



# STAFF SENATE FULL SENATE MEETING

## AGENDA

**LOCATION:** Watt Center 106

**DATE:** September 14, 2023

**ATTENDEES:** Jake Anderson (President), Jeff Anthony (Vice President), Christy Babb (Treasurer), Ryan Real (Secretary), Alisha Maw, Ann Marie Alexander, Anthony Herrera, Arthur Alvarez, Beth Newton, Brian Davidson, Brittney Calwile, Casey Wallace, Colby Lanham, Cora Allard, Courtney Wald, Donna Jervis, Donna Duncan, Elizabeth Bennett, Eric Pernotto, Ezra Munn, Haley Cox, Jake Grove, James Gowan, Jamie Martin, Joy Patton, Kevin Allmond, Kristi Baker, Kyle Young, Levi Roach, Marjorie Campbell, Mary Todd, Mary Erin Morrissey, Matthew Burns, Michael Atkins, Michael Lewis, Rebecca Harkless, Ross Phillips, Sandi Priddy, Sara Dawson, Stacey Miller, Steve Fullerton, Vicki Perry, Victoria Chapman, Wendi Mattson, Winston Holton

**TIME:** 2:30 pm

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### **I. OPEN COMMENT PERIOD**

Trish Robinson, Associate Director for Fraternity and Sorority Life.

### **II. CALL TO ORDER**

President Jake Anderson called the meeting of the Staff Senate to order at 2:30.

Reminder that only members of the Staff Senate are allowed to speak during Senate meetings.

### **III. APPROVAL OF THE MINUTES**

The minutes from August meeting were approved as distributed.

### **IV. SPECIAL ORDERS OF THE DAY**

- a. James P. Clements, Clemson University President
  - i. Gave an update on Clemson Elevate and the recent national rankings placing Clemson first in South Carolina and top 25 among public institutions. He shared some information about Clemson's positive application, graduation and retention numbers. He also answered

- questions about COVID protocols, inclusion programs, increasing classroom/building space and keeping pace with staff hiring.
- b. Tony Wagner, Executive Vice President and COO for Finance & Operations
    - i. Gave an update on the positive financial health of Clemson University as the books close on FY23 and its good standing among rating agencies. Also said revenue-based budgeting is on track for a 2025 go-live as they continue to develop key performance indicators.
  - c. Sierra Holland, Human Resources
    - i. Gave an update on the revised exit process, as well as HR's resources to conduct stay interviews and provide accommodations for those taking the surveys.
  - d. Janice Crews, Executive Director of the Brooks Center
    - i. Gave an overview of 2023-24 Boni Belle Brooks Series, community outreach and Utsey Chamber Music Series.
  - e. Ombuds Presentations
    - i. Each nominee presented on who they are and why they would like to serve as the liaison to the Ombuds Committee. Following the meeting, each Senator will receive a ballot via email.
      - 1. Rebecca Harkless
      - 2. Mary Erin Morrissey
      - 3. Anthony Herrera
      - 4. Arthur Alvarez
      - 5. Jamie Martin

## V. COMMITTEE REPORTS

- a. Treasurer – Christy Babb
  - i. Budget Update
    - 1. Vending           \$15,000
    - 2. Operating       \$3,319
- b. Activities (Vicki Perry, Jake Grove)
  - i. Blood Drive—September 18
  - ii. Military Appreciation Brunch is confirmed for Hendrix on November 7 from 9-11 a.m.
  - iii. CUPD Appreciation—Handed out water and popsicles during move-in week
  - iv. Advising Appreciation—Sending ice cream coupons with thank you notes
  - v. September 25-29—Custodial appreciation week, appreciation lunch is September 29, Senators are invited, please reach out to Activities.
- c. Advancement (Victoria Chapman, Melinda Fischer)
  - i. Thank-you card sale
  - ii. 40th Anniversary Celebration planning with Activities
- d. Communications (Cora Allard-Keese, Ryan Real)

- i. Clemson Champions
  - ii. Upcoming improvements
- e. Inclusive Excellence (Alisha Maw, Jamie Martin)
  - i. Social opportunities for committee members
  - ii. Newsletter contributions—Asking all Senators for input
- f. Membership (Beth Newton, Kristi Baker)
  - i. New Senator Gathering/Info session—Session went well, thank you to all for helping
  - ii. Bylaws review
- g. Welfare (Jeff Anthony, Stacey Miller)
  - i. Policy Updates
    - 1. Micro-mobility policy update
  - ii. Ombuds Updates
  - iii. Welfare Chair Update
    - 1. Parking rate concerns for those who work overnight but pay for parking that doesn't impact everyone
    - 2. Safety concerns—looking at crosswalks and flashing lights at crosswalks across campus

## **VI. UNIVERSITY COMMITTEES/COMMISSIONS:**

- a. Accessibility Commission – Ross Phillips
- b. Accident Review Board – Christy Babb
- c. Alcohol and Other Drugs Advisory Board – Jeff Anthony
- d. Asian, Pacific Islander, Desi-American Commission – Need one volunteer
- e. Bookstore Advisory Committee – Jamie Martin
- f. Campus Rec Advisory Board – Ross Phillips / Rob Seay
- g. Commission on the Black Experience – Brittney Calwile
- h. Commission on Latino Affairs – Sara Dawson
- i. Commission on Women – Mary Erin Morrissey
- j. Committee on Committees – Jake Anderson / Jeff Anthony / Ryan Real
- k. CompStat 360 – Jeff Anthony
- l. LGBTQ+ Commission – Arthur Alvarez
- m. Library Advisory Board – Colby Lanham
- n. Ombuds Committee – Melinda Fischer / Jake Anderson / Jeff Anthony
- o. Parking Review Board – Matthew Burns
- p. Veterans Commission – Bradley Elliott

## **VII. PRESIDENT'S REPORT**

- a. Mentor email (from Monday) and survey for 2nd year Senators
- b. Pickens County Habitat for Humanity coming to our October meeting

- i. Looking for volunteer construction supervisors to help with the home build this year: <https://bit.ly/PCHFHBowmanFieldCS>
  - ii. Celebrating 30 years building on Bowman!
- c. Share the Park N Ride option with your colleagues - <https://www.clemson.edu/campus-life/parking/transit/park-n-ride/index.html>
- d. CU Grow Staff Development Program is accepting applications Sept. 15
- e. November Meeting to be held November 9
- f. Aramark reached out about concession stands workers—great way to generate revenue for Employee Emergency Fund, be on lookout for interest form

## **VIII. OLD BUSINESS**

- a. None

## **IX. NEW BUSINESS**

- a. None

## **X. ADJOURNMENT**

President Jake Anderson adjourned the meeting of the Staff Senate at 4:10 p.m.

Minutes submitted by: Ryan Real

Minutes approved on: 10/12/23

# Staff Senate Meeting

September 14, 2023



**James P. Clements**

**President, Clemson University**

# **Tony Wagner**

**Executive Vice President  
for Finance & Operations**

# **Vivian Leigh Watson-Paul**

**Director of Training, Retention, and  
Development**



# REVISED EXIT PROCESS



# PURPOSE

The Clemson University exit interview process allows the Office of Human Resources to capture feedback on an employee's employment experience to share with executive leaders to accomplish:

- Alerting university leaders to cultural and performance hindrances that prevents excellent employee experience
- Identifying trends negatively impacting employees' experiences
- Putting in place meaningful strategies to improve the work environment
- Identifying workplace issues and concerns that impact employee retention and turnover.

# BENEFITS vs RISKS

## • BENEFITS

- Opportunity for employees to share concerns that they may not otherwise share while employed with the university
- Allows employees to feel heard, which may reduce the negative brand of the University.

## • RISKS

- Exit survey feedback is FOIAble
- Impact to the reputation of the University
- Feedback obtained through exit surveys is not acted upon consistently
- Spotlight focuses on negative feedback
- Feedback is one-sided

# BENCHMARKING

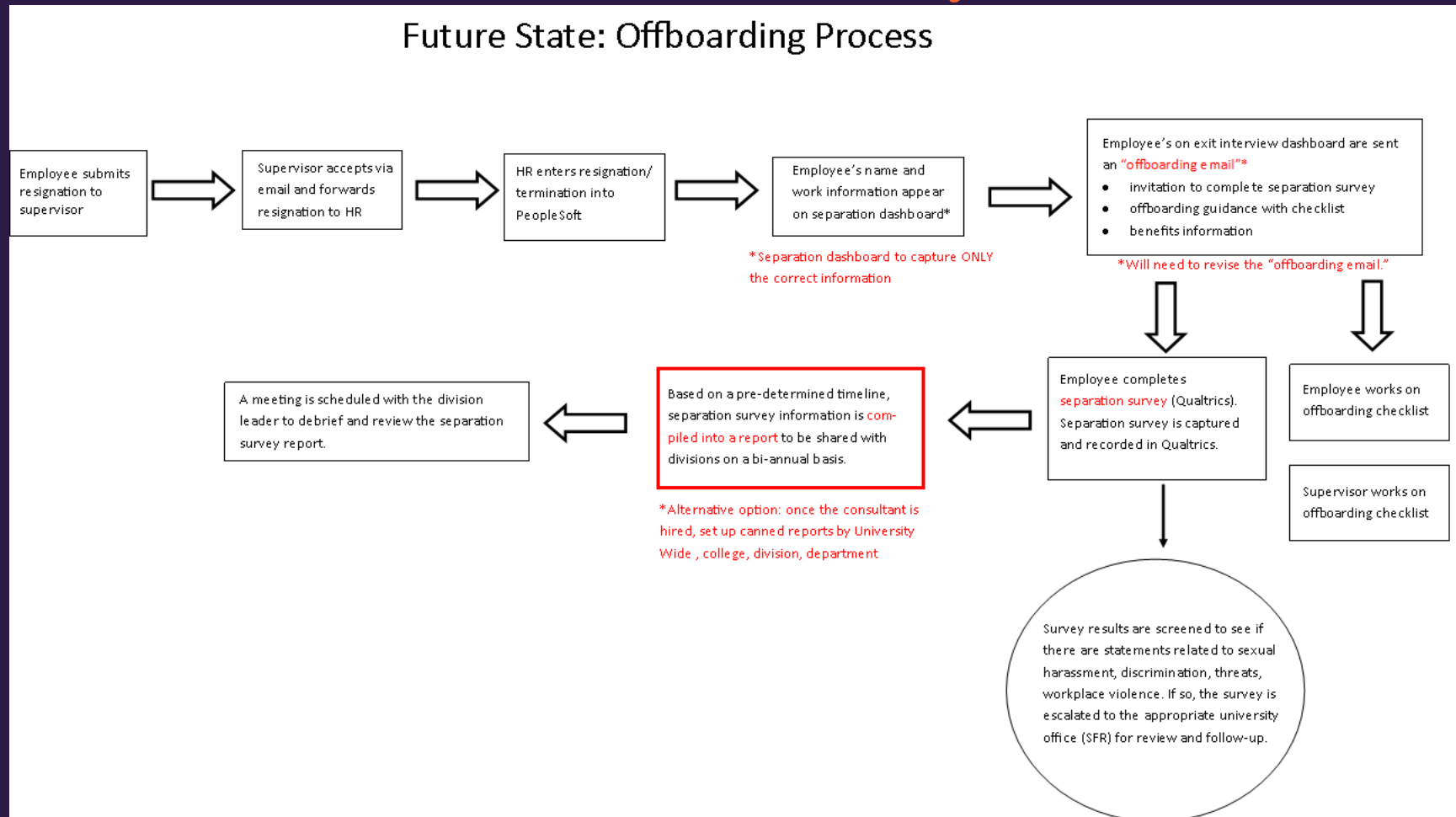
- Reviewed examples of exit interview questions asked
- Reviewed exit interview processes at other institutions
- Institutions used in benchmarking process:
  - Adelphi University
  - Auburn
  - Citadel
  - Fairleigh Dickinson University
  - Iowa State University
  - North Carolina State University
  - University of California - Davis
  - University of California - Merced
  - University of Kentucky
  - University of North Carolina
  - University of South Carolina
  - Winthrop University

# UPDATES TO THE PROCESS

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- Elimination of the in-person / phone exit interview
- Updated exit survey
- Revised ELT and Department/Division report
- Timeline of reporting
- Communication revisions
  - Checklist
  - Emails
  - Website

# PROCESS FLOW: FUTURE STATE



# **Janice Crews**

**Executive Director of the Brooks  
Center**



# Brooks Center for the Performing Arts

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C L E M S O N   U N I V E R S I T Y

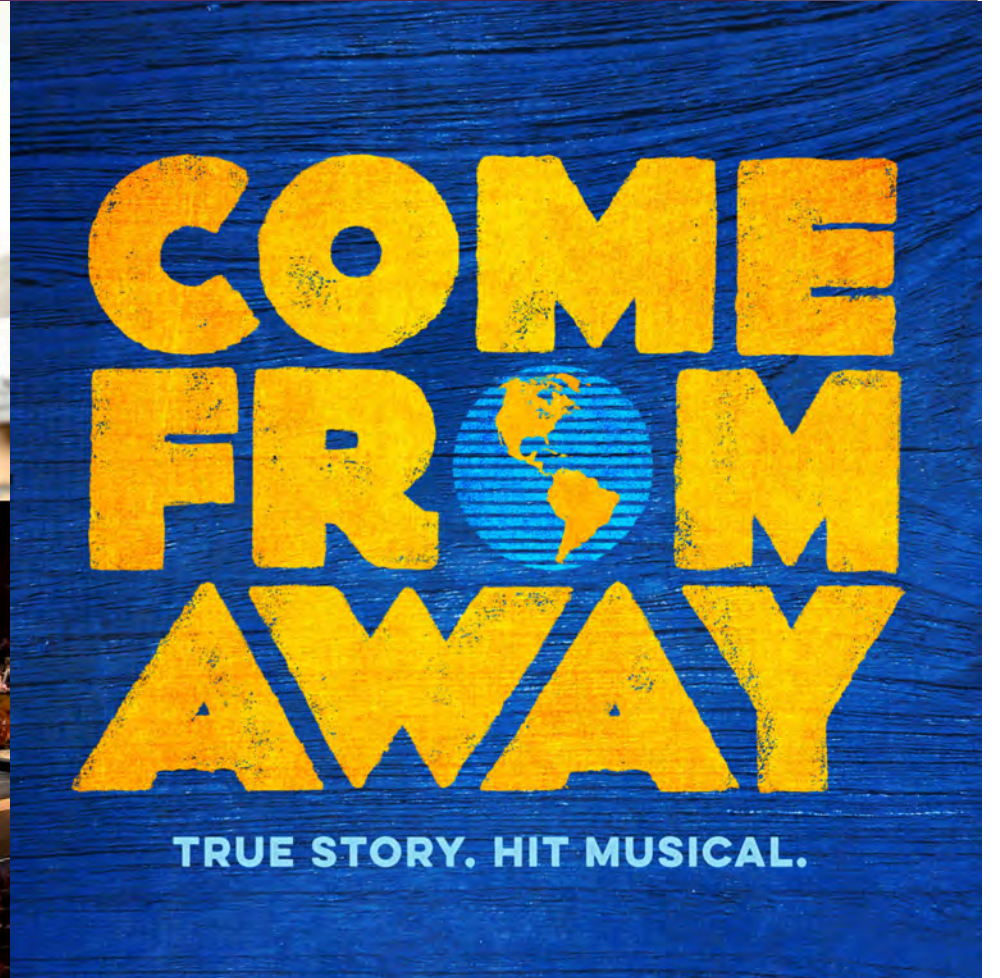
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DR. JANICE CREWS, EXECUTIVE DIRECTOR





# Brooks Center 2023-2024 Season



# 2023-2024 Boni Belle Brooks Series



## STEEP CANYON RANGERS

Sponsored by Bill Dowler, Rick Hall,  
Julie Huber and Angela Tarrance,  
in memory of Dick Hall

### DETAILS

09.28.2023

7:30 p.m.

\$40 Adults

\$20 Students

# 2023-2024 Boni Belle Brooks Series



photo: Chris Hornbecker

## PINK MARTINI FEATURING CHINA FORBES

Sponsored by Bill and Donna Eskridge

DETAILS

10.24.2023

7:30 p.m.

\$45 Adults

\$20 Students

# 2023-2024 Boni Belle Brooks Series

## TREY MCLAUGHLIN & THE SOUNDS OF ZAMAR

DETAILS

11.07.2023

7:30 p.m.

\$30 Adults

\$20 Students



photo: Megan Bean

# Community Outreach



Plus a community arts experience  
**THE CONCERT TRUCK**

DETAILS

10.2.2023–10.6.2023

A 10-performance series

Full schedule to come

# 2023-2024 Utsey Chamber Music Series



PACIFICA QUARTET  
WITH CLARINETIST  
ANTHONY MCGILL

DETAILS

09.14.2023

7:30 p.m.

FREE, no ticket required



*Also appears on the  
Eskridge Tri-ART Series*

# 2023-2024 Utsey Chamber Music Series

## YCA ON TOUR

LUN LI, violin  
DANIEL MCGREW, tenor  
ALBERT CANO SMIT, piano  
JONATHAN SWENSEN, cello



### DETAILS

10.12.2023

7:30 p.m.

FREE, no ticket required



A decorative header bar with a dark purple background and a pink vertical bar on the right side.

Thank you!

Janice Crews  
jcrews@Clemson.edu  
864-656-3094

# Ombuds Committee

## Nominee Presentations

# Staff Senate

## Committee Reports

# Staff Senate

## President's Report

## **VOLUNTEERS ARE NEEDED: CONSTRUCTION ON BOWMAN FIELD!**

Volunteers are the heartbeat of Pickens County Habitat for Humanity, driving our mission to create affordable homes and build strong communities.

**As we gear up for the exciting Clemson Homecoming Build, we are calling on passionate individuals with construction experience to take the lead as Volunteer Construction Supervisors on Bowman Field.**

### **APPLY NOW**

Apply now by scanning the QR code or visiting  
**<http://bit.ly/PCHFHBowmanFieldCS>**  
to embark on your rewarding volunteer journey!





**Staff Senate**

**Next Meeting:**

**October 12, 2023**

**Watt Center 106**