



FULL SENATE
MEETING AGENDA

February 9, 2023, 2:30 PM
Senate Chambers & Zoom

1. OPEN COMMENT PERIOD - None

2. CALL TO ORDER – 2:30 p.m.

3. APPROVAL OF MINUTES – approved.

4. SPECIAL ORDERS OF THE DAY

- a. Tony Wagner, Executive Vice President of Finance and Operations
- b. Derek Ekaitis, Employee Relations Manager
 - i. New employee assistance program: ComPsych – See presentation.
- c. Kim Carter, Associate Director LGBTQ+ Programs, Chair of LGBTQ+ Commission
 - i. Focus groups for faculty & staff requesting feedback on how needs have shifted through the pandemic – asking Staff Senate to get the word out regarding the focus groups.
 - ii. Anonymous signup link will be going out soon.
 - iii. Faculty and staff focus groups will be held separately.
- d. Tessa Byer, Clemson Staff Ombuds

5. REPORTS

- a. Treasurer
 - i. 2023 Budgets
 - Vending: \$ 12,703
 - Operating: \$ 322
- b. Standing Committees
 - i. Activities – Jake Anderson, Robert Taylor
 - Blood Drive on Tuesday, February 14
 - a. Next to Carillon Garden and Bowman Field
 - b. 10 AM – 3 PM
 - c. Make an appointment by scanning the QR code from the newsletter or visiting TBC website.
 - d. “F-R-I-E-N-D-S”-television show theme this drive. Receive unique stickers and gift cards. Bring a friend!
 - 4th Annual Degree Attainment Luncheon is Wednesday, March 15th at the Madren Center
 - a. Working with HR on this event which recognizes staff and faculty who have earned a degree while working at Clemson.
 - Campus Academic Advising Staff Recognition Efforts
 - a. Recognizing all staff who serve both undergraduate and graduate students in late-April with an ice cream social.



STAFF SENATE

- b. Details being finalized and further updates coming.
- ii. Advancement – CJ Smith
 - Opportunities to support the upcoming Bake-off on February 21.
 - Give Day on April 5th and how we promote the Scholarship and Employee Emergency Funds.
 - Met with Staff Senate Communications chairs and Amy Craft of Annual Giving to discuss developing Giving links under an Outreach tab.
 - Continuing to solidify a Development Liaison for Advancement committee going forward.
 - Jake Anderson and I met with Scott Sampson, Assistant Director of Annual Giving, to discuss how we can capitalize on the Elaine Hunt gift.
- iii. Communications – Ryan Real, Victoria Roberts
 - Newsletter – Feb. 9 publish date
 - Video – Coming along, individual pieces filmed, b-roll next.
 - Web – Working on Advancement pages in conjunction with Amy Craft’s expertise.
- iv. Inclusive Excellence – Alisha Johnson, Sue Whorton
 - Timeline: Annual – removed as there is no place for this within Anthology.
 - Measures – highlighted measures were changed to be more specific somehow, as in added “number of” or “percentage of”.
 - Voting on the “bones” of the plan today – specific dates and timelines may change.
- v. Membership – Kristi Baker, Beth Newton
 - Officer announcement
 - Budget Center Nominations
- vi. Welfare – Jeff Anthony, Stacey Miller
 - Dependent Tuition Task Force
 - a. The charge of the Task Force is to complete a recommendation brief to be presented by Ale Kennedy to the Executive Leadership Team.
 - b. The Members of the task force are Karen Kemper, Jeff Anthony, Melinda Fischer, Jennifer Holland, Kristine Vernon, Ale Sabio Kennedy, Gregory A. Cranmer, Jan Elizabeth Myers
 - c. Legislative action would be required for a state agency to offer this benefit (legal)
 - Norris Hall sidewalk accessibility update: Due to the incline of the sidewalk and road wheelchair access cannot be added at this time.
 - Mary Erin will take on the Volunteer Policy in new role.
 - PATS EV Vehicle charging stations not maintained.
 - a. ChargePoint on some invoice adjustments and service calls.
 - b. PATS has assurances from them that a technician will be



STAFF SENATE

out to repair 1 station that is down at Sistine (E4) and another one at Hendrix that is only allowing 1 car at a time to charge.

c. Hopefully resolved in a week

- HR (Michelle Cato) asked for assistance with the Retention and Engagement Initiative.

c. University Committees/Commissions:

- i. Accessibility Commission – Ross Phillips – no report.
- ii. Accident Review Board – Haley Cox – no report.
- iii. Alcohol and Other Drugs Advisory Board – Jeff Anthony – not present
- iv. Bookstore Advisory Committee – Jamie Martin
 - The University is not yet in compliance for textbook/supply adoption processes.
 - Please encourage faculty within your department to contact the bookstore to indicate any required textbooks, subscriptions, or class materials for their course.
 - This includes devices such as Clickers, mineral kits, lab coats, etc. –anything that would be a cost to the student.
 - Be on the lookout for Events sponsored by the bookstore. They have faculty/staff centered discount days, hosted authors, de-stress days, graduation resource days, etc.
 - The Bookstore plans to pilot options during the Summer that will allow textbooks to be purchased through Canvas. This could decrease the costs of textbooks to students.
 - Peter Cullen has agreed to step into new role as Chair of the Bookstore Advisory.
- v. Campus Rec Advisory Board – Ross Phillips / Rob Seay – no report
- vi. Commission on the Black Experience – Brittney Calwile – no report
- vii. Commission on Latino Affairs – Mary Todd
 - pleased with the turnout of events in the fall. Clemson is now a refugee sight for Migrants & Displaced persons.
 - Want to know what % faculty and staff identify as Latino. Informational handouts for orientation and custom tours conducted in Spanish.
- viii. Commission on Women – Stephanie O’Brien
 - March is Women’s Celebration Month. Panel at the Watt Center for trailblazers, March 1 at 4 p.m.
- ix. Committee on Committees –Melinda Fischer / Jake Anderson / Ryan Real – no report
- x. CompStat 360 – Jeff Anthony – no report
- xi. LGBTQ+ Commission – Arthur Alvarez / Jordy Kirr – no report



- xii. Library Advisory Board – Jake Grove – no report
- xiii. Ombuds Committee –C.J. Smith / Melinda Fischer / Jake Anderson / Rebecca Harkless – no report
- xiv. Parking Review Board – Matthew Burns – no report
- xv. Veterans Commission – Bradley Elliott – no report
- d. Program Coordinator – no report
- e. President Update – Melinda Fischer
 - i. Senator elections coming up soon!

6. UNFINISHED BUSINESS AND GENERAL ORDERS

7. NEW BUSINESS

- a. Approval of Inclusive Excellence Strategic Plan
 - i. Donnie Lloyd moved to accept the Inclusive Excellence Committee’s Strategic Plan as presented. Stacey Miller seconded the motion. The motion passed by majority vote.

8. ADJOURN - 3:40pm

ANNOUNCEMENTS:

1. Executive Committee meeting: March 2nd at 3:00pm
2. Full Senate Meeting: Senate Chambers (Hybrid) March 9th at 2:30pm

Staff Senate Meeting

February 9, 2023



An aerial photograph of a university campus. In the center is a large, circular pond with a walkway around its perimeter. The walkway is crowded with many people, likely students, walking. The pond is surrounded by green trees and several brick buildings. The sky is blue with scattered white clouds. The overall scene is bright and sunny.

Tony Wagner

Executive Vice President for Finance & Operations

An aerial photograph of a university campus. In the center is a large, calm pond reflecting the sky. A wide, curved concrete walkway surrounds the pond, filled with many people walking. In the background, there are several brick university buildings and lush green trees under a blue sky with scattered white clouds.

Derek Ekaitis

Employee Relations Manager

Think EAP!

- Clemson has contracted with ComPsych to provide a host of services to faculty, staff and members of their household.
- Eligible for these resources on your 1st day of employment.
- No enrollment forms to complete.

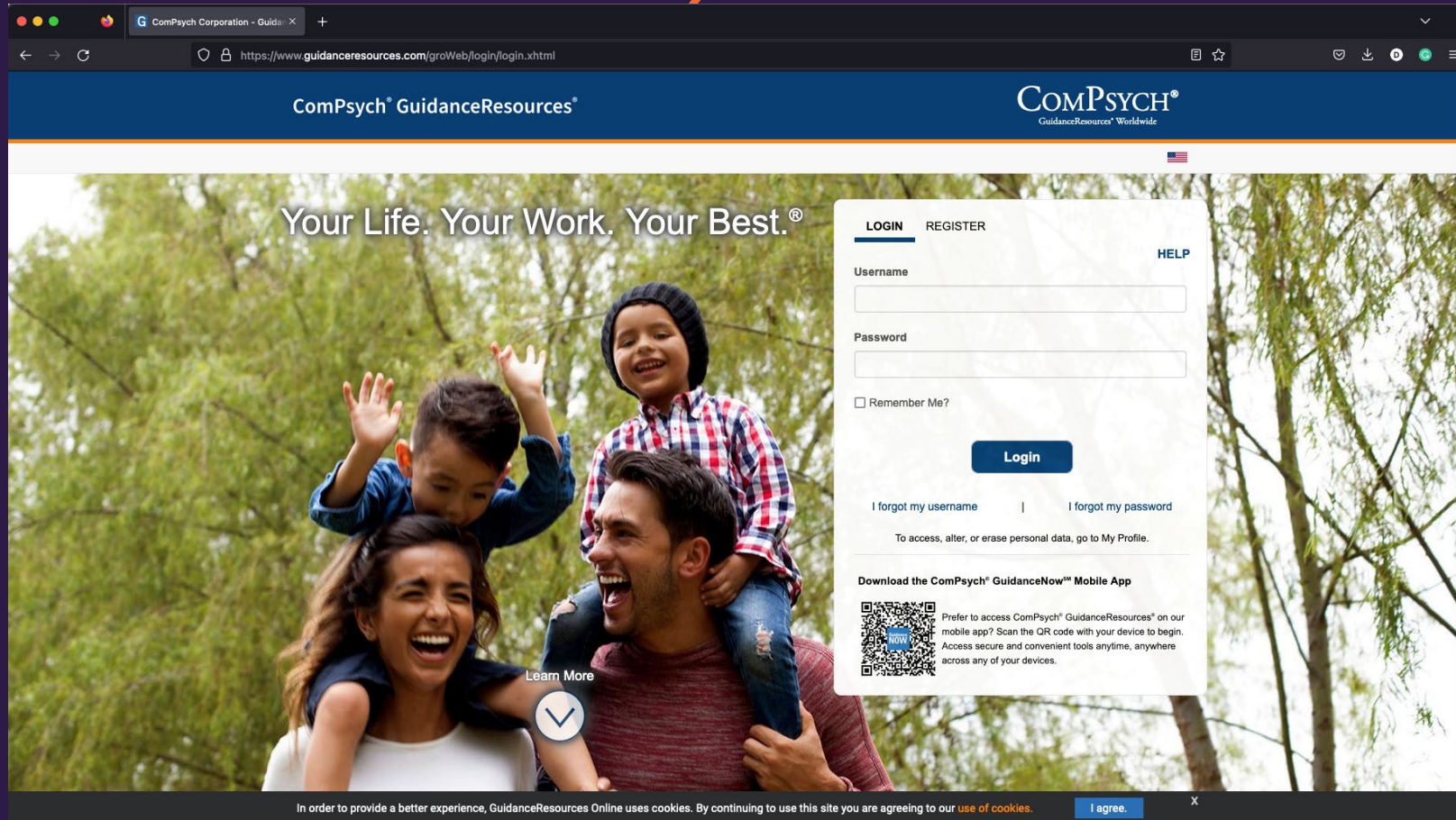
ComPsych EAP 1-866-365-0813

<https://www.guidanceresources.com/groWeb/login/login.xhtml>

Organization Web ID: clemsoncap

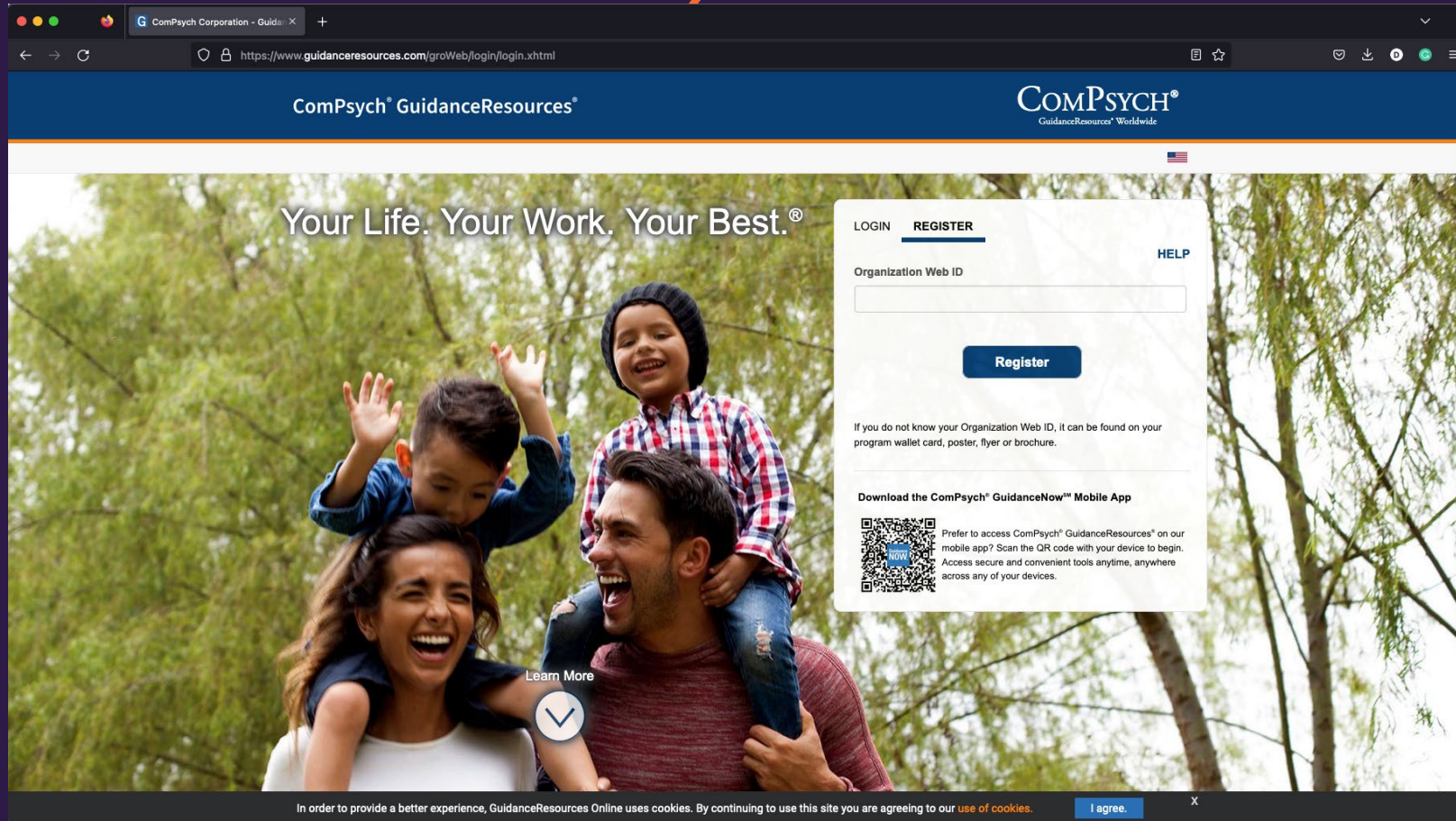
You must register your first-time logging into the website

Accessing ComPsych



The screenshot shows a web browser window displaying the ComPsych login page. The browser's address bar shows the URL <https://www.guidanceresources.com/groWeb/login/login.xhtml>. The page header includes the text "ComPsych® GuidanceResources®" and the "COMPSYCH®" logo with the tagline "GuidanceResources® Worldwide". A navigation menu contains "LOGIN", "REGISTER", and "HELP". The main content area features a large image of a family with the text "Your Life. Your Work. Your Best.®". A login form is overlaid on the right side of the image, containing fields for "Username" and "Password", a "Remember Me?" checkbox, and a "Login" button. Below the form are links for "I forgot my username" and "I forgot my password", and a link to "My Profile". A section titled "Download the ComPsych® GuidanceNow™ Mobile App" includes a QR code and text encouraging users to use the mobile app. A "Learn More" link is positioned below the family image. At the bottom of the page, a cookie consent banner states: "In order to provide a better experience, GuidanceResources Online uses cookies. By continuing to use this site you are agreeing to our use of cookies." with an "I agree." button.

Accessing ComPsych

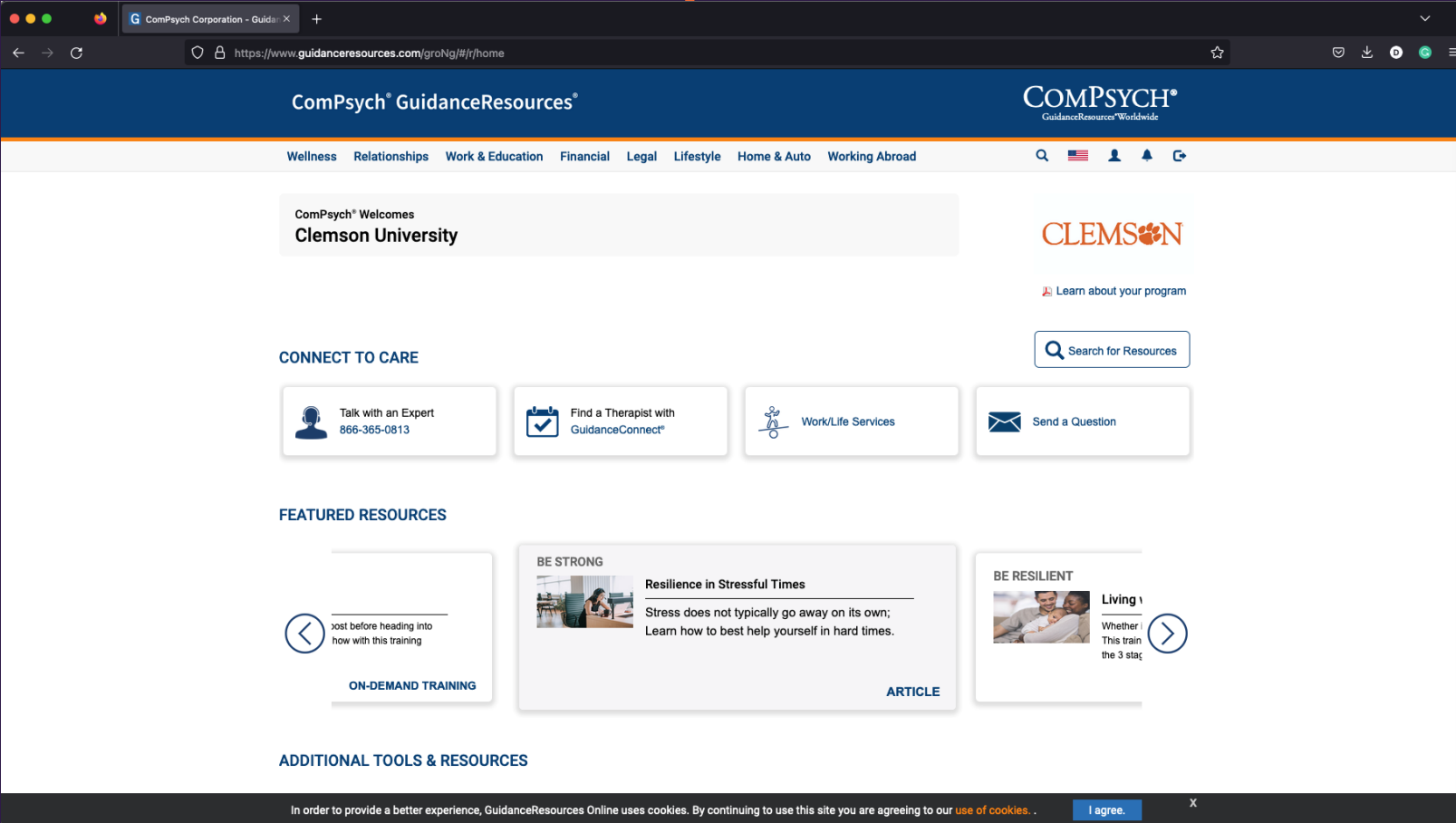


The screenshot shows a web browser window displaying the ComPsych GuidanceResources website. The browser's address bar shows the URL <https://www.guidanceresources.com/groWeb/login/login.xhtml>. The website header includes the ComPsych logo and the tagline "GuidanceResources Worldwide". The main content area features a large image of a family with the text "Your Life. Your Work. Your Best.®". On the right side, there is a registration form with the following elements:

- Navigation tabs: LOGIN, REGISTER (selected), HELP
- Form field: Organization Web ID
- Register button
- Text: "If you do not know your Organization Web ID, it can be found on your program wallet card, poster, flyer or brochure."
- Section: "Download the ComPsych® GuidanceNow™ Mobile App"
- QR code for mobile app download
- Text: "Prefer to access ComPsych® GuidanceResources® on our mobile app? Scan the QR code with your device to begin. Access secure and convenient tools anytime, anywhere across any of your devices."

At the bottom of the page, there is a cookie consent banner that reads: "In order to provide a better experience, GuidanceResources Online uses cookies. By continuing to use this site you are agreeing to our use of cookies." with a "I agree." button and a close "X" icon.

Accessing ComPsych



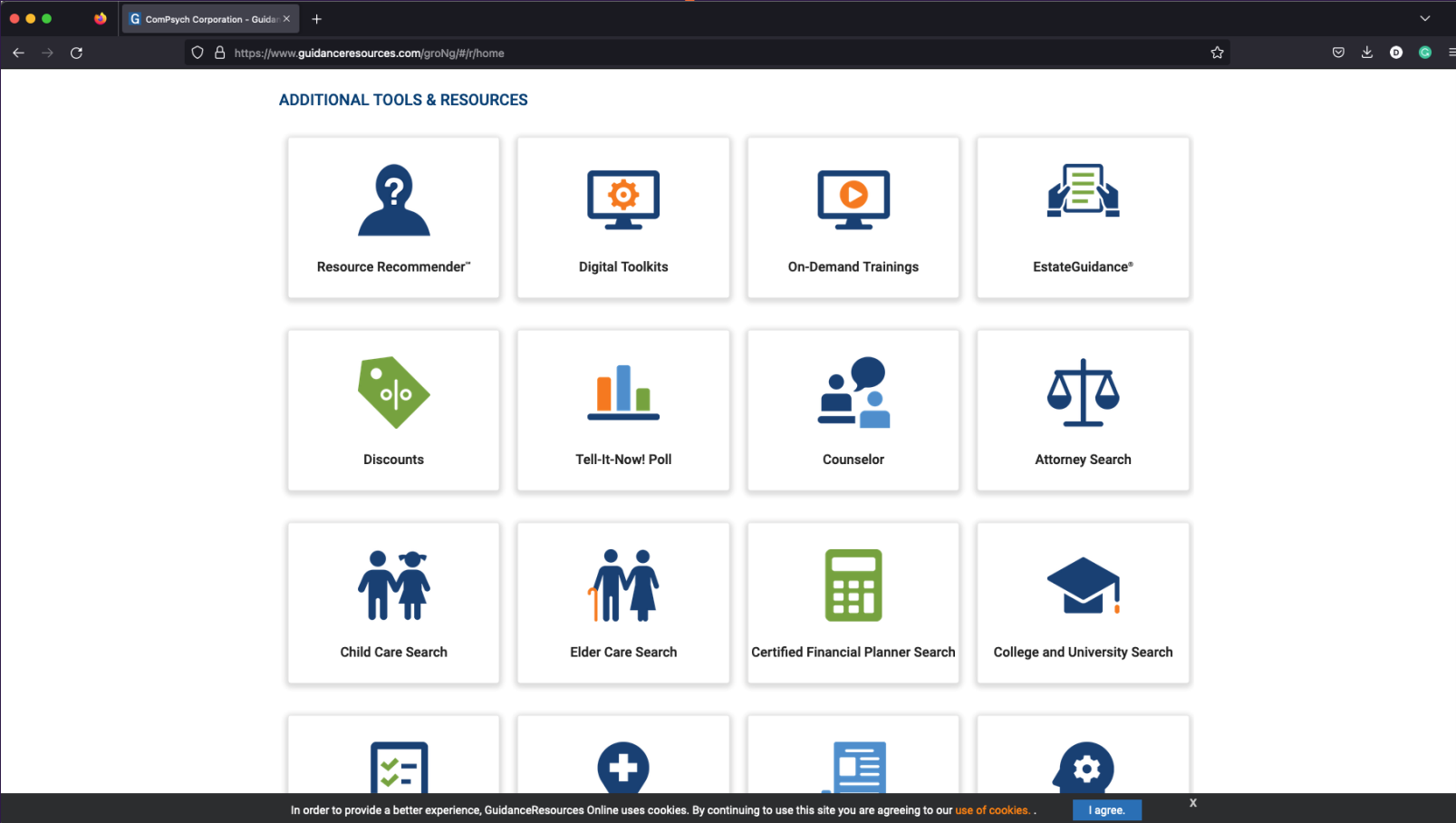
The screenshot shows a web browser window displaying the ComPsych website. The browser's address bar shows the URL <https://www.guidanceresources.com/groNg/#/rf/home>. The website header includes the ComPsych logo and a navigation menu with categories: Wellness, Relationships, Work & Education, Financial, Legal, Lifestyle, Home & Auto, and Working Abroad. A search bar and utility icons are also present.

The main content area features a welcome message: "ComPsych® Welcomes **Clemson University**". To the right is the "CLEMSON" logo and a link to "Learn about your program". Below this is a "CONNECT TO CARE" section with four buttons: "Talk with an Expert 866-365-0813", "Find a Therapist with GuidanceConnect*", "Work/Life Services", and "Send a Question". A "Search for Resources" button is also visible.

The "FEATURED RESOURCES" section includes three cards: "ON-DEMAND TRAINING" (with a left arrow), "BE STRONG Resilience in Stressful Times" (with a central image and text: "Stress does not typically go away on its own; Learn how to best help yourself in hard times."), and "BE RESILIENT Living" (with a right arrow and text: "Whether This train the 3 sta").

At the bottom, there is an "ADDITIONAL TOOLS & RESOURCES" section and a cookie consent banner that reads: "In order to provide a better experience, GuidanceResources Online uses cookies. By continuing to use this site you are agreeing to our use of cookies. I agree." with a close button (X).

Accessing ComPsych



The screenshot displays a web browser window with the URL <https://www.guidanceresources.com/groNg/#/r/home>. The page content is titled "ADDITIONAL TOOLS & RESOURCES" and features a grid of 16 interactive tiles, each with an icon and a label:

- Resource Recommender™ (Icon: Person with question mark)
- Digital Toolkits (Icon: Monitor with gear)
- On-Demand Trainings (Icon: Monitor with play button)
- EstateGuidance® (Icon: Hands holding document)
- Discounts (Icon: Green tag with percentage sign)
- Tell-It-Now! Poll (Icon: Bar chart)
- Counselor (Icon: Two people talking)
- Attorney Search (Icon: Scales of justice)
- Child Care Search (Icon: Two children)
- Elder Care Search (Icon: Two people, one with cane)
- Certified Financial Planner Search (Icon: Calculator)
- College and University Search (Icon: Graduation cap)

At the bottom of the page, a cookie consent banner reads: "In order to provide a better experience, GuidanceResources Online uses cookies. By continuing to use this site you are agreeing to our [use of cookies](#)." A blue button labeled "I agree." is visible on the right side of the banner.

Counseling

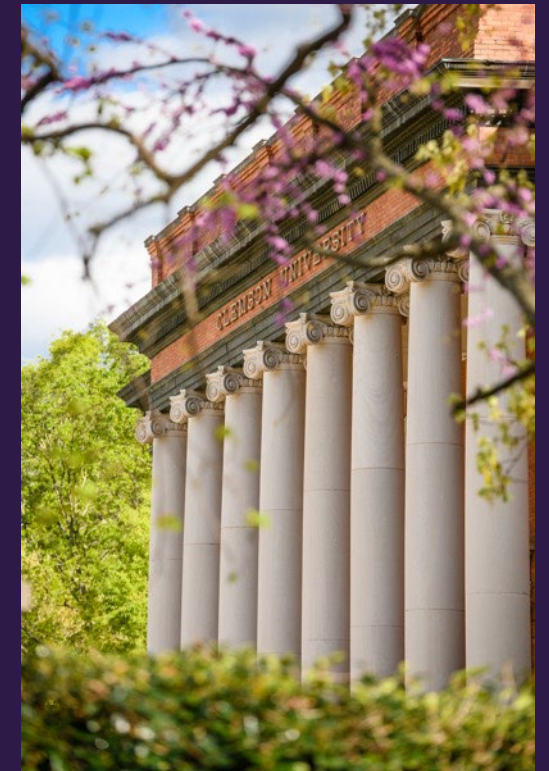
With this benefit, employees and their household members will each have access to eight free counseling sessions per issue, per year to address work-life concerns.

- These counseling sessions may include:
 - Emotional and psychological issues
 - Depression
 - Anxiety
 - Anger Management
 - Grief
 - Family issues



Work-life Balance

- Childcare and eldercare resources and referrals
- Parenting resources
- Post-employment Assistance
 - (90 days after separation)



Legal and Financial

- Access to legal tools
- Free 30-minute initial visit with an in-plan attorney
- 25% reduction in hourly fees for subsequent visits with the same in-plan attorney
- Will assistance
- Free power of attorney

Additional Resources

- Discounts
 - Workplace Advantages
- Referrals for apartment locators
- Resume writing and interviewing skills





Kim Carter

Associate Director of LGBTQ+ Programs



Tessa Byer

Clemson University Ombuds

OMBUDS UPDATE
CLEMSON UNIVERSITY
OMBUDS FOR STAFF

UPCOMING TRAINING:

Don't Tough It Out: Difficult Situations at
Work

April 21, 2023, 8:30 to 12:00

Location: University Facilities Center, 280
Seneca Creek Rd, Room A-251

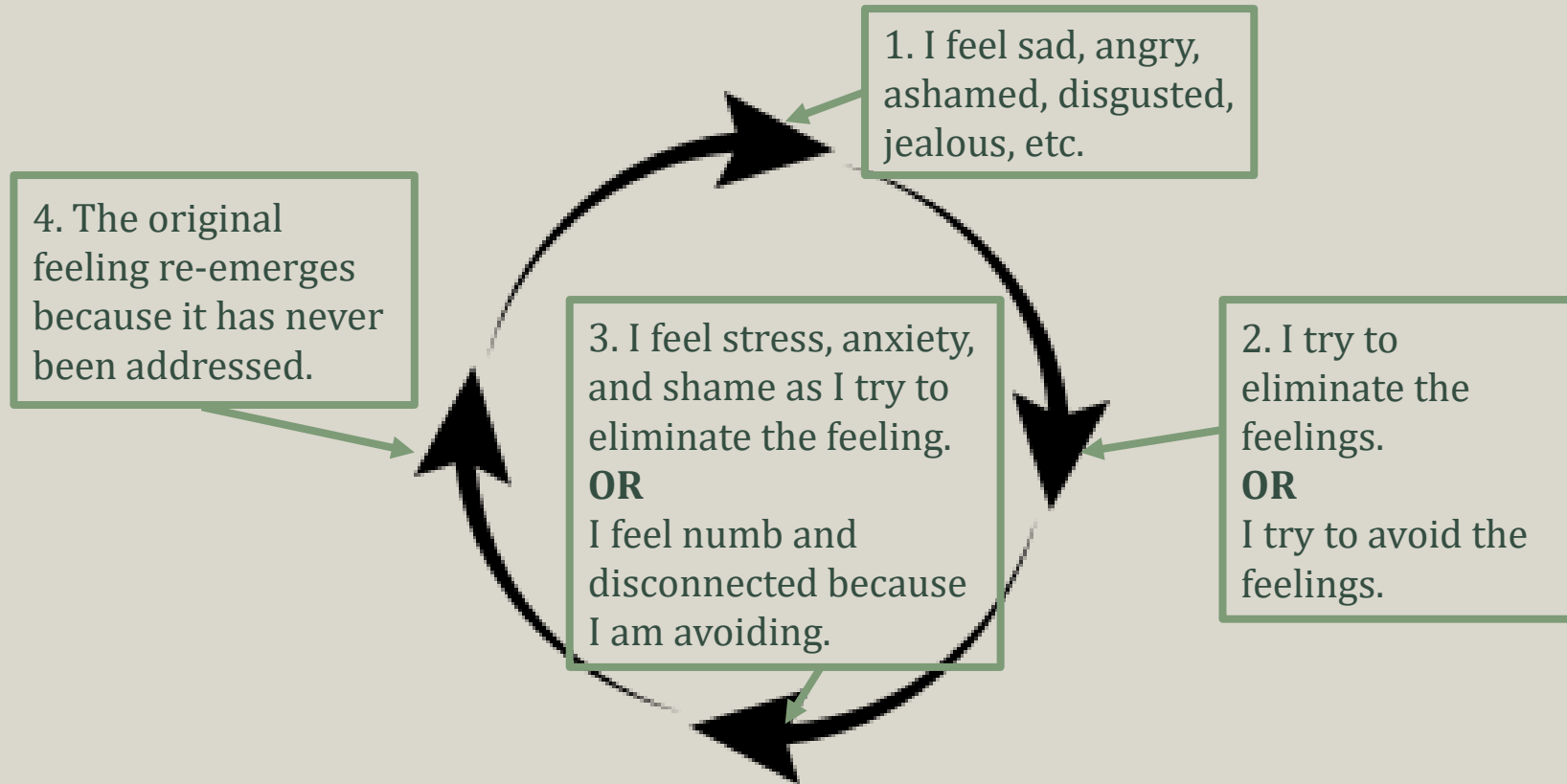
Open to faculty, staff, and students

Register on Tiger Training Today!

Think of the last time you felt something negative, such as sad, angry, ashamed, or jealous.

The Struggle Switch

- Trying to eliminate or avoid any pain or negative feeling.



The Struggle Switch



Turn off the Struggle Switch



Acknowledge what you are feeling.



Accept what you are feeling.



Figure out what you need in order to walk through the feeling.



Once you get what you need, decide to move forward.

- Liberates you from being held captive by your feelings.
- When you acknowledge what you are feeling, rather than fighting against it, you have one less battle to wage.
- Your feeling might change or abate, but that is a *byproduct*, not the *goal*.

Think of the last time you felt something negative, such as sad, angry, ashamed, or jealous.

Say to yourself, “[Feeling], I see and accept you.”

NEW OMBUDS OFFICE

LOCATION:

TigerWalk

135 Old Greenville Hwy, Suite 203

Clemson, SC 29631

Moving toward the end of February 2023

QUESTIONS OR COMMENTS?

Tessa Byer, CO-OP[®], Ombuds for Staff

864-656-5353

tbyer@clemson.edu



Staff Senate Committee Reports



Staff Senate

Program Coordinator Update

STAFF SENATE

- Home
- Bylaws
- Committees
- Minutes
- Newsletter
- Staff Senate Endowed Scholarship
- Employee Emergency Fund
- Contact Us
- Join Staff Senate
- Changes to Staff Senate
- Monthly Meeting

Staff Senate Home



Who We Are

Senate is comprised of elected representatives and ex-officio members representing approximately 4,000 staff employees of Clemson University. The Senate membership represents a 1:75 ratio among Budget Centers.

Why We Are Here

Staff Senate exists to support and represent Clemson University staff employees by giving voice to and advocating for a safe and equitable workplace, work-life balance, and professional development by promoting resources and recognition staff members need and deserve to flourish in their positions and at the University.

History

In 1984, Staff Senate was formed based on the need for establishing a two-way forum between the University community and classified staff at Clemson University. The Senate was the recognized voice for all classified University employees. In 2007, the name changed to Staff

Wooden Collectible for Scholarship

Current Newsletter

Inclusion Statement

Submit Your Feedback

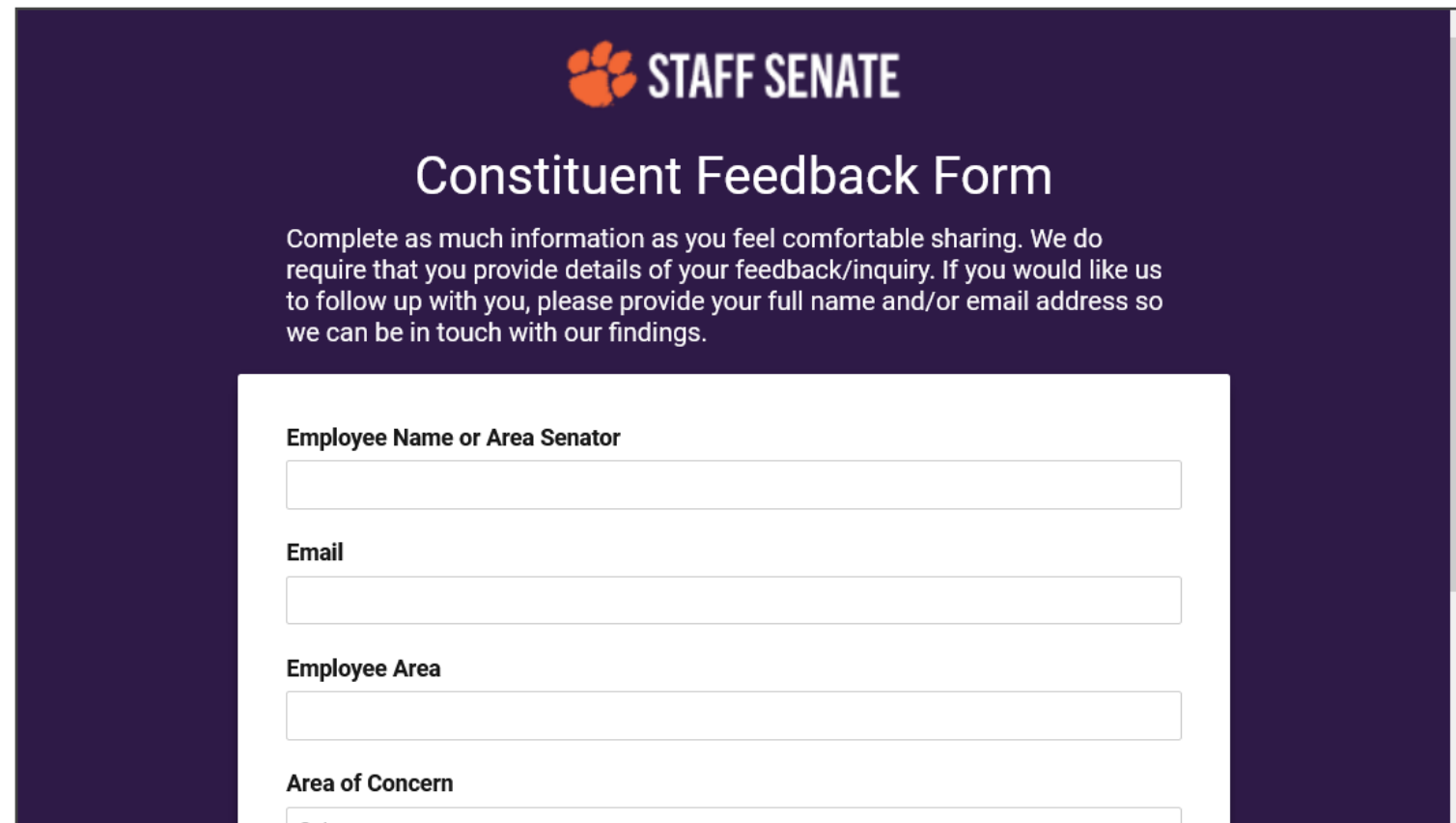
Upcoming Meeting

Join us for our February general meeting on Thursday, February 9, at 2:30 p.m. **on Zoom** and at the Senate Chambers

[Home](#)[Bylaws](#)[Committees](#)[Minutes](#)[Newsletter](#)[Staff Senate Endowed
Scholarship](#)[Employee Emergency
Fund](#)[Contact Us](#)[Join Staff Senate](#)[Changes to Staff Senate
Monthly Meeting](#)

Staff Senate Constituent Feedback Form

Do you have constructive feedback for improvements that the Clemson Administration can make for our staff? Are there successful processes or procedures in your department that you think others around the University could benefit from? In the space below, please let us know. The Staff Senate will review feedback and take action as needed.



STAFF SENATE

Constituent Feedback Form

Complete as much information as you feel comfortable sharing. We do require that you provide details of your feedback/inquiry. If you would like us to follow up with you, please provide your full name and/or email address so we can be in touch with our findings.

Employee Name or Area Senator

Email

Employee Area

Area of Concern

STAFF SENATE

- Home
- Bylaws
- Committees
- Minutes
- Newsletter
- Staff Senate Endowed Scholarship
- Employee Emergency Fund
- Join Staff Senate
- Changes to Staff Senate Monthly Meeting
- Contact Us

Contact Us

Staff Senate Office

(864) 656-9000

staffsenate@clemson.edu

Clemson University
Sirrinc Hall 228B
515 Calhoun Dr. Clemson, SC 29634

[Submit Your Feedback](#)[Submit Newsletter Content](#)[Request to Speak at a Meeting](#)

AAH - College of Architecture, Arts and Humanities

Athletics

CAFLS - College of Agriculture, Forestry and Life Sciences

CBSHS - College of Behavioral, Social and Health Sciences

CCIT - Clemson Computing and Information Technology



Staff Senate President's Report



Staff Senate

Unfinished Business

New Business



Staff Senate

Next Meeting:

March 9, 2023