were deliberated:

PROS
- Direct hiring of lecturers at higher ranks allows departments flexibility to hire more experienced faculty, which may also be the best candidates.

- Direct hiring facilitates spousal hires, allowing for a stronger recruitment position for hiring departments.
- Direct hiring at higher ranks takes into account experience at other institutions, and allows for a shift in career trajectory (e.g. from tenure track to primarily teaching).
- Direct hiring aligns with what had been happening in practice previously (albeit in violation of *Faculty Manual*).
- Clemson University allows for direct hiring of tenured and tenure track (T/TT) faculty at associate and full Professor ranks.
- Could limit direct hiring to rank of Lecturer and Senior Lecturer, but reserve the Principal Lecturer rank for internal promotion, as reward and incentive for excellence and to recognize longer-term commitment to university.
- Could stipulate shorter initial contract period if hiring lecturers at higher ranks.

CONS
- Making contingent faculty operate more like T/TT faculty without the protections of tenure erodes the idea of tenure as a safeguard for academic freedom in research and teaching and creates expectations for long-term association with the institution. This contravenes the recommendations on tenure of the American Association of University Professors (AAUP).
- Direct hiring could lead to an inversion of the ratio of T/TT faculty to Lecturers by making it easier to hire contingent faculty to meet departmental teaching demands. Clemson University faculty is currently 36% lecturer ranks.
- The *Faculty Manual* stipulates in Chapter V§B.7.g and Chapter V§B.7.h that the ranks of Senior and Principal Lecturers have longer contracts of 3 years and 5 years, respectively. Direct hiring would lock departments into longer contracts, meaning hiring mistakes could not be corrected quickly.
- A new Senior or Principal Lecturer hire would have a longer contract than the 1-year appointments of TT faculty.
- Departments have the option to hire at the rank of Lecturer but offer higher pay commensurate with experience in order to secure a strong candidate (pay bands are pretty broad).
- Teaching experience is less tangible than research experience and thus harder to evaluate in external candidates, particularly for higher ranks. There are fewer deliverables upon which to evaluate these longer-term hires.

Conclusion and Recommendations

The committee concluded that the main concerns arguing against direct hiring of senior ranked lecturers centered on (1) the potential for the compression or inversion of faculty ranks in favor of contingent faculty and the attendant erosion of tenure and its protections of academic freedom; and (2) the difficulty in evaluating teaching and thus, errors in hiring could be costly and slow to be corrected. The committee concluded that the main advantage to direct hiring of lectures at the higher ranks is the increased flexibility and agency of departments in hiring the best possible candidates, both for lecturer positions and for T/TT positions in the form of spousal accommodations. On balance, the committee concluded that the advantages outweighed the concerns, and therefore recommends the following:

1. The *Faculty Manual* be revised to allow for direct hiring of external faculty candidates at the rank of Senior and Principal Lecturer.
2. That external faculty candidates hired at the rank of Senior and Principal Lecturer may be EITHER appointed with a 3-year (Senior) or 5-year (Principal) contract, OR appointed with a 1-year contract for an initial probationary period of 2 years, after which their reappointment with a 3-year (Senior) or 5-year (Principal) contract will be decided by the procedures and criteria defined in the candidate's departmental TPR guidelines.

CLEMSON
FACULTY SENATE
R E S E A R C H   C O M M I T T E E
CHAIR: Patrick Warren

Date: 10/15/2019

RESEARCH COMMITTEE REPORT
Agenda Item 201906: Buy-Ways (Procurement)

In 2018-2019 the Research Committee inquired about an issue related to procurement and the repercussions of purging all vendors from Buyways (occurred in 2017). Several cases were identified where faculty were having trouble making purchases from older vendors who did not re-register after all companies were purged. There were also concerns regarding the requirement that visitors to Clemson must register with Buyways in order to process a reimbursement for travel expenses.

Background

The modern research endeavor requires the purchase of goods and services. When the procurement process is slow and cumbersome, important opportunities could be delayed or even missed. Tracking spending at a public institution is important, but so is limiting unnecessary delay and excessive process costs. As we endeavor to achieve and maintain our position as an R1 institution, we must adopt the best practices of our research peers in procurement. Are we? The Research Committee will investigate the research procurement procedures and whether they are putting us at competitive disadvantage vis-à-vis our peers. The committee will issue a report describing their findings.

Discussion and Findings

Following up on earlier discussions during the 2018-2019 academic year started by Peter Lawrence, William Baldwin, and Danny Weathers, the Research Committee met with Mike Nebesky to discuss several issues with regards to the effects of purging all vendors from Buyway and the current state of the endeavor.

Mike Nebesky explained that the purge of all vendors was done because there was a significant liability having thousands of (potentially) unconfirmed vendors in the system. Coastal Carolina, amongst other universities, had an issue with a fraudulent vendor early on that prompted this across the state. Purging all vendors and having them re-register is necessary to verify each vendor is legitimate.

After the purge occurred, 4,000 "new" vendors were added back to the system during the first phase and an additional 3000-4000 were added during a second phases. During these phases, all formerly registered vendors received weekly email notifications to re-register. After 6 months

passed, the emails were sent every three weeks. There was a concern expressed from several faculty and vendors that the email request was an auto-generated request that could easily be mistaken for spam. However, there is no other option to add thousands of vendors to the system. They cannot be contacted individually and if the company is actively doing business with Clemson, it is reasonable to expect that they would respond to these requests. Further, companies were informed well before the purge took place – each received a post card and campus users were given information to share personally with their contacts at their suppliers.

While there are still some issues with specific small companies, the re-registration appears to have been successful. Specific issues with specialty vendors will always arise and such circumstances with a small vendor appear to be the majority of issues raised by the faculty in early discussions. It is noteworthy that there are still options available to make small purchase (<$2,500) using a p-card.

Regarding travel reimbursement for invited guests, the primary issue that required these guests to register in buyways was that their social security number was required (so a 1099 tax form could be sent). However, it was determined that if the speaker only receives reimbursement for travel expenses, then the 1099 form is not required and thus the guest does not need to register within Buyways and a simple, "non-supplier" process was implemented to pay these individuals. If an honorarium >$600 is given, then Clemson is required to send a 1099 tax form and the guest must register in Buyways; the process for this has been simplified to require only the basic information required, which includes SSN.

Conclusion and Recommendations
The Research Committee is satisfied that issues related to the purging of vendors in Buyways have been addressed. As we are a public institution, procurement measures need to be standardized, fair, and transparent. This was the intent of the purge and re-building of the vendor database and this goal appears to have been achieved. Specific issues with specialty vendors can be addressed directly with procurement staff or with a p-card purchase.

The Research Committee has closed discussion in this matter pending new information.

CLEMSON
FACULTY SENATE
R E S E A R C H   C O M M I T T E E
CHAIR: Patrick Warren

Date: 10/31/2019

RESEARCH COMMITTEE REPORT
Agenda Item 201907: Predatory Publishing

The Research Committee was asked to investigate how University policy addresses the problem of predatory publishers.

Background

According to Clemson University Libraries "Predatory publishing is a growing concern in scholarly research. These publications deceive authors by publishing their papers for a fee without doing the peer review and other editorial services provided by legitimate publishers." It is becoming harder to detect predatory publishers as they adapt to mimic legitimate publishers. Faculty or students publishing in predatory journals or with predatory publishers places Clemson University's reputation as a research institution at risk, and it threatens the integrity of tenure and promotion decisions. Specific cases already exist where graduate students were fooled into publishing in predatory journals. Specific cases already exist where faculty published, either knowingly or unknowingly, in predatory journals. Yet, little or no written guidance, policy, or required training is available to help prevent predatory publishing by students or faculty.

Discussion and Findings

Action seems needed to more deliberately address predatory publishing as an emerging issue based on the risks that it poses to the university, faculty, and students; its growing prevalence; and the relative absence of guidance provided about the topic to faculty and students. Awareness of the issue and how to detect predatory publishers is not universal among faculty and graduate students. Also, how, or if, predatory publications will be considered by departments in tenure and promotion decisions or merit pay decisions seems largely unaddressed.

The university libraries provide resources to help avoid predatory publishers. For instance, they link to a 'Think. Check. Submit.' framework and checklist to critically evaluate journals. Also, they list resources for identifying reputable and predatory publications, including lists of predatory journals and an evaluation mechanism for journals. Awareness of the issue of predatory publishing and use of resources to avoid it are not currently included in the Principal Investigator Certification required of faculty. It is included the Responsible Conduct of Research training, but this training is only required and generally taken by scholars funded by NSF, USDA and NIH. This leaves many scholars publishing without formal training or awareness of the issue of predatory publishing.

The faculty manual appropriately delegates the evaluation of research to the departments and chairs, as subject-matter experts. But we do provide some guidelines to help in those evaluations, in Appendix C of the faculty manual. Those guidelines do not currently address the problem of predatory publications, directly. Section 2.d. mentions that evaluation should include consideration of "Completion of research and reporting of findings in appropriate publications and/or at professional meetings." More direct guidelines are now needed for departments because the issue of predatory publishing has become so prevalent, and the landscape of scholarly publishing has changed substantially in recent years (e.g., online journals, open access journals).

Conclusion and Recommendations
The Research Committee will pursue the inclusion of predatory publishing in additional training opportunities for faculty, such as the Principal Investigator Certification. We further recommend that the Policy Committee consider explicitly addressing predatory publication in section 2 of Appendix C of the Faculty Manual.

# Committee on Committees: Fall 2019 Actions

- New Standing Committees
  - Advocate Advisory Board: Institutionalizes the ADVANCE Advocates Advisory Board, which oversees the Senior Advocates, who provide Advocate Training
  - University Awards Committee (not yet on web page): Oversees selection of Norris Medal, Matt Locke Award, Frank A. Burtner Scholarship, Algernon Sydney Sullivan Student Award, Frank A. Burtner Award for Excellence in Advising, and the Algernon Sydney Sullivan Non-Student Award
- Deleted Standing Committees
  - University Research Grants: These grants no longer exist. ConC Chair Kurz to meet with VPR Karanfil to discuss mechanisms for transparency in internal grant reviews (such as for CU-SUCCEEDS)
- In-progress changes to Standing Committees
  - Active discussions regarding Campus Recreation Advisory Board
- Interdisciplinary Committees
  - New Resilient Infrastructure and Environmental Systems Committee: supports NRT grant and its institutionalization

- On-deck
  - STS interdisciplinary committee
  - Finalize Campus Recreation Advisory Board

Faculty Senate President's Report

President Danny Weathers

Themes of Unsolicited Emails
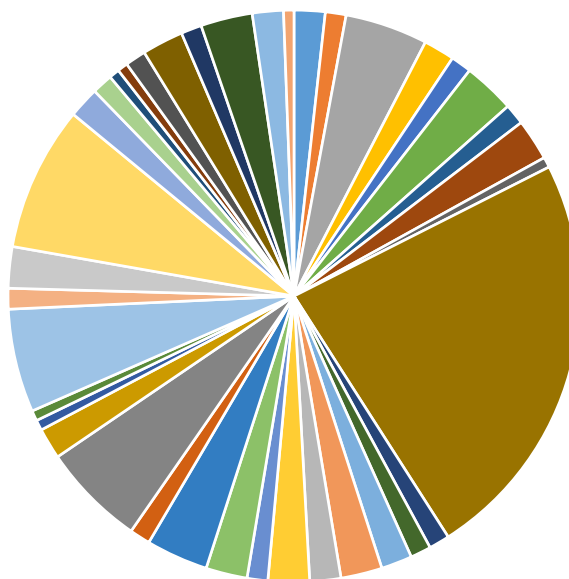
- Academic Analytics
- Academic Freedom and Tenure
- Administrator Searches
- Benefits for New Hires (Moving Expenses/Insurance Coverage Gaps)
- Booing of Texas A&M Football Players
- Class Scheduling Policy
- Clemson Branch Campus in Rural SC
- Coach Survey Results (of Lack Thereof)
- College Faculty Senate Representation
- Compensation
- Council on Graduate Education
- Cyberinfrastructure Governance Policies
- Data Governance Policy
- Distance/Online Education Policies
- Donor Influence
- E-Learning Day
- Ethics Day
- Faculty Advisors for Student Organizations
- Faculty Concerns from Other State Universities
- Faculty Evaluation Policy
- Faculty Searches
- Faculty Service Loads/Committee Participation
- Faculty Trainings
- Fike Classes for Employees and Community
- Grade Distributions
- Honors College Name
- Last-Minute Faculty Resignations
- Natatorium
- Parking
- Sabbatical/Leave Policies
- Search Advocate Program
- Spousal Hiring
- Student Accessibilty Services
- Student Evaluations of Teaching
- Student Grievance Over Disparaging Faculty Comment
- Traffic/Pedestrian Safety
- University Club
- Volume of Administrative Software