



STAFF SENATE MONTHLY MEETING

AGENDA

LOCATION: Lee Hall 100 & Zoom

DATE: October 10, 2024

TIME: 2:30 pm

I. OPEN COMMENT PERIOD

II. CALL TO ORDER—2:31 P.M.

III. APPROVAL OF THE MINUTES—APPROVED

IV. SPECIAL ORDERS OF THE DAY

- a. Tony Wagner, EVP for Finance and Operations
 - i. Appreciative of those who went the extra mile during and after Helene
 - ii. Upcoming October Board of Trustees meeting
 - iii. Ongoing construction around main campus
- b. Felicia Benton-Johnson and Kendra Stewart-Tillman - CEBA Update
 - i. At implementation stage of strategic process
 - ii. Inclusive Excellence 2.0 CEBA Model
 - 1. Aligned with Clemson Elevate
- c. Megan Clark and Rebecca Garrigan - Open Enrollment
 - i. <https://clemson.edu/oe>
 - ii. Reach out to HR with any questions
- d. Katie Smithson and Logan Evans - Clemson Nook Update
 - i. Early October food drive
 - ii. Late October Open House
 - iii. Early November Opening
- e. Tessa Byer & Michael Scott - University Ombuds
 - i. Ombuds Day—October 10

- ii. “The Power of Both/And”

V. COMMITTEE REPORTS

- a. Treasurer – Christy Babb
 - i. Budget Update
 - 1. Vending \$18,012
 - 2. Operating \$1,890
- b. Activities (Vicki Perry, Donna Jervis)
 - i. Military Appreciation Brunch
 - 1. [MAW website is live](#)
 - ii. Blood Bowl—Not a Staff Senate blood drive, but will happen Nov. 18-22
 - iii. HR Appreciation
 - iv. Spring Game donation drive
- c. Advancement (Jennifer Blyden, Marjorie Campbell)
 - i. Golf Tournament Planning update
 - 1. Reviewing options
 - ii. Reviewing Endowment Logistics
 - iii. Brainstorming other fundraising ideas for year if golf tournament is postponed
- d. Communications (Cora Allard, Colby Lanham)
 - i. Newsletter
- e. Inclusive Excellence (Arthur Alvarez, Alisha Maw)
 - i. Update on committee direction and partnerships with committees
- f. Membership (Beth Newton, Eric Pernotto)
 - i. Attendance/Absences
 - ii. Institutional Excellence – University Wellness Dashboard
 - iii. Worked with James Bostic III on Staff Senate history
- g. Welfare (Haley Cox, Kyle Young)
 - i. Compliance and Ethics Week—Oct. 21-25
 - ii. [Recent Policy Program Releases](#)
 - 1. Record Management Policy
 - 2. Materials Distribution at Athletics Events Policy
 - iii. Nook FAQ video
 - iv. Shout-out to Clemson High Voltage Team, Compliance and Ethics, CUFD

VI. UNIVERSITY COMMITTEES:

- a. Accident Review Board – Christy Babb, Levi Roach

- b. Alcohol and Other Drugs Advisory Board – Rob Seay
- c. Bookstore Advisory Committee – Eric Pernotto
- d. Committee on Committees –Jeff Anthony / Stacey Miller / Steve Fullerton
- e. CompStat 360 – James Gowan
- f. Library Advisory Board – Colby Lanham
- g. Ombuds Committee –Jake Anderson / Jeff Anthony / Stacey Miller / Anthony Herrera
- h. Parking Review Board – Matthew Burns

VII. PRESIDENT’S REPORT

- a. Faculty Advancement development opportunities
 - i. Want to help support staff development as well
- b. Strategic planning & survey
 - i. Be on lookout for survey
- c. Military Appreciation Brunch reminder
 - i. Will serve as November meeting
- d. Next meeting—December 12, 2024

VIII. OLD BUSINESS

- a.

IX. NEW BUSINESS

- a. Idea to central coordination for fundraising

X. ADJOURNMENT—4:06 P.M.

Staff Senate Meeting

October 10, 2024



Tony Wagner

EVP for F&O

Felicia Benton-Johnson, PhD & Kendra Stewart-Tillman, PhD


CEBA

Inclusive Excellence at Clemson: The Strategic Direction

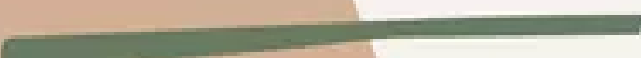
COURAGEOUS IN AN AGE OF ACCELERATION

October 10, 2024

Felicia Benton-Johnson, Ed.D.
Vice President, Diversity and Inclusive



“Life shrinks or expands in proportion to one’s
courage.” — Anais Nin



Outline

- A Glimpse of Me
- The Strategic Process
- Inclusive Excellence 2.0 - Community, Engagement, Belonging, and Access
- Where We Are & Moving Forward



A Glimpse of Me



- 25+ years experience in Higher Education
- Vast background with DEIB initiatives
- University and College Administration Thought Leader
- Authentic Collaborations → Positive Results
- Federal, National, Regional, & Local Relationships
- Significant Fundraising Experience
- Strategic Direction Development and Implementation



National
Science
Foundation



NATIONAL ACADEMY OF
Sciences



Elevating Inclusive Excellence



The Strategic Process

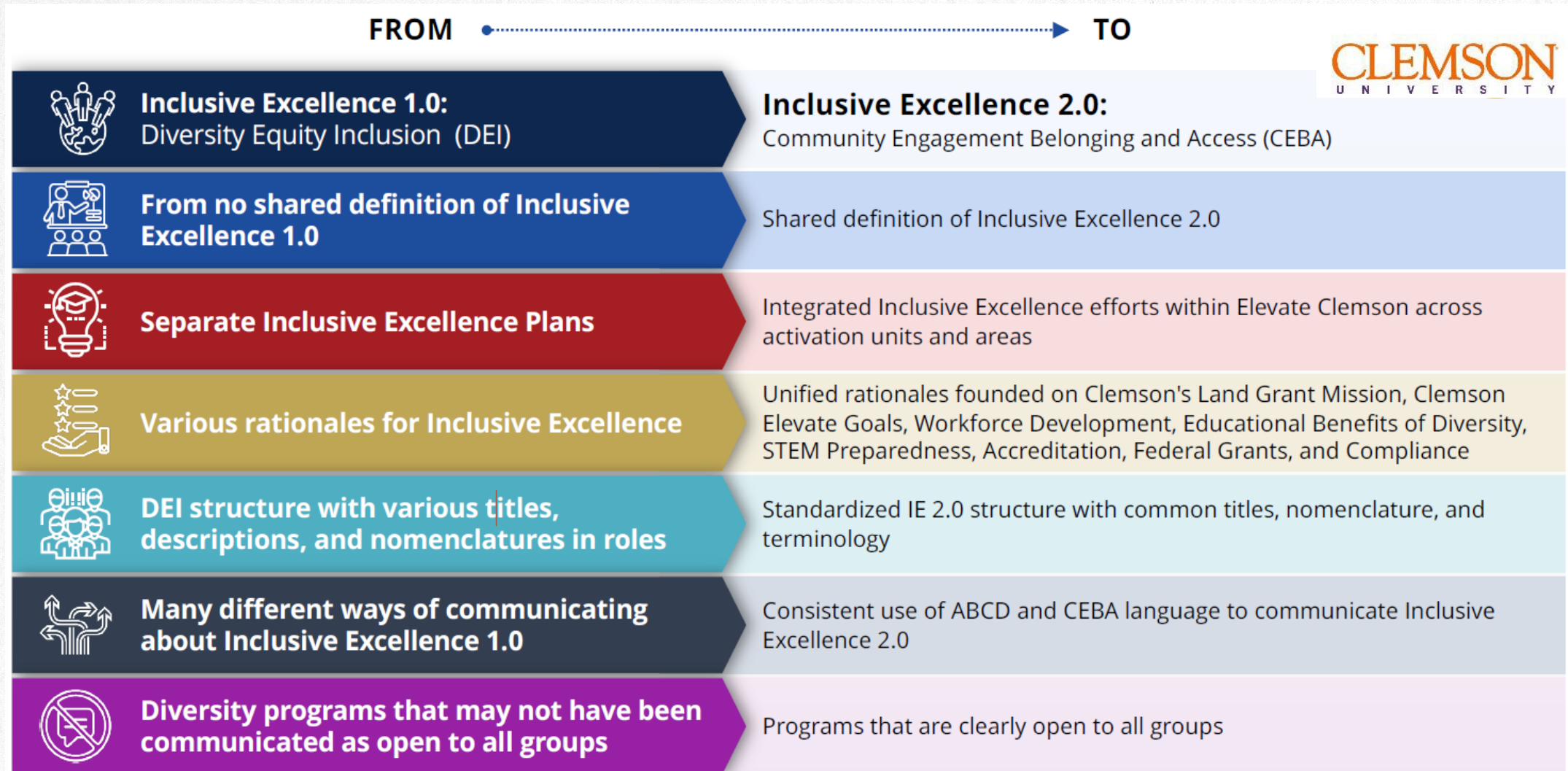


Inclusive Excellence 2.0 CEBA Model



**COMMUNITY, ENGAGEMENT,
BELONGING AND ACCESS**

Inclusive Excellence 1.0 to 2.0 CEBA Framework Comparison



CEBA Mission, Vision, Values

Mission:

The Division of Community, Engagement, Belonging and Access (CEBA) builds positive relationships, broadens collective understanding, provides experiential opportunities, and engages in innovative research.

Vision:

Aspire to foster a community of belonging where all members thrive.



Division of
COMMUNITY, ENGAGEMENT,
BELONGING AND ACCESS

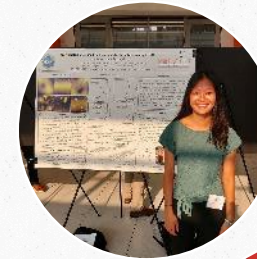
**Building Positive
Relationships**



**Broadening
Collective
Understanding**



**Provide Experiential
Opportunities**



**Engage in Innovative
Collaborative
Research**



**Inclusive
Excellence
2.0 CEBA
Model**



Clemson Elevate

Alignment Elements

Strategic Priorities

Structure

Processes

People

Programming

Metrics and progress reporting

Marketing/Communications



One Band...One Sound





HERE
AND NOW

The image features a vibrant purple background with a complex geometric pattern of lines and shapes. The text "HERE AND NOW" is rendered in a bold, white, 3D sans-serif font. "HERE" is positioned above "AND NOW", with "AND" being smaller and placed to the left of "NOW". The letters have a slight shadow, giving them a three-dimensional appearance as if they are floating or attached to the background. On the left side, there is a large, dark, curved shape resembling a thick ring or a part of a wheel. On the right side, there are several smaller, dark, circular and ring-like shapes, some of which appear to be part of a larger structure or mechanism. The overall aesthetic is modern and abstract, with a strong emphasis on geometric forms and a monochromatic color scheme.

**MOVING
FORWARD**

A decorative graphic consisting of a series of small, light orange dots arranged in a pattern that suggests movement or a path, trailing behind the text "MOVING FORWARD". The dots are more densely packed in some areas and more sparse in others, creating a sense of flow.



Elevating Inclusive Excellence Collaboratively

Thank You...

Go Tigers!

Rebecca Garrigan & Megan Clark

Open Enrollment

2024 OPEN ENROLLMENT OVERVIEW

OHR Benefits & Well-Being

What's New for 2025

WHAT'S NEW FOR 2025

- Normal Plan provisions (copayments and coinsurance) will apply to members who receive care at a Patient-Centered Medical Home (PCMH).
- Members will pay the applicable brand copayment for higher-cost diabetic products and supplies, such as continuous glucose monitors and insulin pumps.
- No-Pay Copay participants will pay a reduced copayment for these higher-cost products and supplies.
- Supplies and drugs to treat diabetes will not be eligible for the No-Pay Copay program for Savings Plan members.



WHAT'S NEW FOR 2025

- **Health Insurance Premiums**
 - Employee premiums will not increase in 2025.
- **Supplemental Long-Term Disability (SLTD) Premiums**
 - Premium factors are decreasing in 2025.
- **No Medical Evidence Required for SLTD**
- **A new tobacco cessation will offer participants an option of live interactive online sessions or a self-paced structured program.**



Key Dates

KEY DATES



October 1, 2024 First Day of Open Enrollment

**October 31, 2024,
11:59 p.m. EST** Close of Open Enrollment

December 1, 2024 Last Day to Submit Required Documentation

January 1, 2025 Effective Date of Insurance Changes

Note: Benefit changes effective before January 1, 2025, should be processed separately from Open Enrollment transactions.

*Examples: Birth of new child, loss of eligibility, retirement, immediate beneficiary changes.

Change Options

CHANGE OPTIONS FOR ELIGIBLE EMPLOYEES



INSURANCE



Health



Dental



Vision



Optional Life



Dependent
Life-Spouse



Dependent
Life-Child



Supplemental
Long-Term
Disability



Aflac
Supplemental
Insurance

OL and DL Sp add or increase require Medical
Evidence – use Portal on OE website

MONEYPLUS FLEXIBLE SPENDING ACCOUNTS



Medical Spending Account



Limited-Use Spending Account



Dependent Care Spending
Account



Health Savings Account

* NOTE: MSA, LMSA, and
DCSA must re-enroll every year.

Get Started

HOW TO GET STARTED



View current elections and beneficiaries by visiting PEBA
MyBenefits.sc.gov



Make your State Open Enrollment changes by visiting MyBenefits.sc.gov



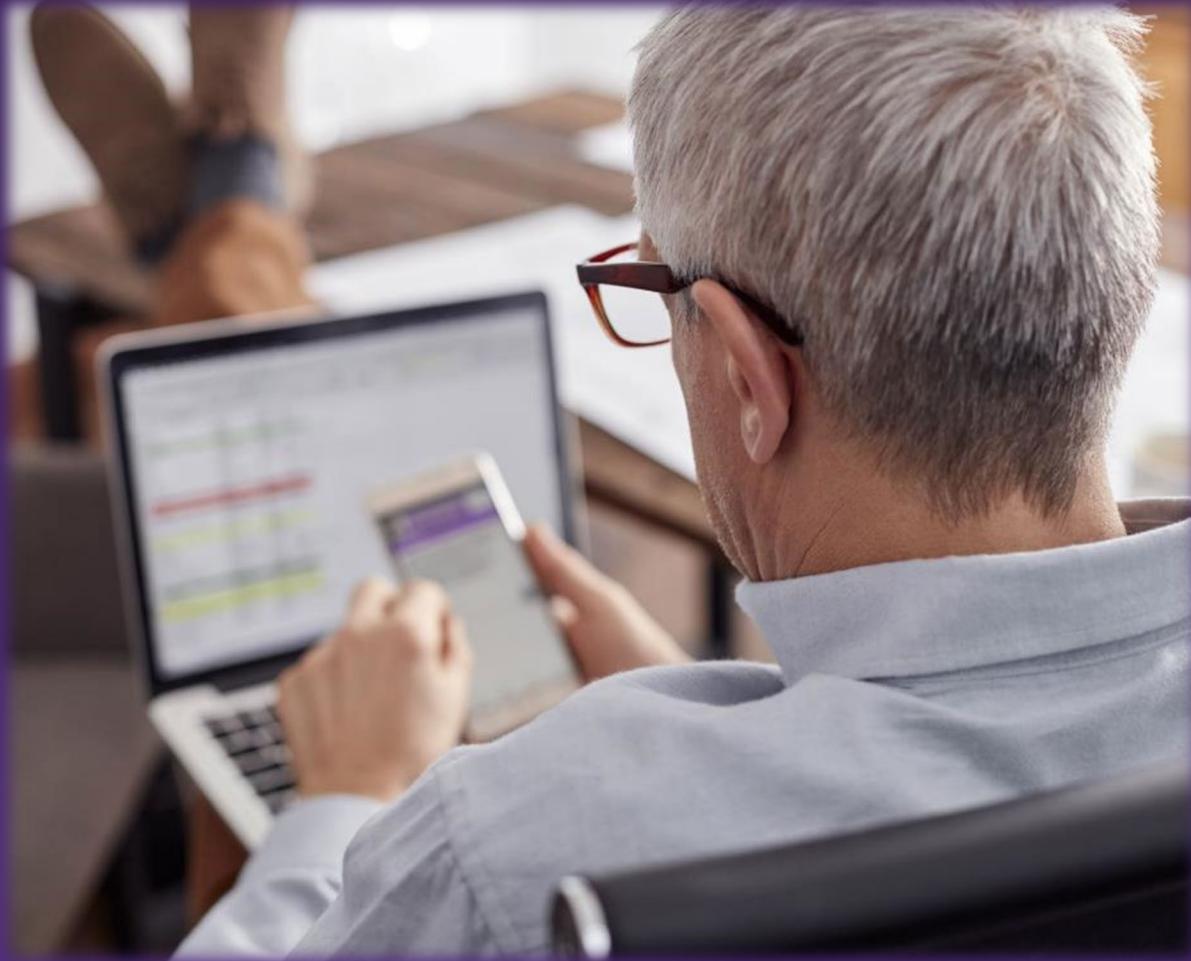
Review information and resources on the Clemson University 2024 Open Enrollment Webpage



Attend an Aflac Group Information Session or Make an Aflac Appointment on the Clemson University 2024 OE Webpage

Support & Resources

SUPPORT & RESOURCES



Videos on Tiger Training Platform

- ✓ 2024 Open Enrollment Overview
- ✓ How to Navigate MyBenefits 2024
- ✓ Aflac Supplemental Insurance Options

Visit the Clemson University 2024 Open Enrollment Webpage for information on:

- ✓ PEBA
- ✓ Aflac
- ✓ Allstate Identity Protection
- ✓ Appointments with HR Open Enrollment Navigators

Key Takeaways **for Open Enrollment** **2024**

KEY TAKEAWAYS

2024 is NOT a “Dental Year”

Next Opportunity: October 2025 or Special Eligibility Situation

MoneyPlus Flexible Spending Accounts Require Re-Enrollment for 2025

Medical Spending Account

Dependent Care Spending Account

Limited-Use Spending Account

Review Benefits & Deductions

Check current elections and beneficiaries before OE

Verify accuracy of payroll deductions in January 2025

Supplemental Long Term Disability (SLTD)

Active employees may apply for Supplemental Long-Term Disability (SLTD) or change their SLTD benefit waiting period for existing coverage without medical evidence.





QUESTIONS?

Katie Smithson & Logan Evans

Nook Update



The Nook

• ROAR AND RESTORE •

An Introduction to the Employee Pantry Project



What is the Nook?

- An employee focused pantry, designed to help faculty and staff who may be experiencing food insecurity or financial hardships.
- A place where Clemson employees can feel comfortable getting assistance in a respectful, compassionate and confidential manner.
- Will be stocked with nonperishable food, household and pantry essentials and include connection points to other community resources.



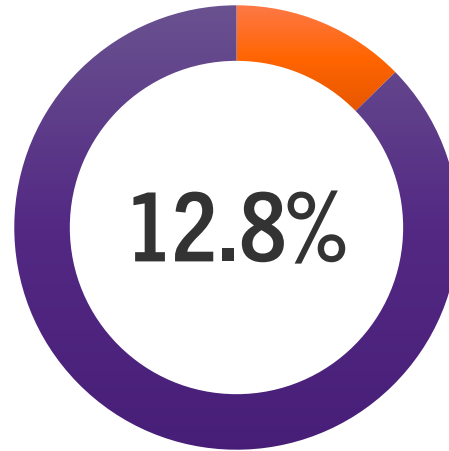
food in•se•cu•ri•ty

noun

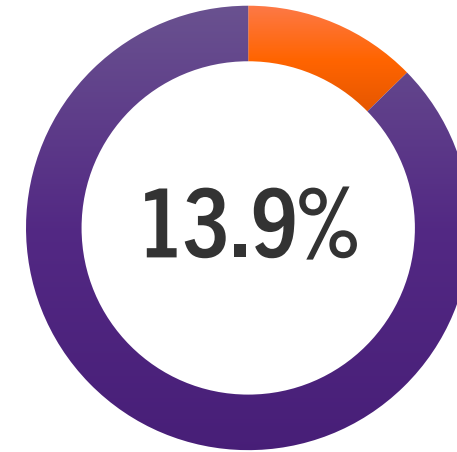
the condition of not having access to sufficient food, or food of an adequate quality, to meet one's basic needs.



The Data



FOOD INSECURE
INDIVIDUALS IN SC



FOOD INSECURE INDIVIDUALS
IN PICKENS COUNTY

While many of our employees do not experience consistent food insecurity, some may be just one financial hardship away from needing assistance.



Our Why

- The Paw Pantry only serves students. If employees seek support, they are referred to other resources.
- Community resources like Clemson Community Care, Harvest Hope and other pantries are valuable resources, but sometimes inaccessible due to transportation or other barriers.
- As the University develops a well-being strategy for all community members, the Nook will address a vital element of our faculty and staff well-being.



Our Mission

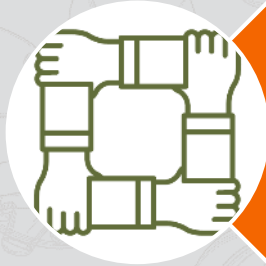
The Nook aims to be a place where Clemson faculty and staff can feel comfortable getting assistance in a respectful, compassionate and confidential manner. The Nook will be a physical representation of Clemson's dedication to all-around well-being for every member of our community, joining together to help fellow Tigers who may be in need.



Our Guiding Principles



Ensure the pantry's stability.



Prioritize coordination and collaboration with student-focused pantry initiatives.

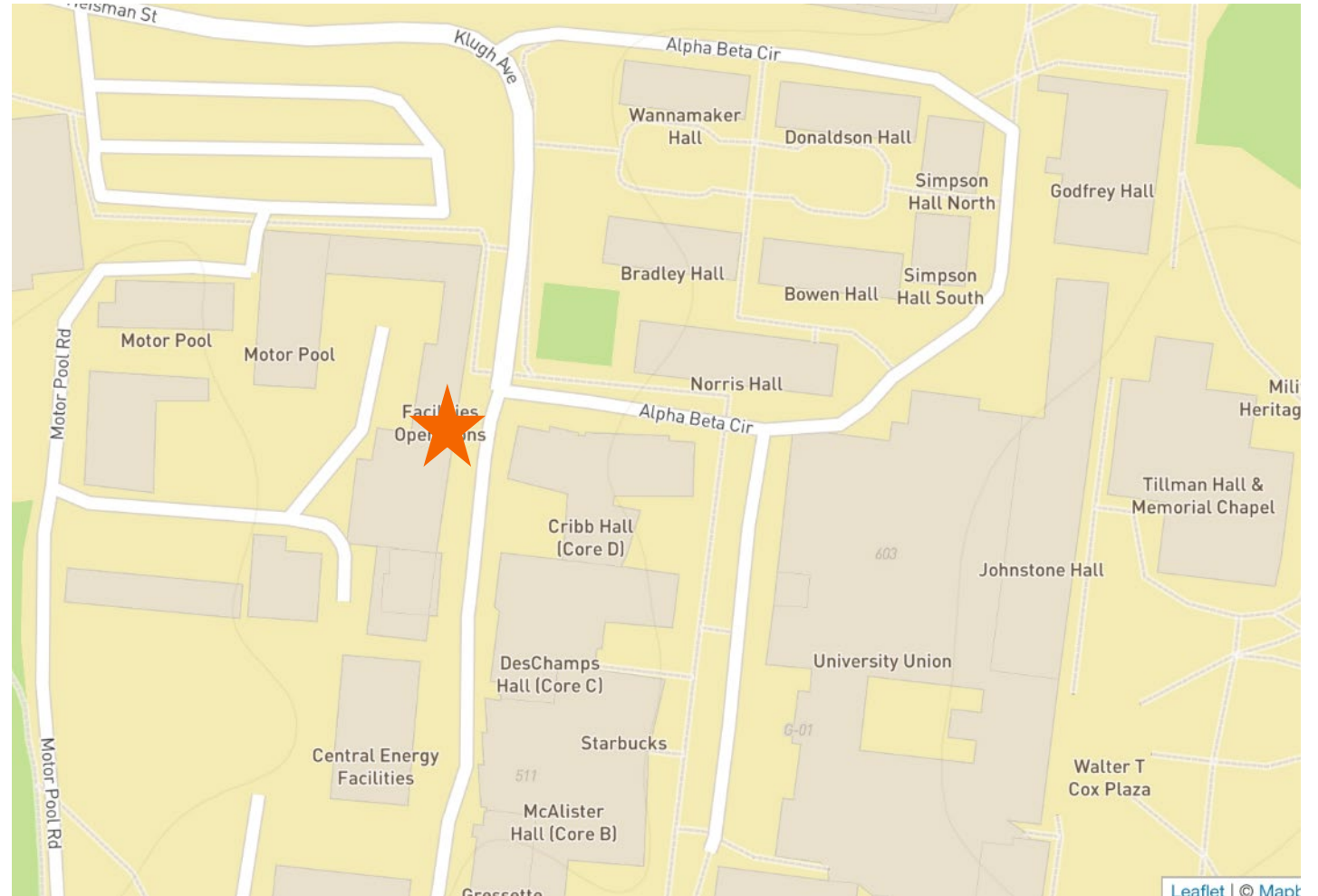


Turn no one away.



Where is The Nook?

On Klugh Avenue, next to Parking Services.



What can individuals expect?

- The Nook will be a respectful and confidential resource for faculty and staff.
- A confidential shopping experience where individuals can shop for necessary items.
- Additional resources and support to connect colleagues with tools and services in the community.



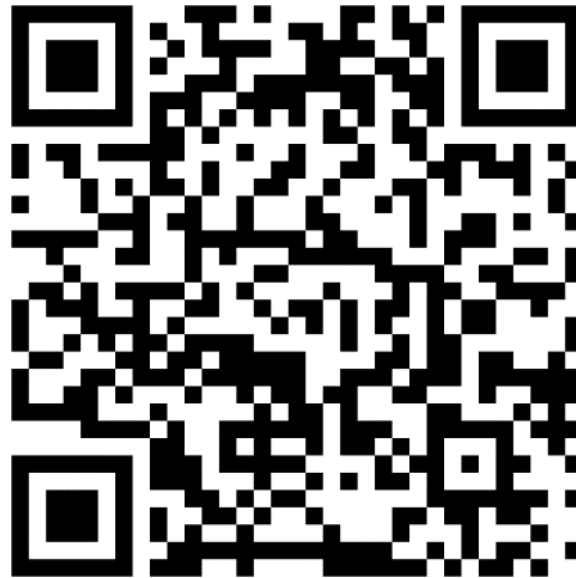
How You Can Support the Project

- Spread the word with your colleges, divisions and departments.
 - We are available to meet with your teams, upon request, to share more about the project and how individuals can get involved.
- Host a donation drive!
 - More information will be shared regarding how teams across campus can contribute to the Nook, both with physical and monetary donations.



How You Can Support the Project

- Make a monetary donation.
 - The Nook will be solely funded by donations. Please consider making a one-time donation or setting up a payroll deduction.



<https://iamatiger.clemson.edu/giving/the-nook>



How You Can Support the Project

- Volunteer Opportunities
 - Stocking Shelves
 - Picking Up Donations
 - Recognizing Donors (thank you notes)

Those interested in volunteer opportunities should email thenook@clemson.edu.



Important Dates

Early October	Food Drive (more to come) Universitywide Announcement
Late October	Open House
Early November	Opening of the Nook

**Tentative dates, subject to change with project updates.*



Questions?



Tessa Byer & Michael Scott

University Ombuds

OMBUDS UPDATE

CLEMSON UNIVERSITY

OMBUDS OFFICE

UPCOMING TRAININGS:

Cultivating Resilience: How to Overcome Life's Setbacks

Date: Oct. 25, 2024, 9:00 to 11:00

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

Giving Effective Feedback

Date: November 15, 2024, 9:00 to 10:30

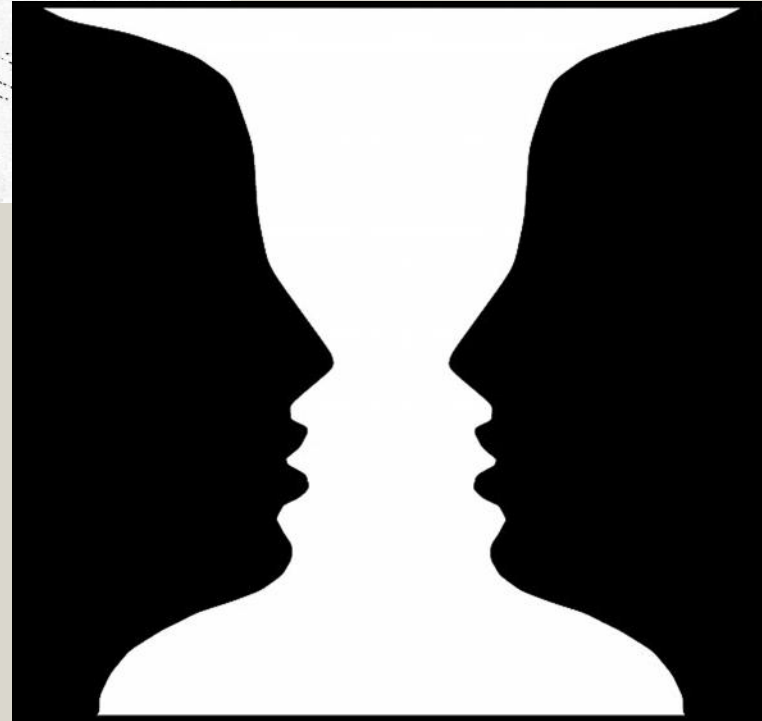
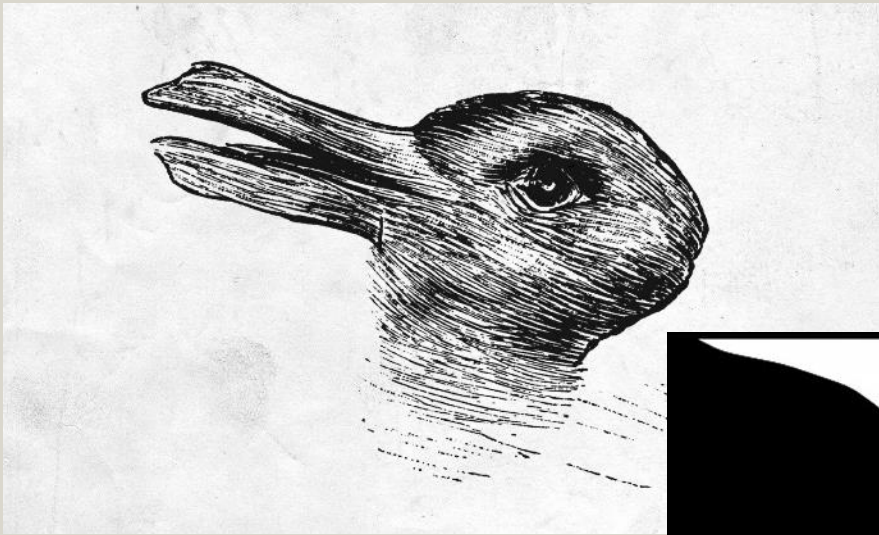
Location: Virtual Only

Open to faculty, staff, and students
Register on Tiger Training Today!



OMBUDS DAY

OCT. 10, 2024



The Power of

Both/And

- This storm could have been so much worse.
- I'm grateful.
- I like and respect my colleagues.
- I'm a good person and a good employee.
- Life is full of good things.

- Having no power and no hot water SUCKS.
- I'm worried.
- Sometimes my colleagues drive me crazy.
- I make mistakes, and I have things I need to work on.
- Life is full of hard things.

QUESTIONS OR COMMENTS?

Tessa Byer, CO-OP®, University Ombuds

864-656-5353

tbyer@clemson.edu

Staff Senate

Committee Reports

Staff Senate

President's Report

An aerial photograph of a university campus. In the center is a large, calm pond reflecting the sky. A wide, curved concrete walkway or bridge arches over the pond, and it is densely packed with many people walking. The surrounding area is lush with green trees and grass. In the background, several multi-story university buildings are visible under a blue sky with scattered white clouds.

Staff Senate

Next Meeting:

December 12, 2024

Lee Hall 100 & Zoom