



## FULL SENATE MEETING MINUTES

---

September 8, 2022, 2:30 PM

Senate Chambers & Zoom

---

1. **OPEN COMMENT PERIOD** – none received
2. **CALL TO ORDER** – President Melinda Fischer called the meeting to order at 2:32pm
  - a. Welcome introduction and recognition of guests
3. **APPROVAL OF MINUTES**
4. **SPECIAL ORDERS OF THE DAY**
  - a. James Clements, President, Clemson University
    - a. Gave an update on the new strategic plan, Clemson Elevate, which everyone should hear more about later this fall or early spring. He shared some information about current enrollment and new technology for University processes, gave highlights from the previous year, and answered questions about the Great Resignation and compensation issues, the progress on the President’s Social Justice Task Force, connecting to Innovation Campuses and collaborating with K-12 education.
  - b. Ombuds Report – Tessa Byer
    - a. (see presentation)
5. **REPORTS**
  - a. Treasurer Report – Christy Babb
    - i. Vending: \$12,703
    - ii. Operating: \$1,979
  - b. Program Coordinator – Erin Fall
    - i. No report
  - c. Standing Committees
    - i. Activities – Jake Anderson, Robert Taylor
      - Military appreciation event details being finalized – possible breakfast this year due to change in the Military Appreciation Week schedule and new leadership in MVE
      - Blood drive scheduled for September 26 – may change location – really want to increase donations from a slow summer
      - New events and efforts proposed – teams are being organized
    - ii. Communications – Ryan Real, Victoria Roberts
      - Newsletter rundown
        - a. Clemson Champion–Planetarium
        - b. Ombuds Report
        - c. Conflict Resolution Training
        - d. News You Can Use



# STAFF SENATE

- i. HR pieces
    1. Open Enrollment
    2. CU Grow
  - ii. Milestones link
  - iii. Libraries
  - iv. APIDA commission
- Meetings now on website
- Working on constituent letters
- Soliciting year-end updates – Dec edition of the newsletter
- iii. Inclusive Excellence – Alisha Johnson, Sue Whorton
  - Completed the review of Focus Area 1: Inclusive institutional practices, policies and procedures under the Climate and Infrastructure Strategic Priority.
  - Will start meeting twice a month with the goal of completely reviewing the remaining sections by the end of the semester so that we can provide the Executive Committee with a completed plan for review before the winter break.
  - Our next meetings will be September 15th and 29th.
  - Next meeting with Altheia is September 9th
- iv. Membership – Kristi Baker, Beth Newton
  - Discussed revisions needed in the Staff Senate Bylaws:
    - a. Welfare Committee (no longer “Policy and Welfare”)
    - b. New committee: Inclusive Excellence (no longer ad-hoc)
    - c. Update Secretary duties to include responsible for taking meeting notes for the General and Executive Meetings (remove inclusion of Program Coordinator for this duty)
  - Related to the Bylaw review: we are beginning a new project to conduct an informal benchmark study from Staff Senates at peer institutions (looking at their Bylaws, structure, membership, ratios, committees, websites, etc.) We will compile and share this info with Exec and Full Senate as directed.
  - Plan to have a draft of our Bylaws for Executive Committee’s approval in November/December.
- v. Scholarship – Tenneil Moody, CJ Smith
  - Vivian Leigh Watson-Paul will be attending the September committee to discuss the Employee Emergency Fund
  - Working on drafting emails for a fall solicitation campaign
  - List of scholarship recipients will be published on 10/1/22.
  - Elaine Hunt Endowment – how can we recognize her?
- vi. Welfare – Jeff Anthony, Stacey Miller
  - Remote Work
  - Exit/Transfer/Stay Interviews
    - a. Interviews that HR can do that will help gather data on why people leave Clemson, transfer positions within the institution, or stay at Clemson.
  - Dependent Tuition Assistance



# STAFF SENATE

- a. working with Ale Kennedy on this initiative. Looking into criteria for qualifying for tuition assistance. Will be statewide initiative.
  - Volunteer Policy
    - a. get more people active and involved in service
  - OES is working on policy about electric scooters, electric skateboards, etc.
- d. University Committees/Commissions:
- i. Accessibility Commission – Ross Phillips
    - The Committee recently finalized their Strategic Plan and is beginning implementation
    - October is National Disability Employment Awareness Month (NDEAM)
    - Guest speakers will be presenting on Oct 17, Oct 25, and Nov 3
    - Lunch and Learn Series will also discuss various topics each week from Oct 6 – Nov 10
    - More information to come through flyers and electronic notification
    - Go to website: <https://www.clemson.edu/accessibility/learn/ndeam.html>
  - ii. Accident Review Board – Haley Cox
    - Most accidents from repetitive work and people not paying attention – Reminder to people to be paying attention.
  - iii. Alcohol and Other Drugs Advisory Board – Jeff Anthony
    - No report
  - iv. Asian Pacific Islander, Desi American Commission – **Need representative**
    - *Please email Melinda/Erin*
  - v. Bookstore Advisory Committee – Jamie Martin
    - No report
  - vi. Campus Rec Advisory Board – Ross Phillips / Rob Seay
    - No report
  - vii. Commission on the Black Experience – Brittney Calwile
    - No report
  - viii. Commission on Latino Affairs – Mary Todd
    - No report
  - ix. Commission on Women – Stephanie O’Brien
    - No report
  - x. Committee on Committees –Melinda Fischer / Jake Anderson / Ryan Real
    - No report???
  - xi. CompStat 360 – Jeff Anthony
    - No report
  - xii. LGBTQ+ Commission – Arthur Alvarez / Jordy Kirr
    - No report
  - xiii. Library Advisory Board – Melissa Freudenberger



- No report
- xiv. Ombuds Committee –C.J. Smith / Melinda Fischer / Jake Anderson / Rebecca Harkless
  - In process of reviewing goals
- xv. Parking Review Board – Matthew Burns
  - No report
- xvi. Veterans Commission – Bradley Elliott
  - No report
- e. President’s Report – Melinda Fischer
  - i. QEP Update:
    - The Office of Institutional Effectiveness wanted to announce to staff that they are currently still in the development stages of their Quality Enhancement Plan (QEP) as required by SACS-COC (our regional accreditors) and are happy to share that the topic of the QEP starting in 2023 will be Experiential Learning. Experiential Learning is an institutional priority as outlined in the most recent strategic plan, tentatively named ClemsonElevate.
    - While several staff are already involved in the QEP process as committee members, the QEP Director, Abby Baker, wanted to invite all staff to visit the QEP website for additional information on the QEP work and provide any comments or feedback using the online form or email her directly at [bakera@clemson.edu](mailto:bakera@clemson.edu).
  - ii. Staff Climate Survey
    - Working to create this tool and creating a glossary
    - Aiming to publish this Spring
  - iii. CU Grow
    - Applications are open through end of September

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

## **7. NEW BUSINESS**

8. **ADJOURN** President Melinda Fischer adjourned the meeting at 3:47pm.

### **ANNOUNCEMENTS:**

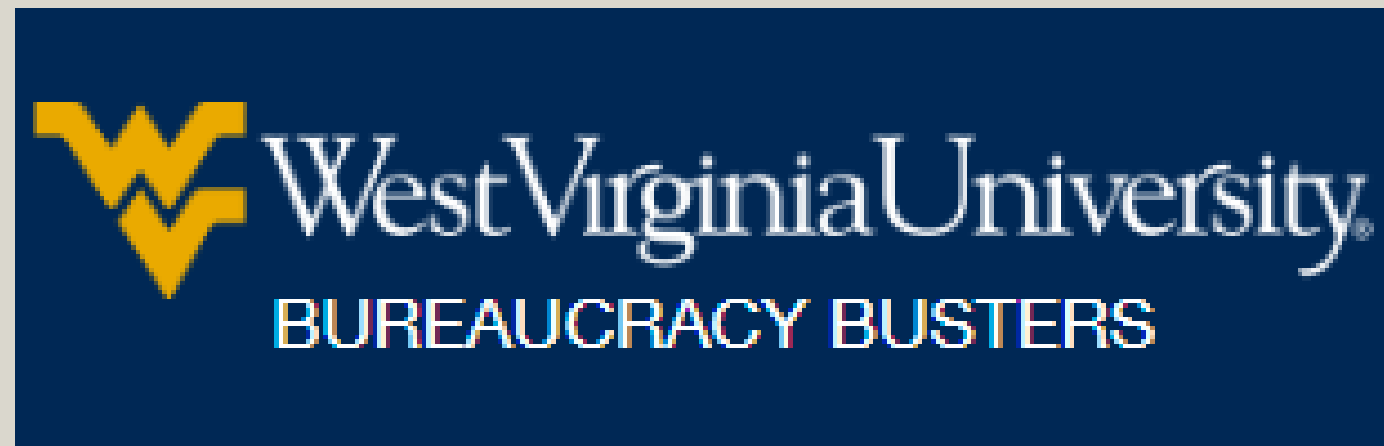
1. Executive Committee meeting: hybrid – October 6<sup>th</sup> at 3:00pm
2. Full Senate Meeting: hybrid @ Senate Chambers – October 13<sup>th</sup> at 2:30pm

OMBUDS UPDATE

CLEMSON UNIVERSITY

OMBUDS FOR

STAFF



What do you  
*REALLY* do here?

# Ombuds Office:

Let me listen to your struggle and help you figure out what to do next.

Let's all communicate more, listen humbly, and treat each other as teammates when we face a challenge.

# Landscaping Services:

I make this place beautiful, so  
parents will send their kids here.



# Occupational and Environmental Safety:

Don't let that shock you! And  
other ways to stay safe at work.

# Research Labs:

Will that grow here? Let's find out.

Advisors:

Let's get you to graduation.

# Communication/Brand Strategy:

We'll help you say what you need to say in the most engaging and responsible way.

# Recruiting:

We want you. You want us. Let's  
make this happen.

# Administrative/Project Coordinators:

Yes, I can help you with that.

# QUESTIONS OR COMMENTS?

Tessa Byer, Ombuds for Staff

864-656-5353

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