



FULL SENATE MEETING NOTES

December 8, 2022, 2:30 PM
Senate Chambers & Zoom

1. OPEN COMMENT PERIOD

2. **CALL TO ORDER** – President Melinda Fischer called the meeting to order at 2:35pm
- a. Welcome introduction and recognition of guests

3. APPROVAL OF MINUTES

4. SPECIAL ORDERS OF THE DAY

- a. Tony Wagner, Executive Vice President for Finance & Operations
 - a. Clemson Elevate Feedback (based on recent town halls):
 - i. Only two lines were for staff, both regarding research administration topics.
Asked to see more information related to how this plan will impact staff.
- b. Jan Myers, Senior Director of Compensation & Benefits
 - a. See presentation.
- c. Tessa Byer, Clemson Staff Ombuds
 - a. See presentation.
 - b. Emotional Intelligence at Work workshop on Jan. 25 from 9am-12pm.
Register through Tiger Training.

5. REPORTS

- a. Treasurer Report – Christy Babb
 - i. Vending: \$12,703
 - ii. Operating: \$1,823
- b. Standing Committees
 - i. Activities – Jake Anderson, Robert Taylor
 - Military Appreciation Brunch after action report started. Thank you to all who supported and attended.
 - Working with Scholarship Committee to sell 100 collectibles by end of calendar year – tabling next week at various locations
 - Parking and Transportation Services Recognition planning underway. Hopeful to recognize these employees in early-mid January
 - ii. Communications – Ryan Real, Victoria Roberts
 - Newsletter
 - a. Clemson Champion–TigerOne
 - b. No issue for January
 - Collectibles



STAFF SENATE

- a. Tabling dates/times went out on social media
 - b. Posted on Giving Tuesday
 - c. Added to the newsletter
 - Brochure
 - a. Feedback
 - iii. Inclusive Excellence – Alisha Johnson, Sue Whorton
 - The committee met in November to complete our draft plan.
 - The chair sent the draft to Altheia Richardson for review. Altheia gave a positive review of the draft with a few edits.
 - The chair and vice chair met with Altheia on December 1
 - The committee met again on December 6 to review Altheia’s comments
 - Meeting with Emily DaBruzzi: CU outreach to Veterans
 - iv. Membership – Kristi Baker, Beth Newton
 - Officer Nominations
 - a. Vice President, Secretary, Treasurer – email coming out next week with more information on the positions. Nominations will take place in January.
 - Update: Bylaws and Appendix A
 - a. Voting in January, waiting on some updates from the Inclusive Excellence committee
 - Scholarship Committee name change – Executive voted on and approved the change to “Advancement Committee”
 - v. Advancement – CJ Smith
 - Scholarship Fund
 - a. Current fund balance: \$676,790
 - b. Collectibles update and sales plan
 - Employee Emergency Fund
 - a. Current fund balance: \$19,363
 - b. Proposed change to the Fund Agreement
 - c. Hoping to add a payroll deduction and one-time give options to contribute
 - d. Increased allocation amount from \$250 to \$500
 - vi. Welfare – Jeff Anthony, Stacey Miller
 - Faculty Advancement Office – rebranding, not a new office. Looking at faculty evaluations and workload. Staff senate is investigating whether or not we need a Staff Advancement Office to do the same.
 - Privacy Officer Position
 - Policy Update
- c. University Committees/Commissions:
- i. Accessibility Commission – Ross Phillips
 - No report
 - ii. Accident Review Board – Haley Cox
 - No report



STAFF SENATE

- 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
 - Planning for Women’s History month in March
 - Hoping to have some Climate Survey results in late spring.
 - Talking about a possible 5K (similar to Staff Senate event)
- ix. Committee on Committees –Melinda Fischer / Jake Anderson / Ryan Real
- x. CompStat 360 – Jeff Anthony
 - No report
- xi. LGBTQ+ Commission – Arthur Alvarez / Jordy Kirr
 - Working to coordinate and recruit students, faculty, staff from Clemson University for focus groups addressing campus climate and LGBTQ+ experiences in Spring 2023
- xii. Library Advisory Board – **Volunteer Needed**
 - No report
- xiii. Ombuds Committee –C.J. Smith / Melinda Fischer / Jake Anderson / Rebecca Harkless
 - No report
- xiv. Parking Review Board – Matthew Burns
 - Continue to meet on an as-needed basis to review appeals
- xv. Veterans Commission – Bradley Elliott
 - No report



- d. President's Report – Melinda Fischer
 - i. HUGE Thank you to everyone who participated and planned to help get the Collectibles Blitz put together and make it a success!
 - ii. Committee Open House January – March
 - Email Committee Chairs and copy Erin (efall)
 - a. Activities – Jake Anderson (manders)
 - b. Advancement – CJ Smith (cynthi4)
 - c. Communications – Ryan Real (rreal)
 - d. Inclusive Excellence – Alisha Maw (amaw)
 - e. Membership – Kristi Baker (kristi)
 - f. Welfare – Jeff Anthony (jantho3)
 - iii. Staff Climate Survey
 - In the final stretches, creating slide deck to present to pilot of ELT and then larger ELT
 - iv. Out of State Remote Work Task Force
 - Finished up work and have put together presentation for ELT.

6. UNFINISHED BUSINESS AND GENERAL ORDERS

7. NEW BUSINESS

8. ADJOURN – 3:45pm by President Melinda Fischer

ANNOUNCEMENTS:

1. Executive Committee meeting: hybrid – January 5th at 3:00pm
2. Full Senate Meeting: hybrid @ Senate Chambers – January 12th at 2:30pm

Staff Senate Meeting

December 8, 2022



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. In the foreground, there is a large, paved plaza area with a few people walking. The background shows several university buildings, trees, and a blue sky with scattered 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 surrounded by a concrete walkway. The walkway is crowded with many people, likely students, walking in various directions. The campus is lush with green trees, and several brick buildings are visible in the background under a blue sky with scattered white clouds.

Jan Myers

**Senior Director for Compensation & Benefits
Human Resources**

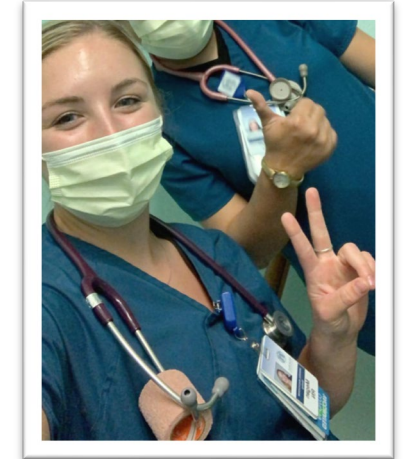
Jan E. Myers, MBA, CCP **Sr. Director, Compensation & Benefits**

Introduction & Program Overview



Introduction

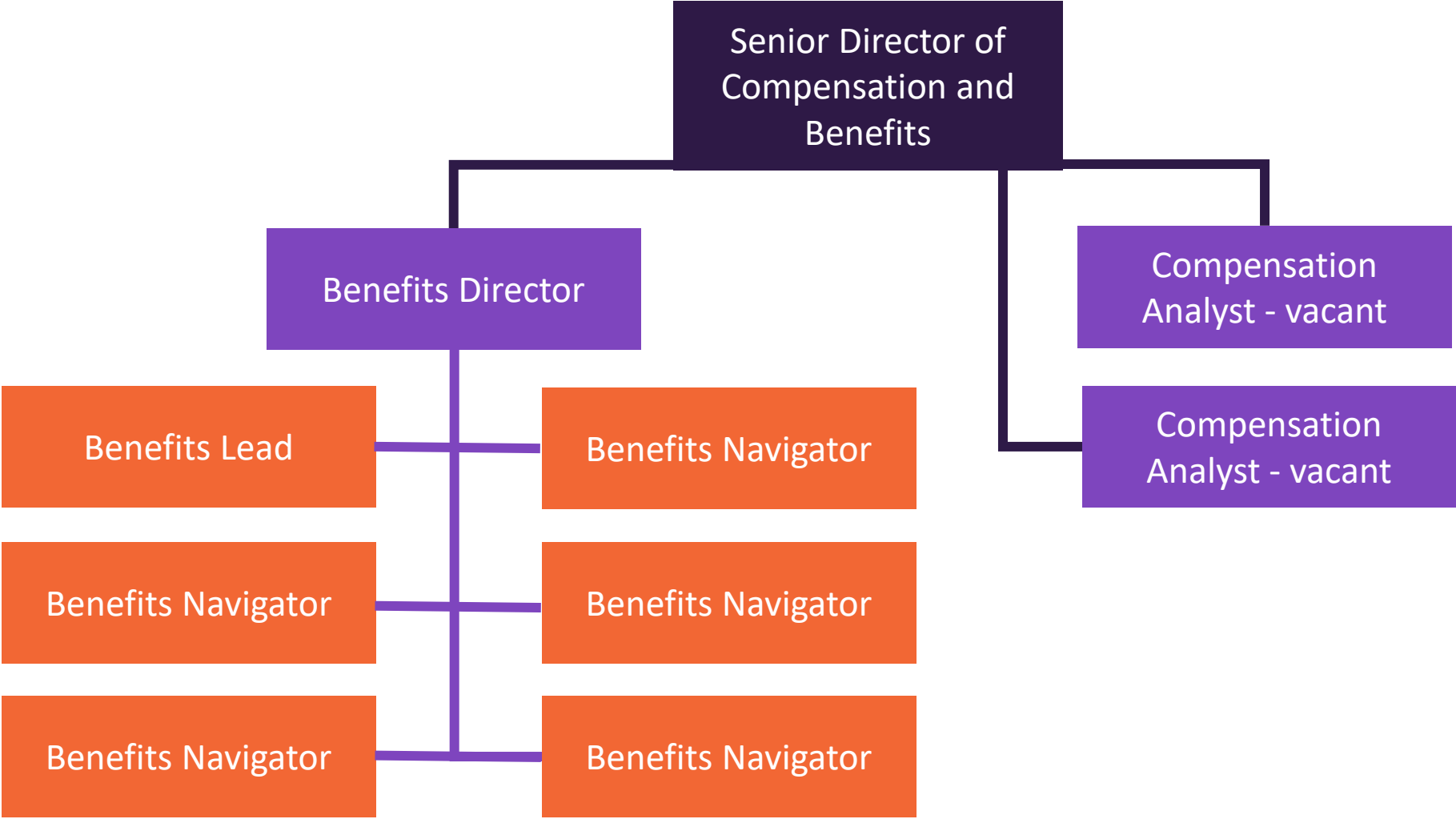
- **Married to Ben**
 - Ohio, Arizona, South Carolina
- **Girl Mom**
 - Megan, Traveling Nurse in NYC
 - Emmey, Air Force Technical Training
 - Rhys, The Boss
- **15 Years + in HR**
 - Financial Services, Life Sciences
Manufacturing, Higher Education,
Consumer Services/Private Equity
- **Aspiring Chef**
- **Slow Runner**



Career Path



Compensation and Benefits Staffing Structure



Job Framework & Pay Structures

Develop pay structure and job classifications
(CU Pay Grades, Tiger Titles)

There are 10 State Pay Bands & 35 CU Pay Grades

Market informed competitive pay range for salary comparisons



Salary Surveys

Participate in 14 Salary Surveys

Report Employee Salaries

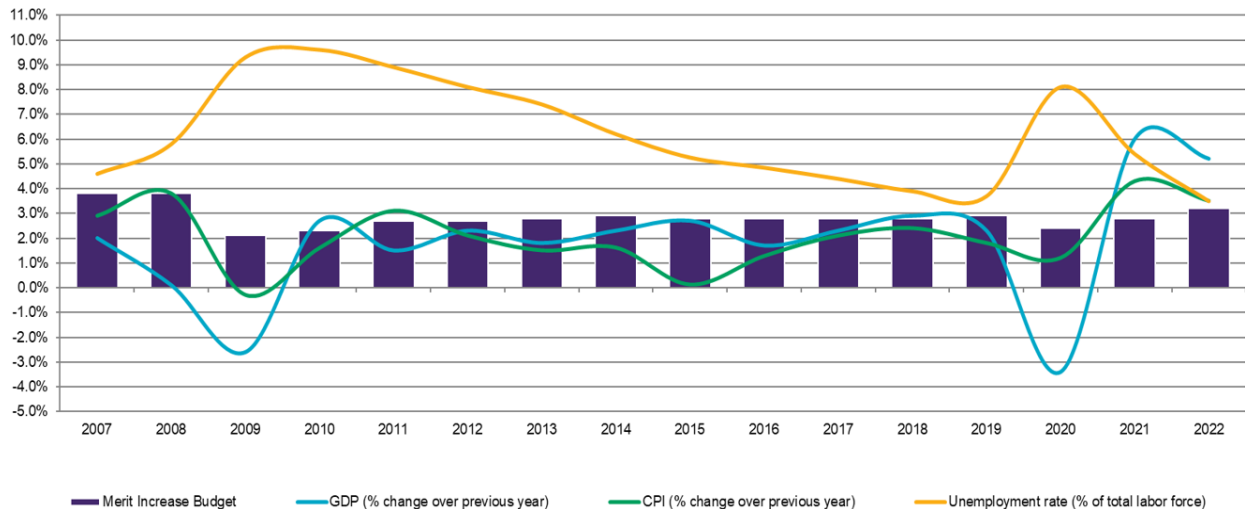
Receive Results

Match to Tiger Titles

Import into Payfactors



Cost of Living vs Cost of Labor



- Compensation guidance is based on Cost of Labor, not Cost of Living
- Early in 2020, questions arose regarding whether employees choosing to relocate to an area with a lower cost of living (CoLiv) should continue to be paid the same.
- More recently, high inflation has continued to fuel the conversation around whether CoLiv plays a role in determining pay. As you see in the illustration, with the consumer price index (a commonly used indicator of inflation) as high as it's been in 15 years, employers are trying to determine how to consider this gap.

Cost of Living vs Cost of Labor

ERI's Geographic Assessor ®
Two City Comparison
Today's Date: 12/6/2022
Data as of: 11/14/2022

Base City's Base Salary Level: 50,000

	Base City: United States Average	Destination City: Clemson, South Carolina	Destination City as a percentage of Base City
Salary	50,000	45,457	90.9%
% of United States	100.0%	90.9%	
Cost of Living	50,000	40,056	80.1%
% of United States			
Areas Included	United States Average	Clemson, South Carolina	

ERI's Geographic Assessor ®
Two City Comparison
Today's Date: 12/6/2022
Data as of: 11/14/2022

Base City's Base Salary Level: 50,000

	Base City: United States Average	Destination City: New York, New York	Destination City as a percentage of Base City
Salary	50,000	61,143	122.3%
% of United States	100.0%	122.3%	
Cost of Living	50,000	98,967	197.9%
% of United States			
Areas Included	United States Average	New York, New York	



Compensation Compliance

Annual SC State OHR Report



Bonuses

Awards

Supplements

Agency Head Salary

Main Areas of Responsibility for Benefits

Insurance

Retirement

Leave

Employee Tuition
Assistance Program (ETAP)



Challenges

Maintaining competitiveness of compensation while diligently managing Clemson's largest expense

Rising benefits costs with little control – FY23 18.1% employer rate increase

Pay Inversion

- Pay inversion occurs when external hires are compensated at a higher market rate
- Limited avenues/financial resources for adjusting compensation outside of COLA may lead to pay inversion
- Are positions correctly classified?

Constraints of State Classification System and Pay Bands

COLA versus Pay for Performance Compensation Philosophy



Opportunities

Higher Education Efficiency and Administrative Policies Act of 2011 (HEEAPA)

- Formed the HEEAPA Classification and Compensation sub committee to modernize the Higher Education classification framework and pay structure
- Project charter and project plan have been developed (2+ years project plan)
- Leveling guide in progress
- Will include an assessment of how positions are “mapped” to the framework that is in development

Total Rewards Estimator

- An easy-to-use tool that will illustrate the dollar value of an employee's total rewards package at Clemson University

Annual Compensation Planning

Encourage PEBA to conduct a DE&I Assessment of Health Plans



Tessa Byer

Clemson University Ombuds

OMBUDS UPDATE
CLEMSON UNIVERSITY
OMBUDS FOR STAFF

UPCOMING TRAINING:

Emotional Intelligence at Work

Date: January 25, 2023, 9:00 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!

Emotional Intelligence Myth:

Some people are born with emotional intelligence, and others are not.

Truth:

Emotional intelligence is a learned skill that can be practiced and developed throughout your life.

Emotional Intelligence Myth:

It's bad to feel emotions like anger, sadness, and shame.

Truth:

It's hard to feel emotions like anger, sadness, and shame. But it's part of being human.

Emotional Intelligence Myth:

Emotional intelligence is all about how to control my feelings.

Truth:

Emotional intelligence is about how to accept your feelings and manage your reactions to those feelings.

Emotional Intelligence Myth:

Emotional intelligence is all about controlling others' feelings.

Truth:

You can't control others' feelings. You can practice how to respond to others' feelings in productive ways.

Emotional Intelligence Myth:

The best way to handle emotions at work is to avoid them and get back to work as soon as possible.

Truth:

If you want to get back to work as soon as possible, you need to acknowledge and respond to feelings that are expressed.

Emotional Intelligence Myth:

Having emotional intelligence means I have to allow people to have emotional outbursts anytime they want.

Truth:

Having emotional intelligence can minimize the emotional outbursts people have.

Emotional Intelligence Myth:

The Ombuds is trying to make me talk about my feelings all day everyday.

Truth:

The Ombuds is trying to encourage you not to ignore feelings. Feelings should be allowed to be expressed at work, but shouldn't be allowed to take over.

UPCOMING TRAINING:

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QUESTIONS OR COMMENTS?

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

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Staff Senate Committee Reports



Staff Senate

Unfinished Business

New Business

An aerial photograph of a university campus. In the center is a large, calm pond surrounded by lush green trees. A wide, light-colored concrete walkway curves around the pond, and it is filled with many people walking. In the background, there are several multi-story brick buildings. The sky is blue with scattered white clouds. The overall scene is bright and active.

Staff Senate

Next Meeting:

January 12, 2023