



## MEETING NOTES

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August 11, 2022, 2:30 PM

Wilbur O. and Ann Powers College of Business & Zoom

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### 1. OPEN COMMENT PERIOD

### 2. CALL TO ORDER – President Melinda Fischer called the meeting to order at 2:31 pm

- a. Welcome introduction and recognition of guests

### 3. APPROVAL OF MINUTES – approved as read

### 4. SPECIAL ORDERS OF THE DAY

- a. Tony Wagner, Executive Vice President for Finance & Operations
  - a. Gave update and answered Senator questions about COLA and raises that were announced in July. Will be discussing Responsibility-Based Budgeting and some other upcoming business systems changes in future meetings. Addressed question about privatization of specific affiliated departments at Clemson.
- b. Angie Liedinger, Senior Vice President for External Affairs
  - a. see attached presentation
- c. Ombuds Report – Tessa Byer
  - a. see attached presentation

### 5. REPORTS

- a. Treasurer Report – Christy Babb
- b. Program Coordinator – Erin Fall
  - i. Constituent feedback update
  - ii. Intake form guidance – please encourage constituents to complete our intake form when they relay concerns. This form helps us track feedback from staff, which in turn, helps us better advocate on their behalf.
- c. Standing Committees
  - i. Activities – Jake Anderson, Robert Taylor
    - Jake, Erin, and Melinda delivered items to the fire stations for First Responder Appreciation
    - Staff Senate Blood Drive was hosted on Monday, August 1st on campus.
    - Activities Committee met on Monday, July 25th to meet and greet new committee members.
    - Next meeting TBD in late August / Early September
  - ii. Communications – Ryan Real, Victoria Roberts
    - Newsletter out August 11
      - a. CCIT web team will be featured



# STAFF SENATE

- b. Planetarium in September, Experimental Forest in October, FNEP after
        - c. Working on new Senator profiles
      - Web updates (Contact Us and bylaws pages spiffed up by Vicki)
      - Communicating meeting change
        - a. Webpage
        - b. OUR Clemson
      - Letters to constituents, website organization and Scholarship profiles on the horizon
      - Will look into adding a short “did you know” section to the newsletter
    - iii. Inclusive Excellence – Alisha Johnson, Sue Whorton
      - Met with Altheia on July 22<sup>th</sup>; next scheduled meeting on Sept. 9<sup>th</sup>
      - Committee met on July 28<sup>th</sup> – continued to focus on the goals and objectives under the Strategic Priority of Climate and Infrastructure and Focus Area of inclusive institutional practices, policies and procedures and worked on action plans and metrics for the objectives under Goal 2.
      - Will share draft with exec committee.
      - Next committee meeting August 25<sup>th</sup>
    - iv. Membership – Kristi Baker, Beth Newton
      - July Senate Outing recap
      - New Senator for “Libraries” budget center
    - v. Scholarship – Tenneil Moody, CJ Smith
      - Sales plan for collectibles
      - Communication plan for Elaine Hunt Endowment
      - Possible plan to entice people to sign up for payroll deduction and then get a collectible for enrolling.
      - Switch gears from “buy a collectible” to “donate and get a free collectible”.
    - vi. Welfare – Jeff Anthony, Stacey Miller
      - F&O Senators met with Tony Wagner
      - Volunteer Policy update
      - Dependent Tuition Assistance
  - d. 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
      - No report
    - iv. Bookstore Advisory Committee – Jamie Martin
      - No report
    - 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
  - No report
- viii. Commission on Women – Stephanie O’Brien
  - No report
- 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 – Melissa Freudenberger
  - No report
- xiii. Ombuds Committee –C.J. Smith / Melinda Fischer / Jake Anderson / Rebecca Harkless
  - Gave annual report (see Ombuds presentation in attachments)
- xiv. Parking Review Board – Matthew Burns
  - No report
- xv. Veterans Commission – Bradley Elliott
  - Spoke with Emily DeBruzzi, Director of Veteran and Military Engagement in Student Affairs
    - a. Starting 90 min GreenZone Training Sept 14<sup>th</sup> and Nov 9<sup>th</sup> in Vickery Hall; informs on the Student Veteran experience and the transition from active Military to campus life
- e. President’s Report – Melinda Fischer
  - i. Staff Climate Survey
    - Almost ready to be sent out; will be released in the Spring
    - Anyone who would like to take the survey and give to feedback for this, please let Melinda know
  - ii. CU Grow Applications open August 1 – September 30

## **6. UNFINISHED BUSINESS AND GENERAL ORDERS**

## **7. NEW BUSINESS**

## **8. ADJOURN** – President Melinda Fischer adjourned the meeting at 4:02 pm.

ANNOUNCEMENTS:



1. Executive Committee meeting: hybrid – September 1<sup>st</sup> at 3:00pm
2. Full Senate Meeting: hybrid @ Senate Chambers – September 8<sup>th</sup> at 2:30pm



# CLEMSON UNIVERSITY STAFF SENATE

AUGUST 2022



# External Affairs

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*Division & Strategic Planning*



# External Affairs

## SUPPORTING THE STUDENT EXPERIENCE

Whether it's lobbying for legislation or partnering with an internationally known company to create new internships or engage in R&D, External Affairs is focused on creating opportunities to keep students competitive and relevant after graduation.

All of our efforts are focused on ensuring Clemson has the financial resources from the state and creating one-of-a-kind revenue streams and programs that keep moving our students and Clemson forward.

An American flag and the South Carolina state flag are flying on a pole in the foreground. The background shows a blurred building with a classical architectural style under a clear blue sky.

# Governmental Affairs

## Federal Relations

- Clemson's designation as a land-grant university establishes certain federally mandated missions and responsibilities.
- As a major research university, Clemson is eligible to compete annually for significant federal appropriations for research as well as for research funding expended by many federal agencies.

## State Relations

- As a public university, approximately 11 percent of Clemson's revenue is state-funded and subject to the S.C. General Assembly's annual budget approval.
- Clemson, in its land-grant mission, is charged with establishing and monitoring extensive state regulations dealing with pest control, food safety, and many other plant and animal health and safety issues. The Office of State Relations works directly with the Governor's Office and the General Assembly on a regular basis.

## Advocacy

- Clemson has effectively engaged its alumni and friends in securing its mission to serve the citizens of S.C. and the general welfare of the country by establishing a volunteer group known as Clemson Advocates.
- Clemson Advocates serve on a volunteer basis, and contact state and federal legislators in support of Clemson's budget priorities and legislation of interest to the University and the higher education community.



An American flag and a South Carolina state flag are flying on a pole in the foreground. The American flag is on top, and the South Carolina flag is below it. In the background, a large, light-colored building with many windows is visible under a clear blue sky.

# Setting University Priorities

## University Priorities Setting Committee

- Led by VP-EA, comprised of Chief of Staff, Provost, VP-Development, VP-Research, EVP-Finance, Chief Legal Officer, VP-PSA, and Chief Strategy Officer – ensuring that priorities have a multi-year and across-the-enterprise impact to the University.

## State Relations

- Every July/August, the Committee reviews the previous fiscal year's state allocation and makes recommendations for the upcoming fiscal year requests. The requests are then submitted to the Executive Budget Office in September for the Governor's review, who releases his budget recommendations in December.

## Federal Relations

- Every October, the Committee reviews the previous fiscal year's grant and legislative allocations and makes recommendations for the upcoming year's requests. The requests are finalized prior to submission to Congressional committee staff in February.

The image shows two flags on a pole in the foreground. The top flag is the United States flag, and the bottom flag is the South Carolina state flag, which is orange with a white palmetto tree and a white crescent moon. In the background, a large, light-colored building with many windows is visible under a clear blue sky.

# SC Legislative Process

## **SC – A 2-Year Session**

- Legislation proposed in South Carolina operates within a 2-year legislative cycle. The legislative calendar begins in January and ends in May.
- Legislative bills undergo a thorough committee process from both chambers before floor debate, ensuring that advocates, opponents and constituents can be heard on the subject matter.
- Bills that do not receive approval from both chambers and signature from the Governor retain their status going into the second legislative year.

## **SC – Annual Budget Cycle**

- The annual budget cycle begins in September, following state agency submissions to the Executive Budget Office.
- The Governor typically releases the Executive Budget during the second week of January, prior to the beginning of the legislative session.
- Upon receiving the budget recommendations, both Chambers send a budget bill to the respective financial committees – House Ways and Means, and Senate Finance.
- The respective committees work concurrently though the budget throughout – and sometimes after – the legislative session to complete the next fiscal year's budget.

# Govt. Affairs By The Numbers

**4,000**

## **Bills Introduced**

*During a typical two-year session of the S.C. General Assembly, typically 4,000 bills are introduced.*

**250**

## **Bills Tracked**

*Clemson's Governmental Affairs team within External Affairs actively tracks and monitors approximately 250 bills per legislative cycle – bills can range in topics from Name, Image and Likeness to Feral Hog legislation.*

**4,300**

## **Clemson Advocates**

*There are 4,300 actively engaged advocates in Governmental Affairs' strategic advocacy plan.*

# FY22-23 Budget

## Education & General

- Tuition Mitigation - \$9.9 million (recurring)
- Planned Maintenance & Renovation - \$35 million (nonrecurring)

## Public Service Activities

- Rural Health Cooperative Extension & Research - \$2 million (recurring)
- Laboratory Services Support - \$750K (recurring)
- Integrated Agriculture Technology - \$750K (recurring)
- Critical PSA Infrastructure - \$3.626 million (nonrecurring)
- Edisto REC Research Infrastructure Upgrades and Expansion - \$7 million (nonrecurring)
- Poultry Science Research Facility - \$1.375 million (nonrecurring)

## Other FY 22-23 Budget Items of Importance

- \$10 million - nonrecurring lottery dollars for the exploration of a **Clemson University College of Veterinary Medicine**
- \$4.1 million in nonrecurring lottery dollars for students with intellectual disabilities attending college transition programs
- \$10 million - nonrecurring lottery dollars to CHE for an initiative to address the nursing shortage
- \$70 million - nonrecurring lottery dollars for need based grants at the Commission on Higher Education (~\$5M in additional need based grant opportunities for Clemson students)

# FY 21-22 Legislation of Interest

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- Name, Image, and Likeness
- Professor Tenure
- Offshore Wind Economic Development Study
- Save Women's Sports
- South Carolina Transparency and Integrity in Education Act

# Corporate Partnerships

The Office of Corporate Partnerships and Strategic Initiatives takes a holistic approach to engaging strategic corporate partners by providing a one-stop shop for business and industry to connect with Clemson University. By going beyond traditional university and corporate partnerships, businesses are able to have multiple touchpoints throughout Clemson to create programs and find unique ways to engage with faculty, students and researchers.



SAMSUNG



JTEKT



PRISMA HEALTH



HONDA



BOSCH

FLUOR



ExxonMobil

SIEMENS



# STRATEGIC ENGAGEMENT PORTFOLIO

BUILDING MODELS WITH REAL-WORLD TRANSFERABILITY



Student  
Engagement



Research  
Engagement



Academic  
Engagement



Promotional  
Engagement

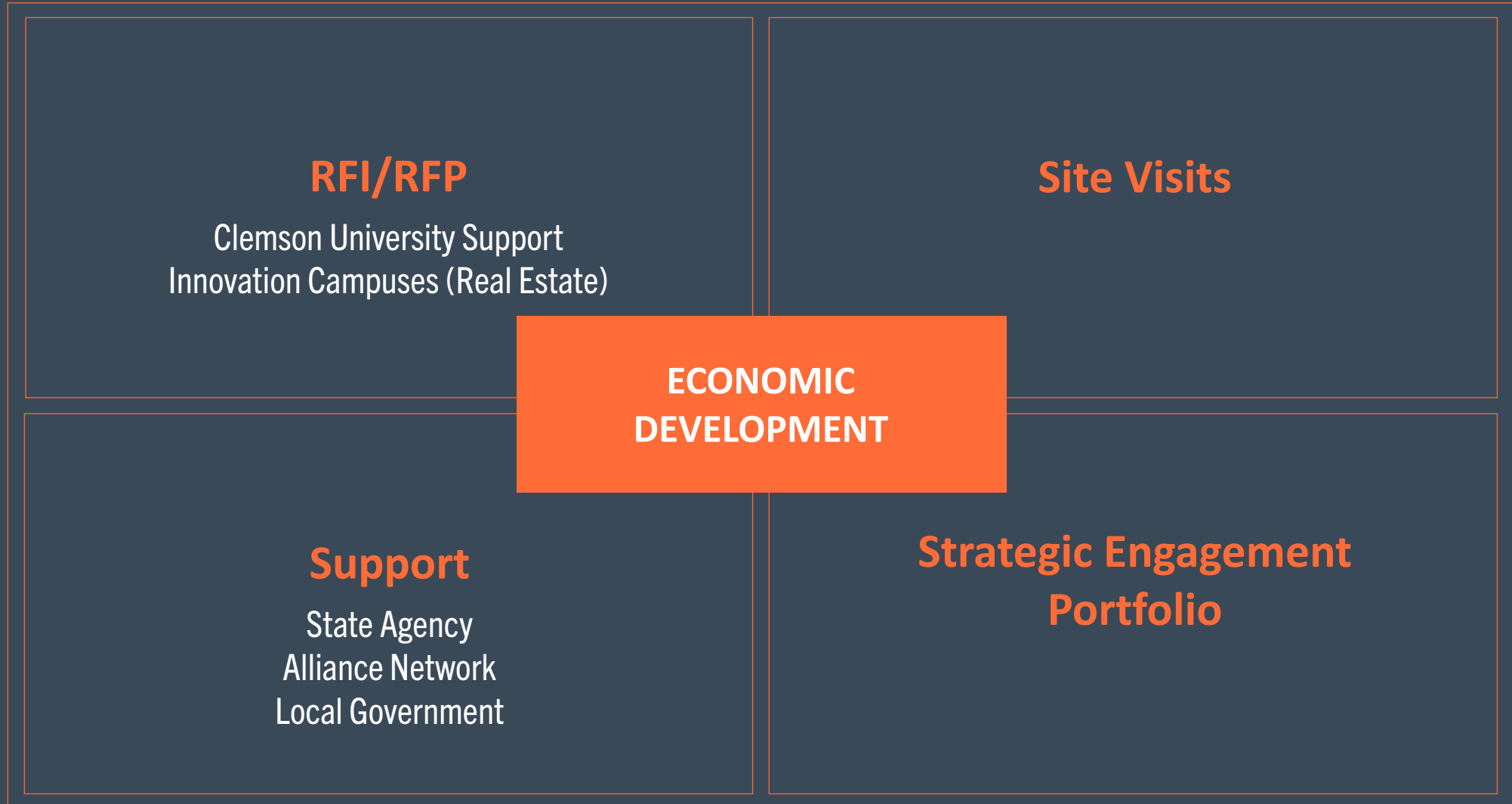
## STRATEGIC STEERING AND LEADERSHIP

Present across all areas of engagement with an entity from University leadership opportunities to partnership development and expansion.



# ECONOMIC DEVELOPMENT

BUILDING MODELS WITH REAL-WORLD TRANSFERABILITY



# Industry Advisory Board

The External Affairs Industry Advisory Board was created in 2021 to maximize collaboration between industry and Clemson University to address untapped opportunities.

Priority areas:

- Student Experiential Learning
- Research and Innovation
- Talent Preparedness for Success in today's diverse and global marketplace



THANK YOU



CLEMSON  
EXTERNAL AFFAIRS

2022 ANNUAL REPORT

# CLEMSON UNIVERSITY

# OMBUDS FOR

# STAFF

# OVERVIEW OF YEAR

AUGUST 9, 2021, TO  
JULY 31, 2022

241  
visits

145 unique  
visitors

46 group  
outreach  
meetings

64  
individual  
outreach  
meetings

## Over

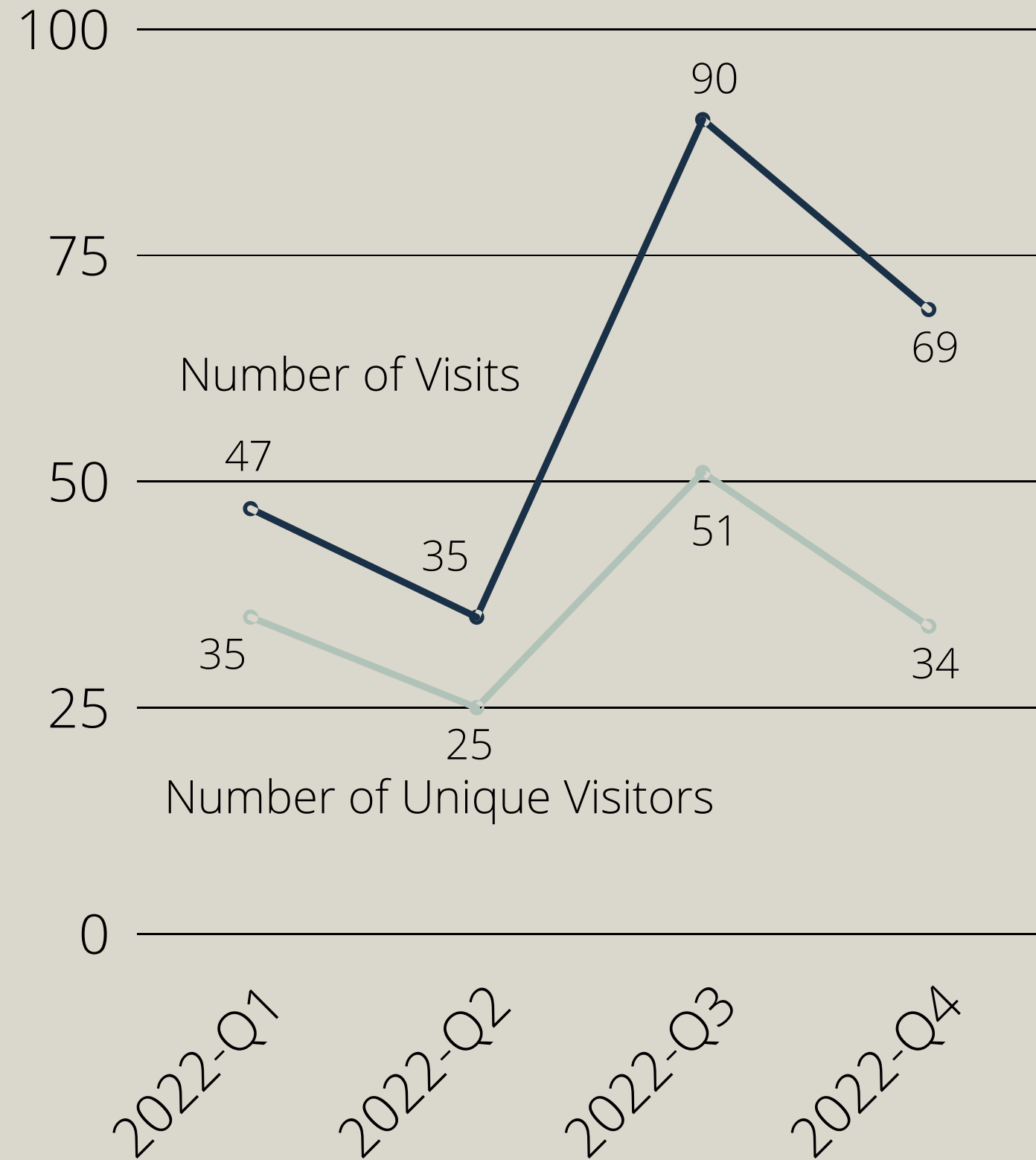
67% →

of visits concerned  
evaluative  
relationships

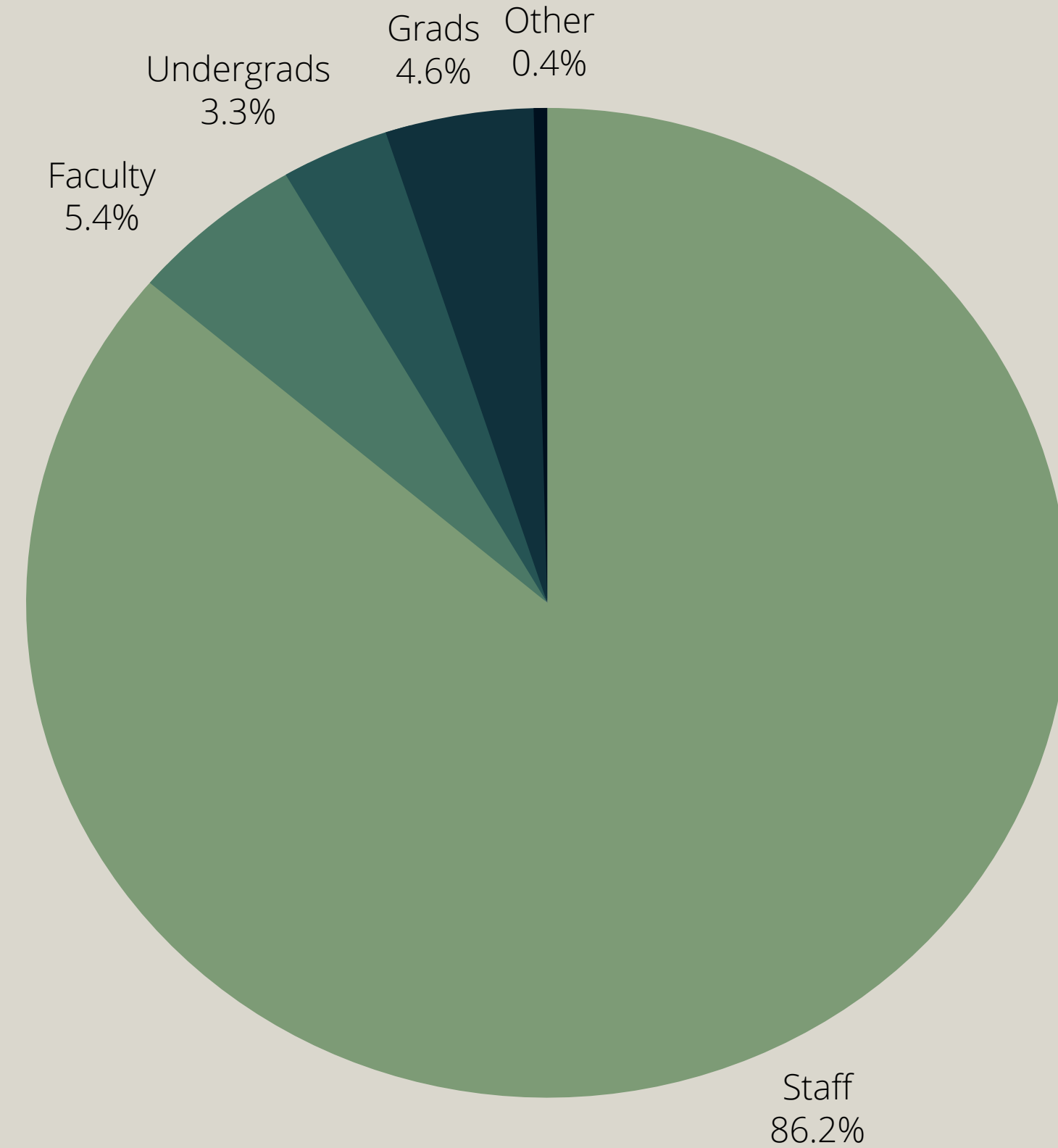
16  
trainings

285  
training  
participants

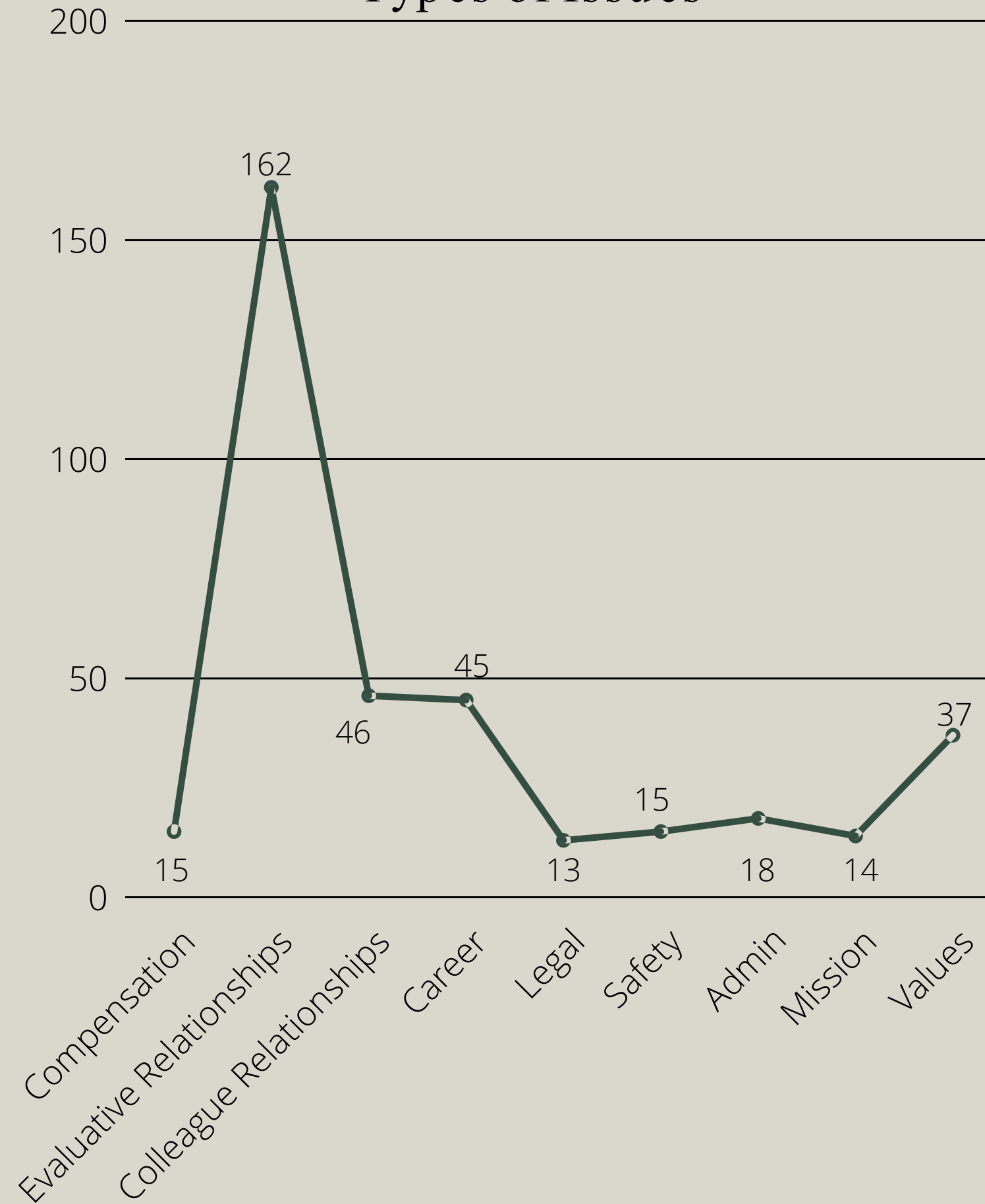
## Visitor Utilization



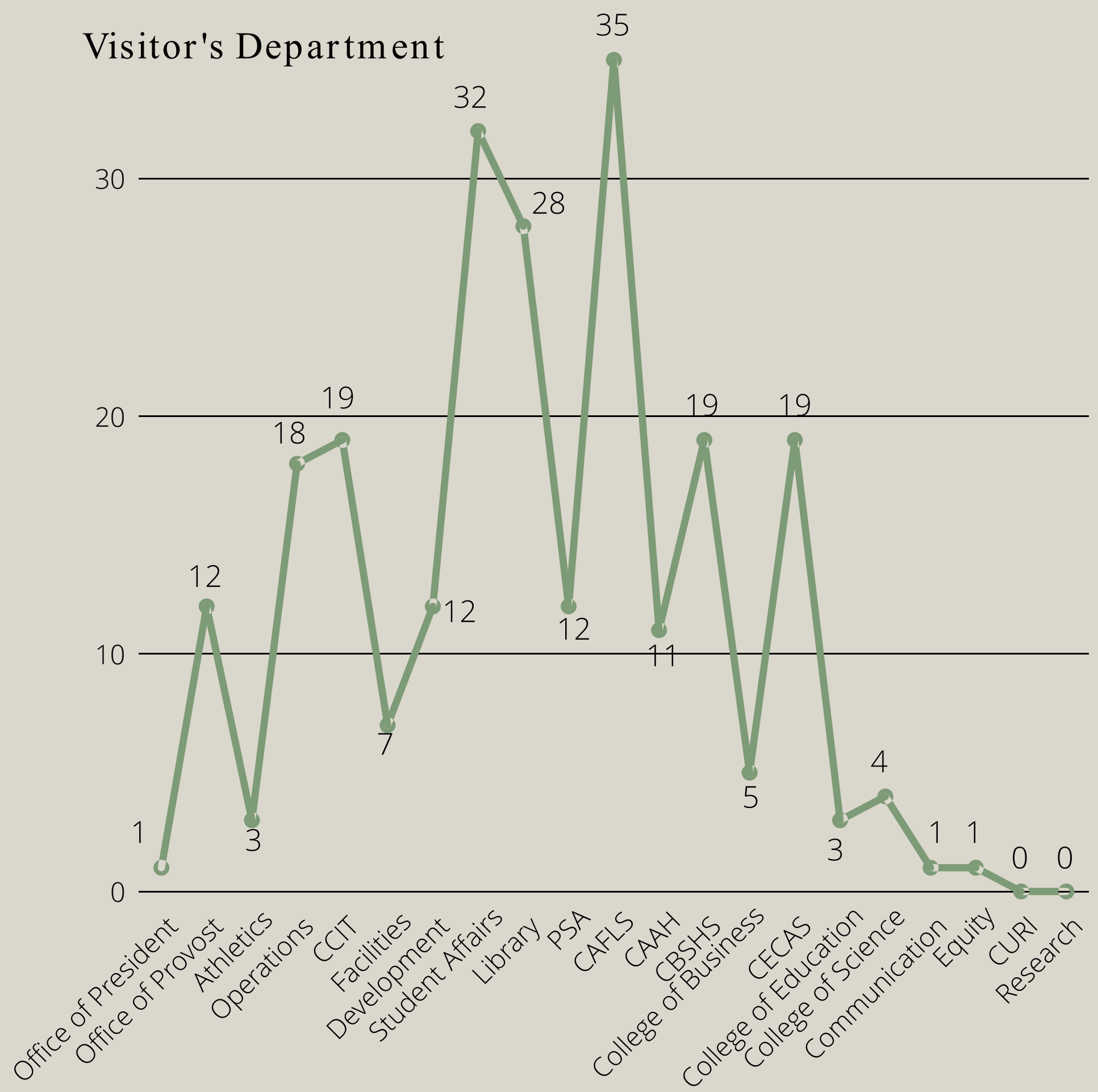
## Types of Visitors



# Types of Issues

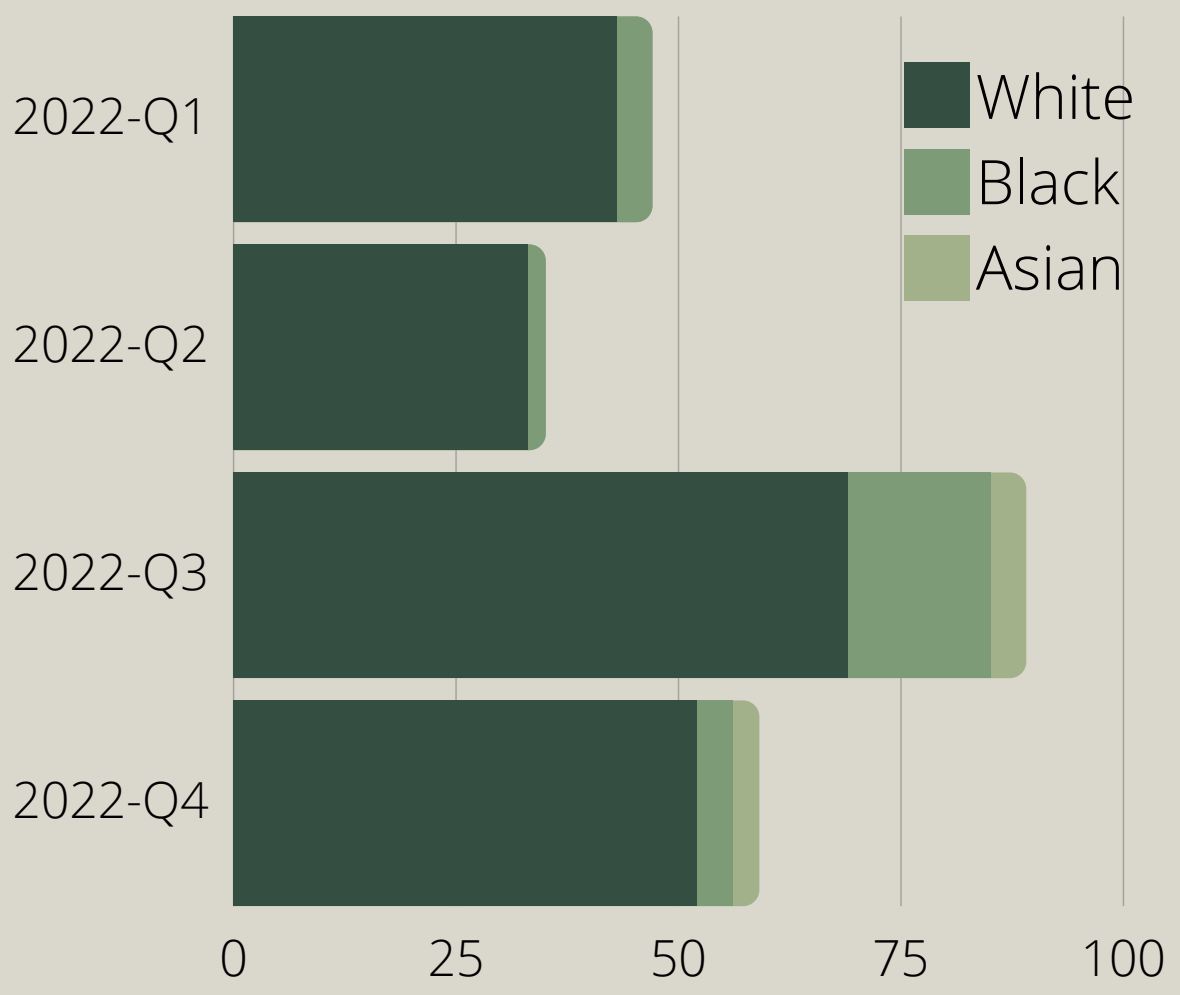


# Visitor's Department

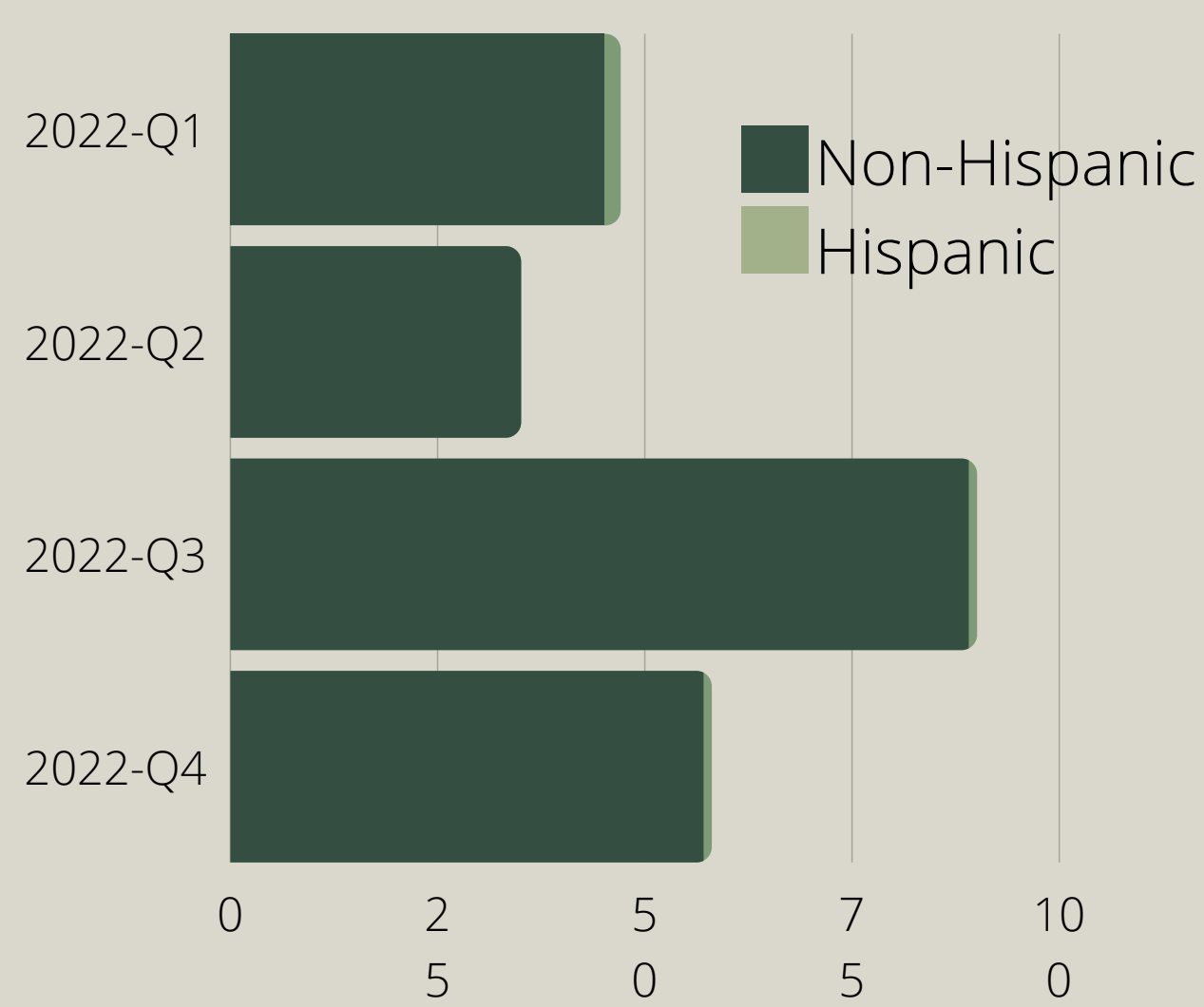




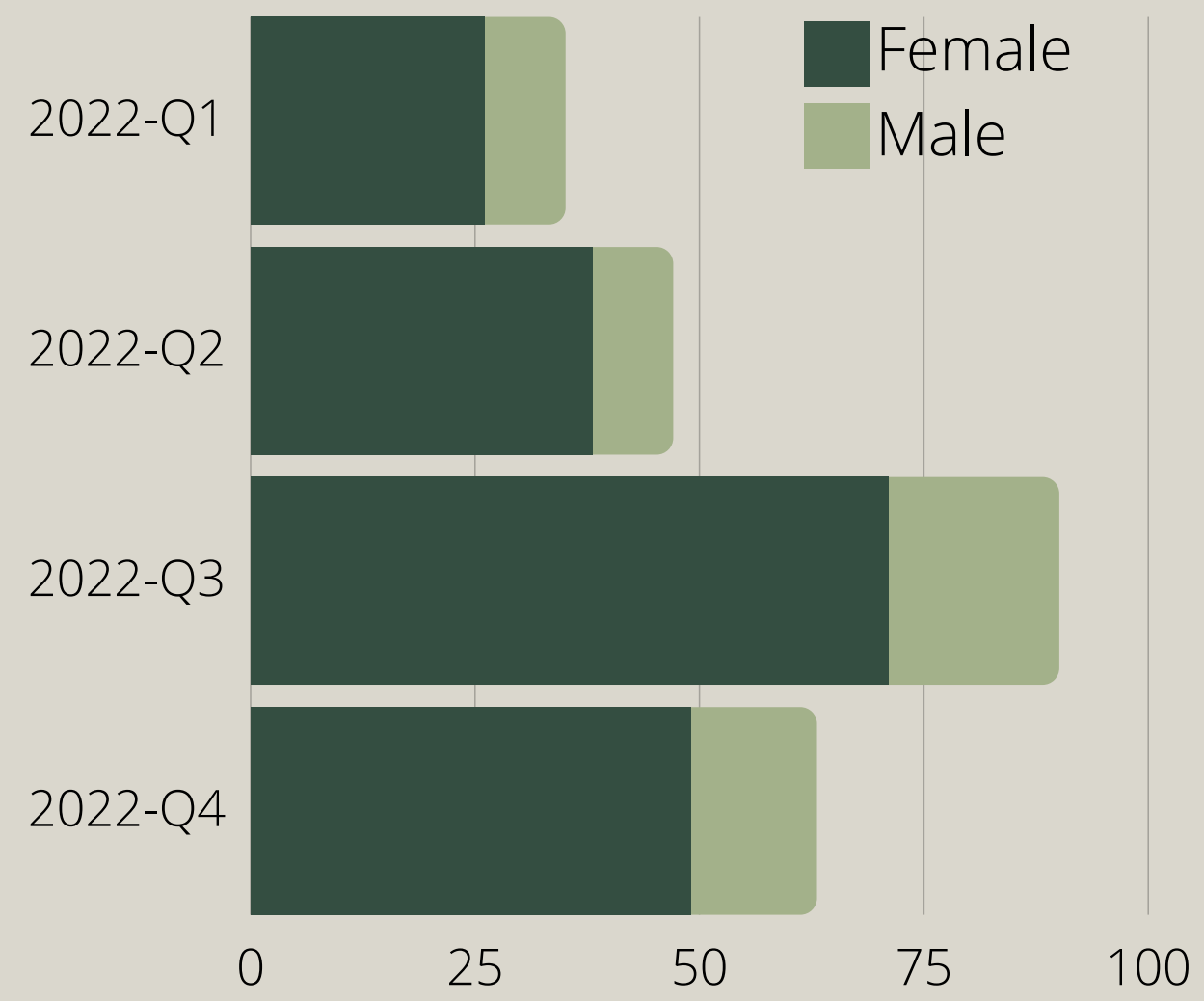
### Race of Visitor



### Ethnicity of Visitor



### Gender of Visitor



# TRENDS AND RECOM - MENDATIONS

## THE STAFF OMBUDS RECOMMENDS:

### Gaps in Service

- That Clemson offer more individualized service and guidance when someone takes FMLA.
- That HR meet with every employee when they near their 5-year anniversary to review their retirement options.

### Acknowledgement

- That the University sponsor a Covid Memorial event open to everyone.

### Communication

- That University leaders communicate more about the Report from the President's Social Justice and Equity Task Force and Clemson Elevate.
- That University leaders hold events where faculty, staff, and students can ask them unfiltered questions and have them responded to in real-time.

### Respect

- That supervisors hold all employees, especially supervisors, accountable to showing respect and upholding dignity in the workplace.
- That resources be made available to enhance people's emotional intelligence.

# TRENDS AND RECOM - MENDATIONS

## THE STAFF OMBUDS RECOMMENDS:

### Teamwork

- That departments create shared expectations documents in order to have an objective standard that they can hold each other accountable to.
- That the different governments meet regularly to support each other and work together toward common goals.
- That the leaders of the University Commissions meet regularly to support each other and work together.

### Belonging

- That University leaders engage in "stay" interviews with faculty and staff of color and of the LGBTQ community to understand not only what brought them to Clemson but what keeps them at Clemson.

### Supervisor/Employee Conflict

- That HR's Supervisor Training include modules targeting faculty and interim supervisors.
- That Department Chairs be required to attend the Staff Ombuds 4-part training series.
- That interim supervisors have more guidance on what is expected of them.

# UPCOMING TRAINING:

## DON'T TOUGH IT OUT: DIFFICULT SITUATIONS AT WORK

Communication and Conflict Resolution Training  
Free to Clemson Staff, Faculty, and Students

*Tessa Byer, Clemson Ombuds for Staff*

*Friday, September 30 8:30 AM to 12:00 PM*

*In-person, Location TBD*

*Register through Tiger Training:*

*<https://clemson.bridgeapp.com/learner/training/cf15179e/sessions/3144/enroll>*



This training is designed for faculty, staff, and students to learn conflict resolution and communication strategies related to the seven common situations below. Come strengthen your ability to proactively prevent a difficult situation from becoming an impossible conflict.

LOOKING FORWARD TO THE YEAR AHEAD!

# QUESTIONS OR COMMENTS?

Tessa Byer, Ombuds for Staff

864-656-5353

[tbyer@clemson.edu](mailto:tbyer@clemson.edu)