STAFF SENATE MONTHLY MEETING

MEETING MINUTES

LOCATION: Watt Innovation Center 108

DATE: January 8, 2026

TIME: 2:30 pm

ATTENDANCE:

Stacey Miller (President), Victoria Perry (Vice-President), Alisha Maw (Treasurer), Candice Heatherly (Vice-Treasurer), Casey Wallace (Secretary), Haley Cox (Vice-Treasurer), Jeff Anthony (Past President), Rob Seay, Marjorie Campbell, Levi Roach, Steve Fullerton, Lynn Tumblin, Jennifer Blyden, Allison Fecher, Allison Bower, Cory Tanner, Mallory Maher, Colby Lanham, Cora Allard-Keese, Ezra Munn, Ryan Real, Obryan Machado, Anna Grace Araiza, James Gowan, Kevin Allmond, Connor Stephens, Helen Diamond-Steele, Justin Scott, Kyle Young, Meredith Williams, Miriam Rose, Nicci Hanewald, Sandi Priddy, Eric Pernotto, Donna Jervis, Anthony Herrera

I. OPEN COMMENTARY

II. CALL TO ORDER 2:30 PM

III. SPECIAL ORDERS OF THE DAY

a) Heather Humphreys, Executive Compensation Consultant
   i. HEEAPA Study and Clemson implementation for all classified positions
b) Tyler Saas, Workday Update
c) Michael Scott, University Ombuds

IV. APPROVAL OF THE MINUTES

a) Jeff Anthony Motions. Levi Roach seconds
b) Hearing no objections, the motion passes

V. COMMITTEE REPORTS

a) Treasurer – Alisha Maw
    i. Budget Update

b) Activities – Donna Jervis & Levi Roach
    i. Degree Attainment Lunch: March 4, 2026, move to Hendrix Center
    ii. 2026 Blood Drives
        1. February 4, 2026 – location TBD
        2. April 7, 2026 – location TBD

c) Advancement – Jennifer Blyden & Candice Heatherly
    i. Staff Senate Golf Tournament: May 21, 2026
        1. Push for sponsorships
        2. Should receive MarComm official flyers mid-January to promote tournament University wide
    ii. Battle of the Senates: Feb. 2nd-16th
        1. Ready to go for February

d) Communications – Cora Allard & Colby Lanham
    i. No report

e) Membership – Eric Pernotto & Mallory Maher
    i. Elections
        1. Officer Elections

f) Welfare – Marjorie Campbell & Allison Bower
    i. HR – Change to pay bands
        1. HR will follow up at February meeting with questions

VI. UNIVERSITY COMMITTEES:

a) Accident Review Board – Levi Roach
b) Alcohol and Other Drugs Advisory Board – Rob Seay
c) Bookstore Advisory Committee – Eric Pernotto
d) Committee on Committees – Stacey Miller / Victoria Perry / Jeff Anthony
e) CompStat 360 – James Gowan
f) Library Advisory Board – Colby Lanham
g) Ombuds Committee – Jeff Anthony / Stacey Miller / Victoria Perry / Staci Koonce

h) Parking Review Board – Aubrey Baldwin

VII. PRESIDENT'S REPORT

a) Elections Recruiting (Officers)
    i. Vice President, Vice Secretary, Vice Treasurer
    ii. Activities – 1 chair opening
    iii. Advancement – 2 chair openings
    iv. Membership – 1 chair opening
b) Committee appointments
c) State of Clemson
    i. Presidential search Update
d) Strategic Planning – year-end report & next year goal planning
    i. Request for report of Staff Senate functions and processes to Anna
e) Questions for Dan Hoffman (Parking Services)
    i. Submissions needed by January 20

VIII. OLD BUSINESS

a) Swag ideas by end of January

IX. NEW BUSINESS

VII. ADJOURNMENT 3:29 PM

a) James Gowan motions; Cory Tanner seconds
b) Hearing no objections, the motion passes

Staff Senate Meeting

January 8, 2026

STAFF SENATE

Heather Humphreys

Executive Compensation Consultant

Human Resources

Compensation Pay Structure Changes

Heather Humphreys

Office of HUMAN RESOURCES

Agenda

- Background of State Compensation Study
- HEEAPA Decision
- Clemson Implementation
- Questions

Office of HUMAN RESOURCES

State-Initiated Compensation Study

- In 2021, the state began the process to pursue a compensation study for **classified positions** (staff positions).
- The study was conducted from August 2023 to March 2024, with findings presented to the state legislature in December 2024.
- The state implemented this new structure in June 2025.

New Pay Structure

- The state adopted four pay grade structures:
  - General
  - Certified Law Enforcement
  - Clinical
  - Technology
- Different pay grade structures for job classifications allows for specific market pricing for those positions, with unique requirements and competitive job markets.

HEEAPA Decision

- Higher education was not included in the implementation of the new pay structure in June 2025.
- The Higher Education Efficiency and Administrative Policies Act (HEEAPA) committee voted to adopt the new state pay structure effective **February 1, 2026**.
- Like other state agencies, these changes will only impact employees in classified jobs (primarily FTE, TLP and TGP staff).

Impact of Implementation

- All classified employees must be moved to the new pay structure and assigned a new pay grade.
- Clemson will eliminate the use the Clemson University Pay Grades for classified employees.
- State regulations specify classified employees must be at or above the new pay grade minimum.

Implementation – Pay Increases

- Roughly 380 employees currently fall below the minimum of their new pay band. They will receive a pay increase to bring them to the minimum of the new band.
- If an employee falls **above** the maximum of their new pay grade, their salary will remain the same.
- Pay increases will be effective February 1, 2026.

Upcoming Communications

- Employees receiving increases and their supervisors will receive direct communications later this month.
- Campus will also be notified of the changes through Our Clemson.

Common Questions

- Why is Clemson implementing this change?
  - All state institutions of higher education are implementing this change, effective Feb. 1. Most higher education classifications align with those at other state agencies, so adoption of the state's pay structure will ensure alignment with the state's compensation study findings and pay structures at other state agencies.
- Will this cause job duties to change?
  - No. This implementation only impacts assigned pay grades.

Common Questions

- How can employees find their new pay grade?
  - The state higher education classification website will be updated with the new pay structure by Feb. 1. The campus communication will include a crosswalk employees can use, in the meantime, to find their new pay grade.

Questions?

Office of
HUMAN RESOURCES

STAFF SENATE

Tyler Saas

AVP Technology Modernization

Workday

Workday@Clemson Update

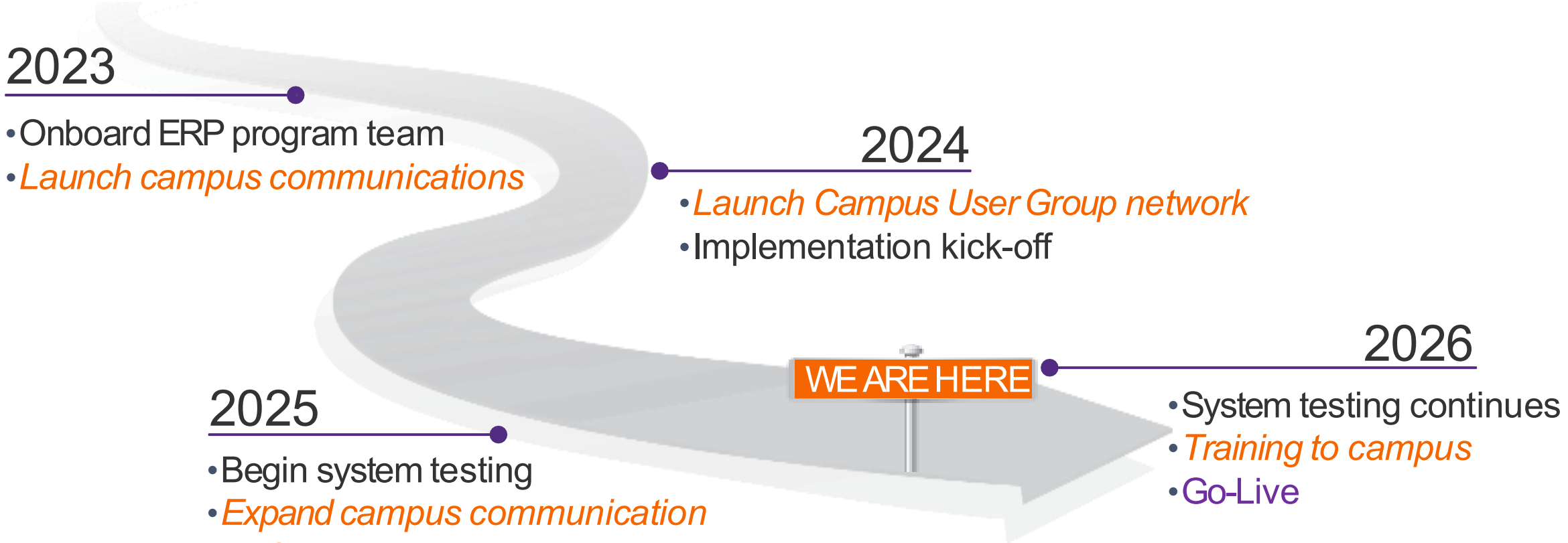
Staff Senate

January 8, 2026

Count Down to Go-Live

Go-Live: July 2026

Implementation approach focus: *with* campus, not *to* campus.



Future of Administrative Systems

Being Replaced

These systems will be replaced by Workday

CUBS* HR | HR & Payroll Data and Functions & Self Service

CUBS* Financials | Finance Data and Functions

Kronos | Time Tracking

Tiger Talent | Employee Recruiting

Tiger Training | Employee Learning

OnBase | Performance Management

Department Asset Tracking | Trackable Assets

FBIS | Faculty Business Information System

Changing

These systems will continue to be used but with changes.

Concur | Travel Booking and Expense Reports – *Travel Booking will remain in Concur; Expense requests and reporting will move to Workday*

AiM | Facilities Management – *The Capital Assets Module will move to Workday, all other functionality will continue in AiM*

BuyWays | Procurement will move to Workday with the exception of shopping via catalogs and punchouts.

Not Impacted

These systems are not impacted by Workday.

iRoar | Student Information System (Banner)

Adaptive Planning | Budgeting and Planning

Interfolio | Faculty Recruiting

Watermark's Faculty Success | Faculty Activity Reporting

Transparency Spending | State requirement

Business Objects Data Warehouse for Student Data

Info Ed | Pre-award Research

CU Navigate | Academic Advising

* CUBS = PeopleSoft

Configuration decisions elements are still being finalized. This list may be updated at a future date with any subsequent changes.

Workday@Clemson: To Know and Do

Know	Do
• The bulk of testing is complete, but some testing will continue for approx. 2 months.	✓ Share and be assured the system is being fully tested before go-live.
• Campus User Group Leads and Members are being engaged regularly	✓ Connect with Campus User Group Leads/Members for questions & answers. The leads can do presentations.
• What's Up With Workday Series (2 x month)	✓ Attend and encourage others to attend these sessions as appropriate (recordings are available after the 2nd session of the month).
• Workday@Clemson Update Blog Posts	✓ Learn more about Workday terminology, other's experience, and more by checking out the blog regularly.

What's up with Workday?

See what's changing.| Know what's coming.| Get Workday ready.

Watch the Clemson University Events Calendar for links to join.

What is it?	**A sneak peek of Workday**
What is it not?	**This is not training**
Why?	**Build awareness and excitement about Workday**
More Information	**A new topic every month**

On the Horizon . . .

- March 2026: Workday Experience Labs
- April 2026: Workday Information Sessions
- Late Spring 2026: Begin Workday Training
- August 2026: Faculty Workday Training

Questions?

STAFF SENATE

Michael Scott

Associate Ombuds

OMBUDS UPDATE

CLEMSON UNIVERSITY OMBUDS OFFICE

Michael Scott, Associate Ombuds

UPCOMING TRAININGS:

Don't Tough It Out: Difficult Situations at Work
Date: January 21, 2026, from 9:00 to 12:00
Location: Virtual Only

Emotional Intelligence at Work
Date: February 2, 2026, from 9:00 to 12:00
Location: University Facilities Center, 280 Seneca Creek Rd, Room A-251

Teamwork that Works
Date: February 26, 2026, from 12:00 to 1:00
Location: Virtual Only

Combating Burnout and Cultivating Resilience
Date: March 6, 2026, from 9:00 to 11:00
Location: Virtual Only

Navigating Intergenerational Workplaces
Date: April 10, 2026, from 9:00 to 11:00
Location: University Facilities Center, 280 Seneca Creek Rd, Room A-251

SIGN UP ON TIGER TRAINING!

Have you ever been mad enough to send one of these?

- Flame Mail (noun): An angry or offensive email message – Cambridge Dictionary

Why do we send angry emails?

1. Avoidance: Worried about how someone will react to the feedback in person

2. Safety: No need to address their response instantly – “Fire and Forget”

3. Empathy Deficit: The recipient is just text on a screen.

4. The Last Word: You have an uninterrupted platform to build the perfect response.

Source: *The Online Disinhibition Effect (2004),* by J. Suler,, CyberPsychology & Behavior
Source: *Avoiding the Angry Email (2013)* by Ryan Martin, Ph.D., Psychology Today

Why am I sending this email?

1. Frustration: The need for release - You feel stuck or unheard

2. Revenge: The need to equalize – You feel wronged

3. Blame: The need for accountability – You feel someone else is responsible

4. Hurt: The need for validation – You feel injured or rejected

5. Embarrassment: The need for power – You feel exposed

Source: *The Online Disinhibition Effect (2004),* by J. Suler,, CyberPsychology & Behavior

Source: *Avoiding the Angry Email (2013)* by Ryan Martin, Ph.D., Psychology Today

Stop emailing angry, instead…

1. Take a break!

2. Type the e-mail with no recipient and don't send until later

3. Send the e-mail to someone you trust (like the Ombuds!)

4. Remember "The Greenville News Rule"

5. Don't email at all

Source: *Avoiding the Angry Email (2013)* by Ryan Martin, Ph.D., Psychology Today

Source: *Instead of Emailing While Angry, Do This (2019),* by Dana Brownlee, Forbes

QUESTIONS OR COMMENTS?

Michael Scott, Associate Ombuds
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STAFF SENATE

Staff Senate

Committee Reports

STAFF SENATE

Staff Senate

President's Report

Staff Senate
Next Meeting:
February 12, 2026
Location: Watt 108