Salary Report Release—January 31, 2013 is the expected date for the salary report to be released. Last year’s delays were the result of verifying pay increases above 6%. There is a summer “try-out” to improve process and collect needed info in a timely fashion.

Lab Fees Update—Lab fees will be go directly to the departments generating them (not the College)

Financial Aid at Clemson—Recent initiatives undertaken by the Student Financial Assistance Office has resulted in improved freshman class and overall satisfaction (e.g., yield on Palmetto fellows with 1350+ SATs went from 43% to 50%; Out-of-state scholarship students-1250 SAT/Top 10% went from 12% to 21% - from Fall 2011 to Fall 2012; Honor student applications up by 16%). Scholarships are now offered in tiers based on SAT/ACT and rank in class.

Initiatives - A simple tool regarding the FED requirement for Net Price Calculator is located at: http://workgroups.clemson.edu/A_A_5690_OIR/cunpc/index.cgi. The NPC gives prospective students an estimate of the amount of aid students similar to them received in the past.

Huron Report Highlights—Top 20 plan for faculty compensation: To attract, recruit, retain, and reward top performers. Compensation will be market-based and performance driven (Huron Report concluded that faculty compensation was NOT competitive; 14% below average). Seven recommendations: Develop a market-based compensation philosophy; Develop a market-based compensation strategy; Develop a meaningful performance rating scale with planned distribution; Maintain all faculty performance data in HRIS; Develop a merit-based performance matrix; Establish “University” professorship; Establish faculty mentorship program.

University professors (stipend); pay increases for promotion to be a % of salary as opposed to a fix amount (10% for assistants; 12% for Associates; and 15% for professors); Development of a merit pay matrix.

Compensation 2012 trends—An overview was provided by Ms. Samuels with data addressing staff, faculty, administration as well as college and department trends. Info was also provided on both base salary increases as well as bonuses.

Deferred maintenance Update—2020 Capital Plan

Capital Asset Stewardship involves evaluation, planning, maintenance, and funding: Presently, 39% of academic infrastructure is over 50 years old; 27% between 25% and 50% with an average renovation age of 41 years. Auxiliary infrastructure (housing, dining…) is 35 years old on the average (60% over 25 years)

There is regular Assessment and Evaluation of facilities (semi-annual for roofs; annual for mechanical, HVAC, plumbing…)

There is a space utilization study underway—should be completed by summer.

Projected Cost—$329 million for planned and deferred maintenance by 2020. For example, $105 million for critical utility and infrastructure; $103 million for major repairs (Sirrine, Poole); and $72 million for annual maintenance. Also, $116 million for new construction (Watt Innovation Center, CURI—these projects have received private funds)