



STAFF SENATE MONTHLY MEETING

AGENDA

LOCATION: Lee Hall 100 & Zoom

DATE: December 12, 2024

TIME: 2:30 pm

-
- I. OPEN COMMENT PERIOD**
 - II. CALL TO ORDER—2:30 P.M.**
 - III. APPROVAL OF THE MINUTES—**Christy Babb motions, Stacey Miller seconds
 - IV. SPECIAL ORDERS OF THE DAY**
 - a. Clemson President, Jim Clements
 - i. Appreciative of President Jeff Anthony’s leadership and advocacy of staff. Thanks staff for everything they do. 15,420 W-2s sent by Clemson this year, lots of employees around the state.
 - ii. University updates
 1. Value of the Tiger Paw has never been higher, thanks in part to the hard work of staff.
 - a. 62,000 applications—more applications than many peers, and Clemson boasts 93.5 percent retention rate. (23 higher than national average of 68).
 - b. Six-year graduation rate is 86.7 percentage, higher than 62 percent national average.
 - c. 93 percent of students get a job, go to grad school or enter the military.
 - d. Ranked as best college in South Carolina by five different publications.
 - e. Research (\$140M 10 years ago, now over \$300M)

f. Innovation campuses continue to grow, CU Grow is in its fifth year, EELI for Extension creation, PLI now in ninth year.

2. Facilities coming online

- a. AMIC
- b. Nieri Family Alumni and Visitors' Center
- c. Harvey S. Peeler Jr. College of Veterinary Medicine
- d. Bryan Mall renovations
- e. Tillman Hall Auditorium renovation
- f. Johnstone Hall demolition
- g. Athletics—nine teams had perfect graduation rates, best GSR of P5 school

iii. Questions

- 1. University is financially strong, \$2.1B budget. Very financially healthy
- 2. Redfern is critical to No. 1 student experience—discussion with potential partners to elevate what we do for student wellness.
- 3. We always need more personnel—Tony will expound on staffing.
- 4. We need to prepare no matter what happens in the political, economic, etc. realms. Our governmental affairs office works on this nonstop. Don't stress. We're tracking and we won't be reactive.
- 5. Staff are in every piece of Clemson Elevate pillar. Student experience, doubling research, service to the state. Bottleneck is always resources.
- 6. 2025 is going to be a great year. Always challenges, but good people rise to the challenges.
- 7. Not worried about any area of institution. SACCS came up with no findings last year during accreditation process. If we make mistakes, how do you learn from them?

b. Tony Wagner, EVP for F&O

- i. Moody's updated Clemson's credit ratings—endorsed AA2 for bonds. Cognizant of hitting budget/expense targets. Large necessary investments—IT security
- ii. Clemson does not create FTEs. They come from the state and the state has been helpful in last few years of providing more. As enrollment grows, we have targets on student-to-faculty ratios. There are lots of TLPs, not a possibility to convert all those to FTEs.
- iii. State has been helpful with tuition mitigation and capital. Relationship has been good with the state, both economically and regulatory relief. Actively discussing dependent tuition. Lots of work going on with strategic compensation task force.

- iv. Last long-range framework plan was done in 2017. Smith Group is helping with new plan to be updated in 2025.
- c. Tessa Byer & Michael Scott - University Ombuds
 - i. Upcoming trainings in 2025
 - ii. Pause and be present. It's ok to pause, take a break and cool down.

V. COMMITTEE REPORTS

- a. Treasurer – Christy Babb
 - i. Budget Update
 - 1. Vending \$19,930
 - 2. Operating \$1,746
- b. Activities (Vicki Perry, Donna Jervis)
 - i. No report
- c. Advancement (Jennifer Blyden, Marjorie Campbell)
 - i. Golf tournament scheduled for May 22, 2025. Working on informational one page flyer, Sponsorship Tiers & contacting sponsors/participants for golf tournament.
 - ii. Confirmed logistics for Battle of Senates as will run Feb 3rd-14th with love theme.
 - 1. Working on updating promotional materials for this campaign.
- d. Communications (Cora Allard, Colby Lanham)
 - i. No report
- e. Inclusive Excellence (Arthur Alvarez, Alisha Maw)
 - i. No report
- f. Membership (Beth Newton, Eric Pernotto)
 - i. Completed annual bylaw review. Recommending no revisions to bylaws.
- g. Welfare (Haley Cox, Joy Patton)
 - i. BYOD – FAQ page feedback: <https://ccit.clemson.edu/cybersecurity/it-procedures-guidelines/byod-faq/>
 - ii. Compensation Task Force input
 - iii. Dan Hofmann, Director of Parking and Transportation Services will be speaking at the March meeting

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. Officer election announcement—Officer nomination forms to go out in early January with voting following February’s meeting.
 - i. Our election cycle is starting soon! Following this meeting, you'll be receiving an email with some information about our senate officer roles. We hope you take some time over the break to look over these descriptions and decide if you'd like to run for any of our officer positions. Nomination forms will go out in early January and voting will take place following February's meeting.
- b. Strategic planning update
 - i. Results wer compiled and used to assist the executive committee in starting to create long-term goals for the senate. Donna Robertson from Institutional Excellence provided invaluable advice and guidance as we started this process. Still working thorough creating language for these goals, but hope to be able to share a draft with the full senate in early 2025.
- c. Piedmont REC and Regulatory Services visit
 - i. Seven senators from the exec committee toured facilities at the Piedmont REC including the equine center, sheep farm, and beef farm as well as a stop at Regulatory Services. Goal was to gain understanding of the wonderful work our Clemson staff colleagues do across the University, share a bit about our senate, and listen to any concerns or challenges our colleagues are facing in their areas. Currently working on putting together another tour open to all senators in early 2025 that will include the dairy.
- d. Meeting with Staff Senate chairs and presidents across the state. Trying to help mentor other institutions and align on issues presented to Columbia.

VIII. OLD BUSINESS

- a.

IX. NEW BUSINESS

a.

X. ADJOURNMENT—4:02 P.M.

Staff Senate Meeting

December 12, 2024



Jim Clements

Clemson University President

Tony Wagner

EVP for F&O

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

It's almost Winter Break!



... and be PRESENT!

Pause

- In life just as in conflict, it is ok to pause, take a break, and cool down
- Pausing allows you to:
 - Slow things down
 - Gain control of your thoughts and emotions
 - Regain control of a situation
 - Rethink your strategies or tactics
 - Be mindful of your surroundings and those around you
 - Examine and experience life



Be Present

- It's human to be hooked by worrying , ruminating and obsessing...on work, school, promotions, projects, conflicts...Anything!
- When we are not present, we suffer by either missing out or doing things poorly
- Being present allows you to find enjoyment and comfort in what you are doing
- How can I be present in the moment?
 - Focus on the small things...the 5 senses...even with tedious or boring tasks
 - Practice this with things you enjoy first, then move on to routine things
 - When your mind starts wandering, intentionally refocus your thoughts



Source: *The Happiness Trap* by Russ Harris

QUESTIONS OR COMMENTS?

Michael E. Scott, Associate Ombuds

864-656-6353

mescott@clemson.edu

Staff Senate

Committee Reports

Staff Senate

President's Report



Staff Senate

Next Meeting:

January 9, 2025

Location: Lehotsky 138