



STAFF SENATE MONTHLY MEETING

MEETING MINUTES

LOCATION: McKissick Theater & Zoom

DATE: January 9, 2025

TIME: 2:30 pm

-
- I. **OPEN COMMENT PERIOD**—Sara Dawson expressions confusion, concern over possible plans for MUSC to take over Student Health Services

 - II. **CALL TO ORDER—2:31 P.M.**

 - III. **APPROVAL OF THE MINUTES**—Alicia Maw, seconded by Beth Newton. Motion carries.

 - IV. **MUSC/STUDENT HEALTH SERVICES COMMENT FROM SARA DAWSON**

 - V. **SPECIAL ORDERS OF THE DAY**
 - a. Tony Wagner, EVP for F&O could not attend.
 - b. Jimmy Mullinax, Executive Director of Military Affairs
 - i. Here to support military community at Clemson. Initiatives include fundraising military initiatives at Clemson; external partnerships and collaborations/community outreach; Coordinating military efforts across the University; Serving as a resource for the Clemson community on anything related to the military
 - ii. How can you support?
 1. Attend Green Zone Training
 2. Refer military-connected students that may need academic support or additional resources to M&VE
 3. Attend Military Appreciation Week or other military events throughout the year; sign up for monthly Paws & Stripes newsletter

4. Get your department or boss to recognize veterans on Veterans Day
 5. Get involved with Veterans Commission or Clemson Corps
 6. Contact Jimmy with any questions
- c. Rich Kyzer, SkillBridge Program Manager
- i. Arrived at Clemson after 33 years in the U.S. Army.
 - ii. [DOD SkillBridge program](#) is an opportunity for service members to gain valuable civilian work experience through specific industry training, apprenticeships, or internships during the last 180 days of service.
 - iii. [Clemson SkillBridge program](#)
- d. Wendy Howard, State Retirees Association
- i. Non-profit organization of state retirees. Membership is open to all members of the retirement systems of the State of South Carolina who are either retired or within five years of retirement.
 - ii. Only purpose: Preserving retirees' retirement and health care benefits.
 1. Does that through advocacy, monitoring, education
 - iii. [State Retirees Association of South Carolina website](#)
 - iv. free for first year, \$24/year after. Lifetime membership is \$180.
- e. Tessa Byer & Michael Scott - University Ombuds
- i. Upcoming trainings
 - ii. "There is more work to be done that you can get done today." Pace yourself!

VI. COMMITTEE REPORTS

- a. Treasurer – Christy Babb
- i. Budget Update
 1. Vending \$19,930
 2. Operating \$1,746
- b. Activities (Vicki Perry, Donna Jervis)
- i. Blood drive dates:
 1. Feb. 21
 2. Apr. 23
 3. June 25
 4. Aug. 27
 - ii. Degree Attainment Lunch: Tuesday, February 4
- c. Advancement (Jennifer Blyden, Marjorie Campbell)

- i. Golf Tournament: May 22, 2025
 - 1. Working on one-page flyer, sponsorship tiers & contacting sponsors/participants for golf tournament
 - ii. Battle of the Senates (Fundraiser for Employee Emergency Fund): February 3-14
- d. Communications (Cora Allard, Colby Lanham)
 - i. No report
- e. Inclusive Excellence (Arthur Alvarez, Alisha Maw)
 - i. Streamline/simplify IE plan
 - ii. Goal is to bring revised IE plan to vote this senate term
 - iii. Discuss how IE plan fits with Staff Senate Draft Strategic Plan
- f. Membership (Beth Newton, Eric Pernotto)
 - i. Attendance
 - 1. New form for senators who know they're going to miss a meeting
 - 2. No changes on what is excused or unexcused. These are defined in bylaws.
- g. Welfare (Haley Cox, Joy Patton)
 - i. Common constituent concerns webpage

VII. 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

VIII. PRESIDENT'S REPORT

- a. Hotel rooms/mileage for Awards Lunch, will be providing for traveling senators (+150 miles away) for annual Awards Lunch. Implemented as no concerns raised.
- b. Strategic Compensation Plan Taskforce update
 - i. HR, Provost, Deans, and Senates are working toward long-term plan covering COLA, merit and bonuses.
 - ii. Once information is finalized, will be communicated to employees

- c. Strategic plan update
 - i. First-ever Staff Senate strategic plan, Institutional Excellence is helping, incorporating survey results from November. Those results were used to assist the executive committee in starting to create long-term goals for the senate. Still working thorough creating language for these goals but hope to be able to share a draft with the full senate in the coming months.
- d. Officer election announcement
 - i. Our election cycle is starting soon! Following this meeting, you'll be receiving an email with a nomination form as well as information about our senate officer roles. Nomination forms will be due Friday, February 7th, and voting will take place following February's meeting.
 - ii. Access to Peoplesoft Financials is not really necessary to Vice-Treasurer role. Tableau is the minimum requirement.

IX. OLD BUSINESS

- a.

X. NEW BUSINESS

- a. From Michael Atkins, constituents are concerned about spending and budgeting. President Jeff Anthony will share with Tony Wagner.

XI. ADJOURNMENT—3:49 P.M.

Staff Senate Meeting

January 9, 2025



Tony Wagner

EVP for F&O

Jimmy Mullinax

Executive Director of Military Affairs

Introduction to Military Affairs





Office of

MILITARY AFFAIRS

Executive Director of Military Affairs Role

- Support military community at Clemson - staff & faculty veterans (363) and military-connected students (1,437)
- Fund raise to support military initiatives at Clemson
- External partnerships and collaborations; community outreach
- Coordinate military efforts across the university - supervises M&VE department; dotted line to VA Educational Benefits Office
- A resource for the Clemson community on anything related to the military





Office of
**MILITARY & VETERAN
ENGAGEMENT**
Division of Student Affairs

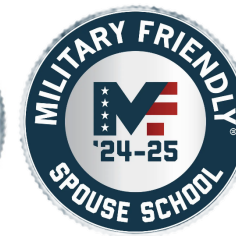
Mission: To Serve and Support the
Clemson Military-Connected
Community through...

- Engagement
- Enrichment
- Empowerment
- Education

Military Support From Admissions to
Alumni

Enhancing the Military Experience

Building Inclusive Spaces





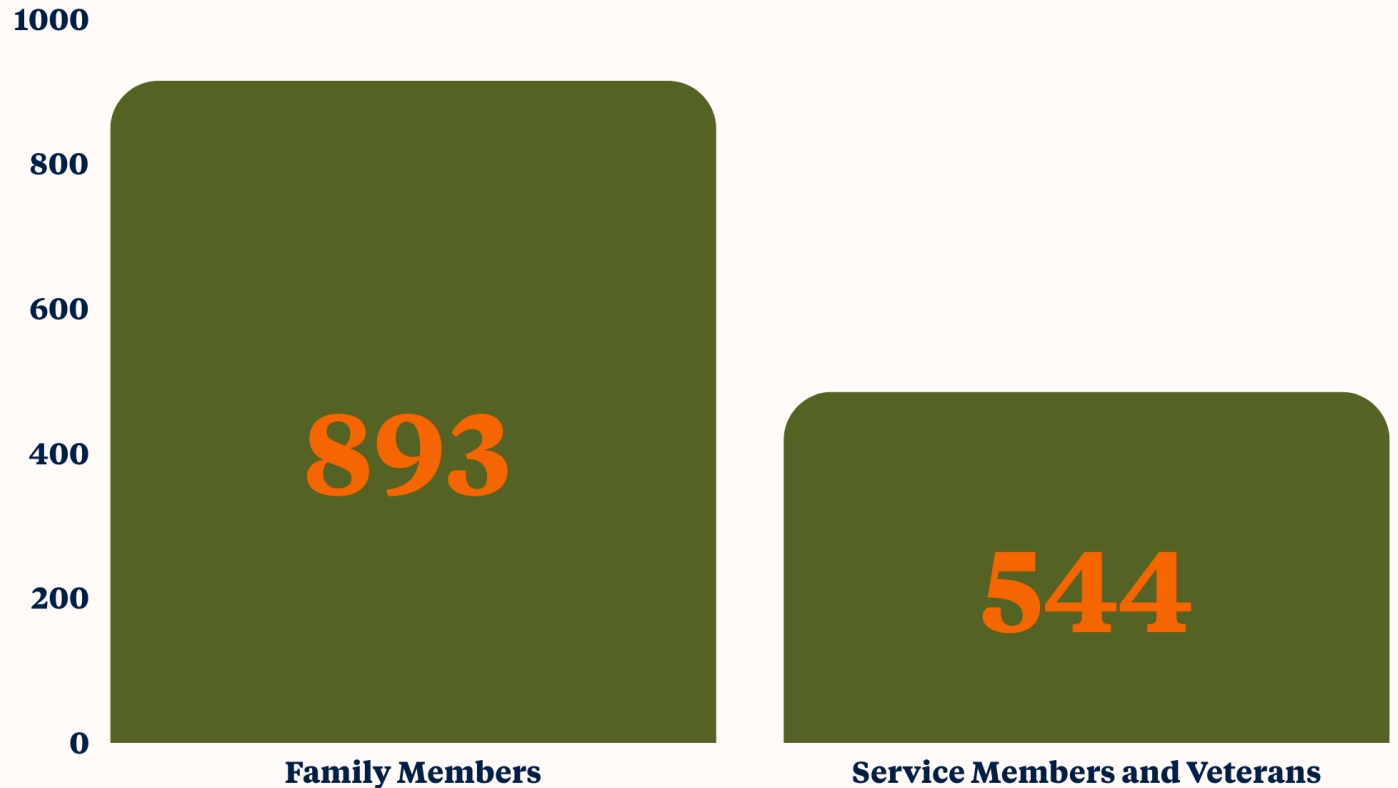
Clemson Student Veterans are:

- **Older students** (average age=32, n=66)
- **Working** (majority employed while in school)
- **Supporting a family** (49% are married, 30% have children, n=67)
- **Using VA or TA Benefits** (88%, n=64)
- **Transfer students** (70%, n=67)

Sources: 2023 Clemson Needs Assessment, 2024 Enrollment Data

Military-Connected Students

Distribution of Clemson Military-Connected Population Fall 2024



Total Number = 1437



How Can You Support Our Military Community?

- Attend Green Zone Training to better understand veterans and the military experience; recommend this training to others
- Refer military-connected students that may need academic support or additional resources to M&VE
- Attend Military Appreciation Week or other military events throughout the year; You can sign up to receive our Monthly Paws & Stipes newsletter
- Get your department or boss to recognize veterans on Veterans Day
- Get involved with Veterans Commission or Clemson Corps
- Contact me if you have a military related question



Questions?

Jimmy Mullinax, Executive Director, Military Affairs
mullin6@clemson.edu

Emily DaBruzzi, Director, Military & Veteran Engagement
edabruz@clemson.edu

<https://www.clemson.edu/studentaffairs/find-support/mve/index.html>



Rich Kryzer

SkillBridge Program Manager

DoD SkillBridge Program

RICH KYZER

Introduction

- Recently retired as the 13th State Command Sergeant Major with 30+ years
- Experienced in Field Artillery (13F, 13B), Human Resources (42A), Signal (25W, 25B) and Cyber (17C), I can Shoot, Move, Communicate and Administrate
- Held multiple leadership positions at each echelon
- Completed my SkillBridge Internship here at Clemson with M&VE
- Retired 1 April and was hired 16 September
- During my Internship, was the Project Manager for the M&VE expansion in Hendrix
- Connected to the Military & Veteran community and began networking
- Networking efforts were directly influential in landing a job here at Clemson University
- Currently a Talent Acquisition Partner & SkillBridge Program Manager in the Office of Human Resources



DoD SkillBridge Program

- What is SkillBridge?
- “The DOD SkillBridge program is an opportunity for service members to gain valuable civilian work experience through specific industry training, apprenticeships, or internships during the last 180 days of service. DOD SkillBridge connects transitioning service members with industry partners in real-world job experiences.”
- <https://skillbridge.osd.mil/program-overview.htm>
- Each Branch (US Army, US Navy, US Marines, US Air Force, US Coast Guard and US Space Force) handles the program differently
- Army and Air National Guard have different policies for each State
- Service Members can participate with different lengths from 3 to 6 months
- Service Members are paid by the DoD during their Internship

DoD SkillBridge Program

- What we need at Clemson University
- The SkillBridge Program here at Clemson University needs better outreach to get more hiring managers and Directors involved and interested in hosting Service Members to meet their needs for future hiring opportunities.
- Hosting includes providing a Supervisor for the Service Member, a place to work (desk or station to complete tasks), training in required tasks, exposure to the Clemson University culture.
- Managing of Internship is handled by the direct supervisor
- Service Members will have required medical appointments
- Service Members may have required appointments for out processing from the military
- Service Members are still under the control of their chain of command and Service
- Service Members that don't conform to the Clemson values can be dismissed
- Dismissal can be accomplished between the Supervisor and the SkillBridge Program Manager
- There are many success stories here at Clemson University

- <https://www.clemson.edu/human-resources/careers/supporting-our-military/skillbridge.html>

DoD SkillBridge Program

- Point of Contact is Rich Kyzer at rkyzer@clermson.edu
- <https://www.clemson.edu/human-resources/careers/supporting-our-military/skillbridge.html>
- <https://skillbridge.osd.mil/docs/SkillBridge-Program-Brochure.pdf>



Wendy Howard

State Retirees Association

Tessa Byer & Michael Scott

University Ombuds

OMBUDS UPDATE

CLEMSON UNIVERSITY
OMBUDS OFFICE

UPCOMING TRAININGS:

Don't Tough It Out: Difficult Situations at Work

Date: January 24, 2025, 9:00 to 12:00

Location: Virtual Only

Emotional Intelligence at Work

Date: February 28, 2025, 9:00 to 11:00

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

Cultivating Resilience

Date: March 27, 2025, 9:00 to 11:00

Location: Virtual Only

Introduction to Mediation

Date: April 16, 2025, from 9:00 to 12:00

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

Giving Effective Feedback

Date: June 20, 2025, from 9:00 to 10:30

Location: Virtual Only



“There’s more work than we can do, so you need to pace yourself. Be quick, but don’t hurry.”

There is more work to be
done than you can get
done today.

Pace Yourself

- Do what you can today. It won't all get done.
- Take progress for the win that it is.
- Celebrate not just the end result, but the successes along the way.
- There may never be an “endpoint” to the work we do here.
- It's the journey, not just the destination.



QUESTIONS OR COMMENTS?

Tessa Byer, CO-OP[®], University Ombuds

864-656-5353

tbyer@clemson.edu

Staff Senate

Committee Reports

Staff Senate

President's Report



Staff Senate

Next Meeting:

February 13, 2025

Location: TBD