



STAFF SENATE MONTHLY MEETING

MEETING MINUTES

LOCATION: Watt Innovation Center 106

DATE: Thursday, August 13, 2026

TIME: 2:30 PM

ATTENDANCE: **OFFICERS** | Victoria Perry (President), Ryan Real (Vice President), Haley Cox (Secretary), Candice Heatherly (Treasurer)
EXECUTIVE COMMITTEE | Aubrey Baldwin (Vice Secretary), Marjorie Campbell (Vice Treasurer), Allison Bower, Anna Grace Araiza, Cora Allard-Keese, Ezra Munn, Levi Roach, Mallory Maher, Meredith Williams, Penny Reid
SENATE | Anthony Herrera, Ashley Persson, Barbara Howard, Benjamin Williams, Connor Stephens, Cory Tanner, Donna Scruggs-Buss, Erica Allgood, Hallie Cannon, Helen Diamond-Steele, John Chorazak, Justin Scott, Lashonda Scott, Marcus Robinson, Matthew Howle, Mimi Rose, Nicci Hanewald, Obryan Machado, Rob Seay, Shannon Burkhalter, Shaw Hipsher, Staci Koonce, Steve Duzan, Tara Stone, Thomas West, Tommy Tsimbinos, Toni Becker, Trina Krieger

ATTENDANCE (OFFICIAL SIGN-IN SHEET)

Staff Senators: 42

Faculty Senators: 2

Non-Senator Staff/Faculty: 28

Guests/Speakers: 11

ADDITIONAL PARTICIPATION (ESTIMATED)

Online viewers: ~79

In person: ~56

I. OPEN COMMENTARY | NO REQUESTS SUBMITTED

II. CALL TO ORDER | 2:30 PM

III. APPROVAL OF THE MINUTES

- a. Trina Krieger motions, Penny Reid seconds the motion
- b. Vote “Aye” and, hearing no objections, the motion passes

IV. SPECIAL ORDERS OF THE DAY

- a. Rick Petillo, Sr. VP for Finance & Operations and CFO
- b. Anna Courie, Chief Well-being Officer – Clemson Well-being Fall Priorities, *see slides*
- c. Mitch Shue, Provost Fellow, Professor of Practice in the School of Computing and Executive Director of the AI Research Institute for Science and Engineering (AIRISE) – CU AI Initiative & Strategy, *see slides*
- d. Kristen Finley, CU Grow Program Lead and Caliyah Parker, Events Coordinator, Office of Human Resources – CU Grow, *see slides*
- e. Tessa Byer, University Ombuds, *see slides*

V. PRESIDENT'S REPORT

- a. President’s Remarks
 - i. Recognition
 - 1. Staff Senators were thanked for attending the summer retreat
 - 2. Welcome LaShanda Scott, new Staff Senator
 - 3. Congratulations to Cory Tanner on completing his dissertation
 - 4. Marjorie Campbell’s participation in the CCIT Emerging Leaders
 - 5. Obryan Machado’s 10-year service milestone
 - 6. Katie Daily, last day of work before maternity leave
 - 7. Three Senators earned degrees at Commencement: Erica Allgood, Tara Stone, and Tommy Tsimbinos
 - 8. Staff member, Jeremiah Farmer, provided the doctoral address
 - 9. 25 staff soles provided to staff members graduating
 - 10. August Birthdays
 - 11. Anna Grace Araiza’s new position with Clemson Home
- b. 2027 Holiday Calendar
- c. Clemson’s New President
 - i. Moderating staff session conversation with the President, August 18th
- d. Meal Pack for 9/11 Day

- i. Call for volunteers, information coming soon for dates in September

VI. COMMITTEE REPORTS

- a. Executive – Ryan Real, Candice Heatherly, Haley Cox
 - i. Budget Balance
 - 1. Current budget balances unavailable; working on a solution
 - ii. Strategic Plan Update – review requested
- b. Activities – Levi Roach & Anna Grace Araiza
 - i. First Day of Class (FDOC) Tabling
 - 1. August 19 and 20, in front of Rhodes Hall
 - ii. Military Appreciation Brunch
 - 1. October 14
- c. Communications – Cora Allard & Meredith Williams
 - i. Newsletter
 - 1. August Clemson Champion – Todd Cochran
 - 2. September Content Submissions – Due September 4
 - ii. Social Media
 - 1. First Day of Class (FDOC)
 - a. “Share your FDOC pics” graphic
 - b. Staff Senators who are students – FDDOC sign group photo
- d. Membership – Mallory Maher & Ezra Munn
 - i. Bylaw Changes in Review
 - ii. College of Veterinary Medicine Budget Center
 - 1. Welcome LaShanda Scott
- e. Philanthropy – Alison Fecher & Penny Reid
 - i. No Report
- f. Welfare – Allison Bower & Marjorie Campbell
 - i. No Report
 - ii. Following up with constituent concerns

VII. UNIVERSITY COMMITTEES, COUNCILS AND ADVISORY BOARDS:

Available Report

- a. AI Council – Ryan Real
- b. Alcohol and Other Drugs Advisory Board – Rob Seay / Steve Duzan
- c. Ombuds Committee – Stacey Miller / Victoria Perry / Ryan Real / Staci Koonce
- d. Staff and Faculty Emergency Fund Committee – Victoria Perry

No Report

- e. Academic Council – Victoria Perry
- f. Accident Review Board – Levi Roach / Meredith Williams
- g. Bookstore Advisory Committee – Marcus Robinson
- h. Clemson University Awards Committee – Penny Reid
- i. Committee on Committees – Victoria Perry / Ryan Real / Haley Cox
- j. CompStat 360 – Toni Becker
- k. Library Advisory Committee – Trina Krieger
- l. Parking Advisory Committee – Levi Roach
- m. Parking Review Board – Victoria Perry
- n. Student Code of Conduct Review Committee – Anna Grace Araiza
- o. Vending Machine Committee – Candice Heatherly

VIII. OLD BUSINESS

IX. NEW BUSINESS

- a. Staff Senate Meeting Schedule Update

X. ADJOURNMENT | 3:57 PM

- a. Trina Krieger motions, Aubrey Baldwin seconds the motion
- b. Vote “Aye” and, hearing no objections, the motion passes

Minutes by: Haley Cox and Aubrey Baldwin

Staff Senate Meeting

August 13, 2026

Please sign in using the QR code.

We ask that all attendees, including senators, guests, speakers, and both in-person and virtual participants, complete the sign-in form. This helps us maintain accurate attendance records for our monthly meetings.



 STAFF SENATE

Staff Senate

Approval of the Minutes

 STAFF SENATE

Rick Petillo

Sr. VP for Finance & Operations and CFO

 STAFF SENATE

Anna Courie

Chief Well-being Officer

Clemson Well-being Fall Priorities

- Deliver CHWBNA Results to Deans and Division Leaders
 - 7/20 reports completed
 - Scheduling meetings with Deans and Division Leaders to review results
- Publish Clemson Well-being Guidelines
 - Outlines organizational well-being and culture norms and guidelines
 - Target 1 October for publication if all goes well
- Number One Clemson Experience Working Group
 - CWBC working group to make a recommendation to ELT on the One Clemson Experience (for employees) from recruitment, to onboarding and the first year for a standard of excellence across divisions and colleges



Mitch Shue

Provost Fellow, Professor of Practice in the School of Computing and Executive Director of the AI Research Institute for Science and Engineering (AIRISE)

CLEMSON'S AI INITIATIVE & STRATEGY

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AI STRATEGY

CLEMSON AI INITIATIVE

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- Announced January 21, 2026
 - <https://news.clemson.edu/clemson-university-launches-ai-initiative-to-foster-discovery-and-impact-and-advance-human-centered-innovation/>
- **Dr. Nathan McNeese** — Associate VP, Technology and Innovation
- **Professor Mitch Shue** — Provost Fellow for AI
- Appointed by President Jones

CUAI is a cross-disciplinary effort to bring together faculty, staff and students to create Clemson's human-centered approach to artificial intelligence



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Provost Fellow for AI

- Pioneered the field of human-AI teaming; #1 in global research impact in this field
- Member of multiple national scientific boards (NASEM)
- Advised at highest level of federal government, U.S. military leadership, NATO, and UN
- Advisor to multiple industry boards on AI
- Founding Director, CU-CHAI
- McQueen Quattlebaum Endowed Professor of Human-Centered Computing
- Studying AI since age 13; at Clemson since 2017

- 30+ years in industry
- Former CTO, Morningstar (global financial services)
- 6 startups: 3 IPOs, 3 acquisitions
- Executive Director, AIRSE
- Professor of Practice, School of Computing
- Ph.D. student, Environmental Engineering & Earth Sciences
- At Clemson since 2019

Dogs
1

Grandkids
2

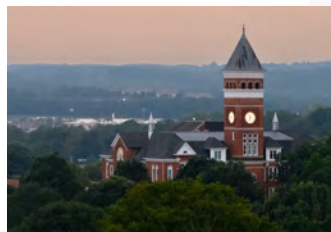
CLEMSON®

Publications
250+

Funded Grants
or Gifts
35

Millions in Funding
\$42M

CLEMSON



- Aligned CUA! with Clemson Elevate
- Published alignment principles for colleges, offices, and teams
- Formed AI Council
- Began developing AI strategy plan and official policy documents

- Implemented central AI website (<https://clemsan.edu/ai>)
- Guided initial ChatGPT Edu rollout

- Provost Smith updated Board of Trustees in June
- Engaged President's Industry Council
- Conducted numerous listening/discussion sessions

- Began shaping AI literacy and education program
- Began discussing AI professional development program for staff

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OUR FOCUS

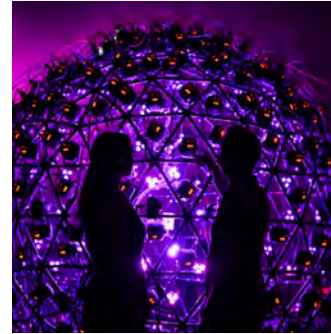
- Invest in AI literacy at scale
- Preserve autonomy and foster innovation
- Advance **applied, real-world AI**
- Align education, research, and operations
- Promote a **human-centered** approach
- Develop workforce skills across disciplines
- Partner with industry for co-development
- Support choice and privacy
- Reclaim and create new capacity



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WHO WE'VE HEARD FROM SO FAR

CLEMSON



Leadership & Governance

- Faculty Senate leadership (full Senate soon)
- Staff Senate leadership
- Student Senates (undergrad & grad)
- Organization of Academic Department Chairs
- Provost office

Strategy, Risk & Compliance

- Office of Institutional Excellence
- Enterprise Risk Management
- Compliance & Privacy

Academic & Research Units

- Division of Research
- Colleges
- OTEL / Libraries
- Clemson Online

Operations & Services

- CCIT
- Student Health Services
- Athletics

Broader Engagement

- Many faculty and students
- The Tiger

WHAT'S NEXT

Strategy & Governance

- Establish light governance framework
- Continue updating university AI guidelines
- Publish AI Strategic Plan

Technology & Infrastructure

- Provide better guidance for using external AI tools
- ChatGPT Edu rollout and the future of AI tools
- Add dedicated research section to central AI website

Engagement & Input

- Standardize tiered AI syllabus language
- Continue listening/discussion tour

Programs

- Launch AI literacy and education program
- Develop AI professional development program for staff
- Staff-specific ChatGPT Edu training in September



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AI STRATEGIC PLAN

CLEMSON

Vision: Clemson will provide an unparalleled human-centered AI experience for every student, faculty member, and staff member while shaping standards for responsible, transparent, and accountable AI.

- | | |
|--|--|
| 1 Equip students for the workforce | Embed practical, ethical, and experiential AI learning so students can build, evaluate, govern, and responsibly apply AI. |
| 2 Elevate Clemson's research profile | Coordinate AI research strengths, expand seed funding and proposal support, invest in AI compute/data infrastructure, and safeguard integrity. |
| 3 Expand external impact and engagement | Build corporate and startup partnerships, statewide innovation, and workforce/economic impact through applied AI collaboration. |
| 4 AI literacy | Establish role-based AI fluency across students, faculty, staff, and communities through practical application and ethical guidance. |
| 5 Improve university stewardship | Modernize operations and decision-making through responsible AI that reduces burden and improves service. |

RECLAIM/CREATE CAPACITY WITH AI

Guiding Principle: AI should return time and attention to the work where human expertise matters most

AI should help us ...

- Automate repetitive, document-heavy, high-volume tasks
- Deliver faster, more consistent responses
- Streamline administrative work
- Speed up synthesis, drafting, triage, and information retrieval
- Make institutional knowledge easier to access and apply
- Free up time for judgment, relationship-building, creativity, student support, and specialized expertise

Thank You

<https://www.clemson.edu/ai/>

<https://thetigercu.com/30414/opinion/bandhauer-openai-deal-chatgpt-actually-good-for-clemson-opinion/>



CLEMSON

Kristen Finley & Caliyah Parker

CU Grow



Welcome!

Please drop your name & department in the chat.



AGENDA

Program Overview

Application
Information

Questions &
Conclusion



Program Objectives

The What

Design opportunities
that encourage
development and help
employees advance

Increase Supervisor
Involvement

Enhance performance
and productivity



12-Month Program Overview

The How



Personalized Development



Intentional Mentorship



Authentic Relationship
Building



University Experiences



Leadership in Action



Individualized Development Plan (IDP) Framework



Sample IDP

Jane Doe Communications Specialist All IDP Submissions are due by October 1st							
Developmental Focus Areas	Courses	Required or Optional	Date Completed	Length	Platform	Link	
Technical Skills	Regional Conference	Optional	June 20-22	1 week	In-Person		
	Keeping your skillset current in the digital economy	Required	April 15th	1 hour	Percipio	https://clemson.percipio.com/video/7c8bc730-b66c-11e9-8000-000000000000	
Customer Service	Understanding Approaches to Social Media Communication	Required	April 15th	1 hour	Percipio	https://clemson.percipio.com/courses/77d75e7-931e-401e-8000-000000000000	
	Tools for Better Customer Service	Optional	July 12th	1 hour	Academic Impressions	https://www.academicimpressions.com/product/2119-478	
Leadership	Leaders on Leadership with Jay Lemon (Episode 28)	Optional	August 11th	1 hour 30 minutes	Podcast	https://www.clemson.edu/communications/leadership/podcast/	
	Growing Higher Ed Leaders: Conversations for aspiring leaders in HE	Required	September 7th	2 hours	Podcast	https://pod.clemson.edu/podcast/growing-higher-ed-leaders/	
Teamwork	Discover Your Role and Impact in Creating Team Engagement	Required	May 4th	1 hour	Academic Impressions	https://www.academicimpressions.com/product/2119-478	
	Expert Insights on Collaboration	Required	May 4th	1 hour 11 minutes	Percipio	https://clemson.percipio.com/courses/6b9a7216-c0d4-4800-8000-000000000000	
Self-Awareness	The Power of Insight: How Self-Awareness Helps Us Succeed at Work	Required	June 3rd	57 minutes	Percipio	https://clemson.percipio.com/courses/6b9a7216-c0d4-4800-8000-000000000000	
	Leading Through Problem Solving and Decision Making	Required	July 26th	48 minutes	Percipio	https://clemson.percipio.com/courses/4b248b15-c0d4-4800-8000-000000000000	
Decision-Making/Problem-Solving	How to Make Courageous Decisions	Required	August 24th	1 hour 1 minute	Academic Impressions	https://www.academicimpressions.com/product/2119-478	
Action Plan							
All courses can be completed at the participant's own pace over the course of the CU Grow program. Throughout the course of the program, use one document to capture your reflections. Once you've completed all IDP courses, submit your reflection document in Canvas, this template with the completion dates filled in, and any certificates or confirmation of completion docs when applicable.							



Field-Specific Projects



CU Grow Service Project

"Everybody can be great. Because anybody can serve."
Dr. Martin Luther King, Jr.



Ethics Concentration



Continuous Improvement Certification

Office of Institutional Excellence



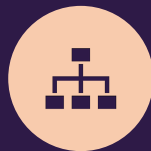
Participant's Support Network



CU GROW STAFF



MENTOR



SUPERVISOR



Testimonials



"It broadened my knowledge of everything Clemson has to offer. I know I am a better person and employee after going through CU Grow, and I really enjoyed my time in the program!"

- Lindsey Ricketts
Associate Director - Athletic Academic Services



"The experience was life-changing! The program gave me a greater outlook on my life, personally and professionally. I am truly blessed to have been a part of the CU Grow family!"

- Kesha Smith
Administrative Coordinator



Testimonials



"If you are looking for a challenge and an opportunity for development in your current job, I strongly suggest signing up for CU Grow!"

- Deveraux Williams
Dir. IT & Client Relations Manager



"I am truly blessed to have had the opportunity to experience the wonderful leadership and guidance this program offers. It added value to everything I do."

- Gary Mathis
Research Associate



Application Information

Application Window

- July 15 – September 30
- Supervisor Approval Form

Eligibility Criteria

- Full-time Employees
- Performance Rating of "Successful" or higher
- Minimum 3 years at Clemson



QUESTIONS



Our Team

Kristen Craft Finley
Program Lead

Caliyah Parker
Events Coordinator

Connect



cugrow@clemson.edu



www.clemson.edu/cugrow



#CUGrow2027



Tessa Byer

University Ombuds

OMBUDS UPDATE

CLEMSON UNIVERSITY OMBUDS OFFICE

Tessa Byer, CO-OP®, University Ombuds

CLEMSON

UPCOMING TRAININGS:

Don't Tough It Out: Difficult Situations at Work

Date: Sept. 11, 2026, from 9:00 to 12:00

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

Navigating Intergenerational Workplaces

Date: Sept. 25, 2026, from 9:00 to 11:30

Location: Virtual Only

Giving Effective Feedback

Date: Oct. 14, 2026, from 9:00 to 10:30

Location: Virtual Only

Emotional Intelligence at Work

Date: Oct. 30 from 9:00 to 11:00

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

Combating Burnout and Cultivating Resilience

Date: Nov. 6, 2026, from 9:00 to 11:00

Location: Virtual Only

SIGN UP ON TIGER TRAINING!

Tessa Byer, CO-OP®, University Ombuds

CLEMSON

Don't shoot the messenger!



Tessa Byer, CO-OP®, University Ombuds

CLEMSON

Don't let the messenger impede your attention the message...

- Separate the messenger from the message and the person from the problem.
- Don't ignore something you need to hear because the person transmitting it is unkind or unproductive or because you don't want to give them the satisfaction.
- When you struggle with the messenger:
 - Respond generically and productively.
 - Give yourself time to process, reflect, and evaluate.
 - Decide what to do separately from the messenger.
- Not everyone has productive intentions, but that should not stop us from a message we need to hear.

Tessa Byer, CO-OP®, University Ombuds



QUESTIONS OR COMMENTS?

Tessa Byer, CO-OP®, University Ombuds
864-656-5353
tbyer@clemson.edu

Tessa Byer, CO-OP®, University Ombuds



Share your wins
with Staff Senate!



Staff Senate President's Report





August 18, 2026

Staff: Leading Clemson Fiercely Forward: A Conversation with President Ayers

3:30 p.m.
Memorial Auditorium at Tillman Hall (160)



Staff are invited to "Leading Clemson Fiercely Forward: A Conversation with President Benjamin Ayers."

We are excited to welcome President Ayers and provide an opportunity for him to spend time with staff and answer your questions.

[Staff may submit a question](#) for President Ayers via the Office of the President website.

[Office of the President](#)

Event Type(s): [Special Events](#)

Audience: [Staff](#)






Staff Senate

Committee Reports

Executive

Ryan Real, Candice Heatherly,
Haley Cox & Stacey Miller

Activities

Levi Roach & Anna Grace Araiza

Communications

Cora Allard & Meredith Williams

August Newsletter



Facebook



LinkedIn



Membership

Mallory Maher & Ezra Munn

Philanthropy

Alison Fecher & Penny Reid

Welfare

Allison Bower & Marjorie Campbell

Staff Senate

University Committees, Councils
and Advisory Boards

UNIVERSITY COMMITTEES, COUNCILS AND ADVISORY BOARDS

- Academic Council – Victoria Perry
- Accident Review Board – Levi Roach / Meredith Williams
- AI Council – Ryan Real
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- CompStat 360 – Toni Becker

UNIVERSITY COMMITTEES, COUNCILS AND ADVISORY BOARDS

- Library Advisory Committee – Trina Krieger
- Ombuds Committee – Stacey Miller / Victoria Perry / Ryan Real / Staci Koonce
- Parking Advisory Committee – Levi Roach
- Parking Review Board – Victoria Perry
- Staff and Faculty Emergency Fund Committee – Victoria Perry
- Student Code of Conduct Review Committee – Anna Grace Araiza
- Vending Machine Committee – Candice Heatherly

Staff Senate

Old Business

Staff Senate

New Business



Next Meeting:

September 10, 2026

Location: Watt 108

Last chance to sign in!
Use the QR code on the slide or
around the room to sign-in.

