



CALL TO MEETING AND AGENDA

Date: February 10, 2022

Time: 2:30 PM

Location: Zoom

1. CALL TO ORDER called to order at 2:30
 - a. Welcome introduction and recognition of guests
2. APPROVAL OF MINUTES – approved as read
3. OPEN COMMENT PERIOD
4. SPECIAL ORDERS OF THE DAY
 - a. Staff Service and Milestones Recognition
 - b. Chief Mullen & Sarah Custer – EOC/EMC’s COVID work
 - i. EMC
 1. Emergency Management Council
 2. 150 people from across campus on this team
 - a. Monthly meetings discussing all kinds of emergencies
 - b. Look at strategic information/preparations
 - c. Plans & creates processes for emergencies and communicates these to ELT
 3. 75 organizations from across the whole state
 4. Watch for impending issues or potential issues
 - ii. EOC
 1. Smaller group of EMC is the Emergency Operations Center
 - a. This team puts the EMC plans into action
 - b. Focuses on responding, recovering, and communicating details to ELT
 2. 130 individuals from 40 areas across campus and pull in experts from outside the University or within the University or an affected area
 - iii. Protocols established during COVID
 1. 1st meeting for COVID-19 was January 19, 2020.
 2. February 29th started recalling students/staff overseas
 3. Responses to in-person teaching/learning, travel, etc.
 4. Utilized lessons learned to make us more safe, secure, and successful at mitigating COVID
 - a. Temporary Measures –
 - i. Cleaning
 - ii. Space management
 - b. Permanent Measures –
 - i. Access Controls – manages who goes into spaces; also investing in cameras across campus
 - ii. Building Security Coordinators – expanded the role and responsibilities of these employees; provide a two-way communication to/from the EOC – communicating information to building occupants from EOC and communicating information about what is happening in the building to EOC



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- iii. Review of Special Events
 - 1. Originally, there was no way to review events on campus; will continue using this process out of COVID to make events on campus safer; goal is not to control event or what is happening on campus, but to communicate best information in terms of planning
 - iv. Relationships built across campus
 - 1. Breaking down silos across departments and job descriptions to build a better team
 - 5. We all play a part in the safety of the University.
 - c. Will Mayo – Health & Wellness programs for staff
 - i. Clemson Rural Health
 - 1. Travel clinic (pre-travel counseling, vaccine recommendations, prophylactic medications)
 - 2. Mammogram/pap smear
 - 3. Colonoscopy
 - 4. CU 4Health program at the Sullivan Center
 - a. Acute care
 - b. Health care management
 - c. Wellness physicals
 - d. Acupuncture
 - e. Vaccinations
 - f. Wellness education services
 - g. What's covered in CU4Health
 - i. 100% free service for you or your spouse once per year
 - ii. Includes health education, lab work that tests kidney function, cholesterol, and blood cells
 - iii. Health assessment
 - iv. 656-3076 for individual appointments
 - v. Departmental/group appointments (12 people or more) contact clemsonruralhealth@clemson.edu
 - d. Officer Candidate Comments
 - i. VP –
 - 1. Jake Anderson
 - 2. Cassi Bowen
 - 3. Alisha Johnson
 - ii. Treasurer –
 - 1. Christy Babb
 - iii. Secretary –
 - 1. Michael Atkins
 - 2. Vicky Roberts
5. REPORTS
- a. Treasurer's Report – Holly Stone
 - i. Vending: \$ 3,262.18
 - ii. Operating: \$ 3,349.40
 - iii. Travel: \$ 100.00
 - b. Standing Committees



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- i. Activities – Co-chairs: Jake Anderson, Donnie Lloyd
 - Valentine’s Day – Staff Senate Blood Drive (between Carillon Garden and Bowman field)
 - Early March – recognizing first responders (Fire & CUPD)
 - April 6 – Degree Attainment luncheon (assisting HR to facilitate)
 - Hoping to work toward a “restaurant week” toward the end of the semester
- ii. Communications – Chair: Ryan Real, Victoria Roberts
 - Newsletter is set for distribution Feb 10
 - a. Athletics grounds crew Clemson Champion for Feb issue
 - b. HR is Clemson Champion for March
 - c. Will be plugging Budget Center elections coming up
 - d. Will highlight the new intake form
 - Made Blood Drive an event on the University calendar
 - Tessa Byer had great feedback about the newsletter
- iii. Membership – Co-Chairs: Kristen Lawson, Melinda Fischer
 - Kristen will be moving to F&O in a new role; she will be reaching out to the 2 runners-up in the last CBSHS election to ascertain their interest running in a special election (if both want to run) or be elected to fill the seat (if only one is interested). If neither are interested in running, CBSHS will be put in the general election for senators coming up in March.
 - Officer elections coming up next week
 - Budget Center elections
 - a. 27 vacancies to fill
 - b. Now have fillable PDF nomination forms
- iv. Welfare – Co-chairs: Jeff Anthony, Alisha Johnson
 - April 6 – Ann Marie Alexander is working on a Degree Attainment Lunch collaboration with Activities Committee and HR. HR is funding entirely.
 - Working on a Faculty/Staff and Children Tuition Assistance Program that mirrors Auburn University’s policy. Sam Hoover is working with Andrew Powell (Faculty Senate), Michelle Cato (HR) and Monique Everroad (policy.)
 - Staff Recognition at athletic events. Met with Jacqueline Summer (Development) who clarified the process of nominating staff: anyone can recommend to their supervisor who then need to take the nominations to the deans. Identified a need to advertise this opportunity to supervisors. Jacqueline will also be investigating ways we can include recognition at other sporting events.
 - Juneteenth Resolution will be voted on at February’s Faculty Senate meeting. The student Senates have expressed their support for the resolution, too.
 - Supervisor Training is now mandatory training. Pilot will consist of about 1,500 supervisors.



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- A new, digital Performance Management (EPMS) system will be partially rolled out in April/May with full roll out in September.
- Kronos approvals are paused due to W-2 roll out
- Remote work update: proposal sitting in the President's Office; it will then go to state HR and then to BOT
- Tessa Byer, Ombuds, reported a desire from staff to have a memorial event for COVID
- HR is still encouraging flexibility among the deans with COVID-related issues
- Women's Commission is asking for compensation transparency related to their research into COLA and performance increases
- v. Scholarship – Co-chairs: Janeen Putman, Holly Stone
 - Collectible update:
 - a. We received the prototype! Included a box with packaging
 - b. \$1,500 coming from operating will go to purchase the collectibles, so all \$25 for each collectible will go toward the Scholarship
 - c. Tenneil is working on getting the Foundation to ship items so Senate would not incur additional cost
 - d. Communications will be putting a teaser in the February and full ordering info (ad) in the March newsletter
 - e. Have ordered 300 collectibles to start. Can order more (with possibility of changing the chart string to replace some of the initial \$1,500 outlay from Operating.
 - f. Want to have CUMarketplace up and running by next week so Senators can start ordering
 - Give Day
 - a. Early April
 - i. \$2 ask campaign for Faculty, Staff, and students (planning separate messages for each) as either a monthly contribution or a one-time donation
 - ii. Potentially putting together a “sponsor a student” option of \$2,500
- vi. JEDI – Co-chairs: Melinda Fischer, Sue Whorton
 - Shared Dr. Richardson's comments and made some changes/updates to the document
 - Discussed Staff Senate's role in the contributing to the campus-wide dialogue around race theory and moving that into practice.
 - Hoping to finalize the metrics, measures, and the people responsible for each item
- c. University Committees/Commissions:
 - i. Committee on Committees – CJ Smith/Sue Whorton/Melinda Fischer/Jeff Anthony
 - No report
 - ii. Library Advisory Board – Kristi Baker



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- No report
- iii. Parking Review Board – Jeff Anthony
 - No report
- iv. Bookstore Advisory Committee – Lili Klar
 - No report
- v. Accident Review Board – Ross Phillips (Michael Atkins)
 - No report
- vi. Ombuds Committee – Sue Whorton/C.J. Smith/Melinda Fischer/Christy Babb
 - Met with Tessa; got an update on her plans moving forward and an overview of staff who are seeking her services.
- vii. Commission on the Black Experience – Mary Erin Morrissey
 - No report
- viii. Commission on Women – Stacey Miller
 - Compensation – want to collaborate with Staff Senate on this
 - April 14th event (more details to come)
- ix. Accessibility Commission – Beth Newton
 - Working toward bringing an accessibility training module (possibly to go along with the annual training package)
 - Reaching out to other R1 schools and compiling data on their accessibility offices including programs that are being offered
 - Transportation Services is testing out autonomous vehicles for campus; looking at a pilot of replacing one CAT bus with an autonomous vehicle
 - Digital campus signage—outside and inside to help people navigate
 - Broadening wheelchair sports
 - Providing sensory rooms or dedicated sensory spaces
- x. Veterans Commission – Alisha Johnson/Michael Atkins/Janeen Putman
 - No report
- xi. LGBTQ+ Commission – John Kozlowski
 - No report
- xii. Commission on Latino Affairs – Harolynn Williams
 - No report
- d. President's Report – CJ Smith
 - i. Remote Work Update
 - Still awaiting ELT and State HR approval
 - ii. Diversity Council Update
 - Excellent updates. Clemson University is making strides in becoming a more diverse, inclusive community to work and serve students. Great presentation from the Latino Commission. Hoping to become an HIS (Hispanic Servicing Institution)
 - iii. Upcoming Events
 - February-Black History Month
 - March-Women's History Month
 - Picture a Scholar Symposium Inaugural event. March 10th, 2022,



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Watt Family Innovation Center: 8:30am – 5:00pm. Speakers: Dr. Stephanie Page and Dr. Juanita Jonson-Bailey.

- Women’s Roundtable: April 20, 2022, Greenville Convention Center
- Men In Color: April 21-22, 2022: Greenville, SC

6. UNFINISHED BUSINESS AND GENERAL ORDERS

a. Officer Elections

- i. Deadline to vote is February 16th

7. NEW BUSINESS

8. ADJOURN

ANNOUNCEMENTS:

1. Executive Committee meeting: Location TBD – March 3rd at 2:00pm
2. Full Senate meeting: Location TBD – March 10th at 2:30pm