Present: Teri Alexander, Stephanie Clark, Jo Abernathy, Phil Howard, Kathy Hunter, Teresa Kelley, Stanlee Miller, Lynn Reeves, Ben Morton, David Mulberger, Robbie Nicholson, Judy Pilgrim, Kathey Ricketts, Linda Gable, Michael Simmons, Cecil McCaskill, Melanie Waters, Patsy Sowell, Diane Donald, Ruth Taylor, Beth Jarrard, Marian Cappiello, Natalie Garrison, Kay Long, Mary Joe Williams, Tammie McCall, Connie Leslie, Mary Gaines, Dot Roberts.
Absent: Lynn Belding, Pam Durham, Ron Herrin, Charlotte Holmes, Diane Jones, Lillian Lappie, Kathy Moore, Fran Massey, Dick Simmons, Ray Thompson.
From the Chair: Sandy welcomed all guests and members. She offered her apology for missing the April meeting and thanked Patsy Sowell for her assistance. She also offered an official "Thank You" to Patsy for her services. Past Chairpersons were presented with a plaque. The following past Chairs received awards:

- Pat Padgett 1986-1988
- John Clemens 1988-1989
- Judy Nicks 1989-1990
- Ruth Taylor 1990-1991
- Patsy Sowell 1991-1992

Corrections to the minutes: Lynn Reeves was omitted as an officer. Mary Gaines was omitted from the attendance roster and David Mulberger's name was mispelled. These corrections will be completed with the copy for DORIS database.

The July meeting will be held in either Vickery or Lehotsky. Members will be alerted to the location at a later date. New nametags have been ordered for members.
Committee Reports:

Policy Committee - Sandy reported in Lynn's absence.

Communication Committee - Ben Morton reported that the next meeting for new members will be held May 26, 1992. The Newsletter is ready for distribution and will be given to members at the June meeting.

Welfare Committee - Lillian Lappie absent.

Scholarship Fund - Sandy Smith reported that Ben Morton will be heading up this new committee next year.

Budget Report - Lynn Reeves reported that approximately $1000 remain in the budget. The rental fee on the Post Office Box is due.

University Committees:

Parking Committee - Stanlee Miller reported that the committee had met on April 23 with seven agenda items. Parking problems have been reported at the Post Office. The committee was asked to consider student parking inside the Post Office area, but the committee declined making a decision. Lee Hall employees requested four employee spots in the turnaround area, but Fire officials declined. A problem has been reported involving parking close to fire extinguishers. The new Parking Committee formed by President Lennon will include the following members: Student Government, Graduate Student Association, Athletics, Conference Services, University Union, Performing Arts, Faculty Senate, Commission on Classified Staff, and Professional Development. John Leudeman, former Chair of Faculty Senate has been asked to lead the committee.

Accident Review Board - Kathey Ricketts reported that 4-5 cases were reviewed.

Strategic Planning - Ruth Taylor reported that the April 15 forum was held with success. Comments from the forum are included in the goals. She continues to work on the wording of goals to include Classified Staff. Ben Morton asked if the strategic planning at the department level will follow or what would occur if departments chose not to plan. Ruth reported that Strategic Planning is a benefit to all
departments because benefits are from the bottom up. Teri Alexander reported that the library has been using strategic planning for quite some time in setting library goals. Ruth commented that the Commission representatives need to be very active in order to represent their constituents properly.

**Joint City/University** - Cecil McCaskill reported that he is the new representative to this committee. A banquet was held in June and guest speakers were present from Virginia Tech. In Blacksburg, the city has joint services with the University. The grant for $250,000 for the down re-vitalization has not been approved from the State to date. Ruth Taylor reported that she attended the April meeting. The need for a better dispatching system was discussed. Chip Egan reported at that meeting that the new Performing Arts Center will be completed in the summer of 1993.

**Committee to Promote the Clemson Experience** - Lynn Belding absent. Patsy Sowell and Sandy Smith reminded the Commission that we needed to vote to approve the report submitted by the committee.

**Athletic Council** - Patsy Sowell reported that the drug testing of 1500 resulted in 18 positive tests for alcohol and marijuana. The testing cost the University $40,000.00. Patsy also announced that she is serving on a Wage and Salary Advisory Committee formed by Paul Michaud. All requests for re-classification will be reviewed for disparities among classified staff. Staff would be able to report disparities if they cannot discuss with the immediate supervisor. These cases will be kept in the strictest confidence.

**Recreation Advisory Committee** - Phil Howard reported that no meeting was held.

**President's Cabinet** - Sandy Smith reported that no meeting was held.

**Southern Bell Steering Committee** - Kathy Hunter reported that the committee met on April 15, 1992. The topics are listed in Inside Clemson. There is no 911 service on campus, but the University wants to activate a switch that if dialed the number for the CUPD automatically retrieves the call. There are some legal problems involved, but the they hope to have it ready by July or by the fall 1992. Cable is being installed in dormitories and academic buildings. Kathy also
reported that when dialing for a long distance operator, you should dial 9-0 for a Telecom operator and 7-9-0 for a Southern Bell operator.

**Centennial** - Dewey Barefield absent. No report.

Ad-Hoc Elections - Kay Long reported that elections are being held for Student Affairs and Administration. The new representative will attend in June. Nominations were due May 18, 1992.

**Old Business:** Members were asked to submit their committee preferences.

**New Business:** On Tuesday, June 2, 1992 a Teambuilding Workshop will be held for Commission members. It will be held at the Conference Room at Holtzendorf Hall and will last from 9:00am - 4:00pm with one hour for lunch. A group photo will be taken at the June meeting.

Recorded by Teri Alexander.

**MEXT MEETING** - June 9, 1992
10:00AM - Student Senate Chambers.
Clemson University
Goals and Benchmarks
2/18/92
Goal 1  Excellence in the holistic education of students will be Clemson's highest priority.

Benchmarks:

1. By August, 1993, each department will complete a fresh examination of its definition of excellence in education and reflect the results in revising its salary, reappointment, promotion, and tenure policies to include incentives for teaching excellence, academic advising, co-and extra-curricular involvement. These policies will incorporate:
   - student evaluations (for both undergraduates and graduates)
   - student exit interviews
   - peer evaluations
   - supervisory evaluations
   - alumni evaluations

2. By August, 1993, the University will have a program to provide instructional strategies for first-time teachers (both faculty and teaching assistants).

3. By August, 1993, the University will have an on-going professional development program in teaching for all faculty.

4. By December, 1992, each department will develop a policy on graduate assistant workloads, recognizing the total demands on their time.

5. By December, 1992, each Vice Presidential area will hold quarterly staff forums to improve staff participation in the academic experience.

6. The Calhoun College Honors Program will become the flagship of undergraduate education by:
   - Redesigning the core of learning experience in the junior division to be accomplished by December, 1992.
   - Shifting to stand alone classes only in the junior division by December, 1992.
   - Establishing personnel with the expertise to assist students in preparing for prestigious scholarships (e.g., Rhodes, Fulbright, Marshall, NSF, etc.)
   - Expanding the residential space and the program by May, 1993.

7. By December, 1992, the Provost will establish a mechanism to assess annually General Education Requirements in order to ensure appropriate exposure to the broad range of human knowledge.

8. The faculty/student ratio at Clemson will not exceed its 1991 ratio.

9. The maximum class size at Clemson will not exceed 50 students.
The land grant concept will be expanded University-wide through both intra- and interdisciplinary integration of teaching, research, and public service.

Benchmarks:

1. By Fall 1995, a university-wide, incentive-based system to facilitate the initiation and effective conduct of interdisciplinary academic and research programs will be established (without the addition of new administrative personnel).

2. By Fall 1993, each department will develop an operational definition of its public service mission, an action plan to integrate public service, teaching and research, and a consistent reward system.

3. Each Vice Presidential area will develop avenues for public service by staff.

4. By May 1997, as part of their degree requirements, every student will have worked with faculty and/or staff on a research or public service project, or have participated in an internship, cooperative, or clinical educational program.

5. By December 1996, Clemson University will develop a computer-based, community access network to provide a direct linkage to each academic unit. This will be an expansion of the existing system being operated by the Cooperative Extension Service.
Goal 3  The faculty will be a community of scholars.

Benchmarks:

1. By 1997, the library collections and services will be rated in the top 20 percent relative to our peer institutions.

2. By 2000, the number of funded interdisciplinary programs will have increased by 50 percent (over the 1991-92 level).

3. By 2000, an on-going, comprehensive program will be initiated to substantially improve the research infrastructure.

4. By 1995, a program for faculty and staff development will be implemented.

5. By 2000, the number of professional conferences and meetings hosted by Clemson will rank in the top 10 percent relative to our peer institutions.

6. Over the next five years, the faculty and staff will implement a progressive means of quantifying and communicating the nature and value of scholarly works at Clemson to the general public, the legislature, and industry.

7. Each department will publish its definition of quality in scholarly works and achievement. A measurable increase in quality research and scholarship will be evident over the next five years.
Goal 4  

A global perspective will characterize Clemson University.

**Benchmarks:**

1. By 1995, every curriculum will have clearly identifiable aspects which have an international focus.

2. By 1995, programs and services that assist South Carolina individuals and organizations to engage in international business and related activities will be expanded.

3. Each college will develop a program to support, financially, international exchanges and sabbaticals. By 1995, faculty, staff, and student involvement will have increased by 20 percent.

4. At least two major cross-cultural events with University-wide participation will be sponsored by the University each year.

5. The University will make available short-term residential accommodations for foreign visitors.
Goal 5  The University's commitment to a sense of community and collegiality will be strengthened.

Benchmarks:

1. By Fall, 1992, improved interaction among faculty, staff, students, alumni, and Clemson communities will be in place. Programs to begin are:
   - Community dining opportunities (informal meals)
   - Class and Housing activities (small group gatherings out of the classroom).
   - Freshman Seminar Series (informal setting for personal growth discussion).
   - Biweekly Public Forum (specific topic speaker to address campus issues).

2. By Fall, 1994, a mentor system for students, faculty, staff, and administration will have improved personal interactions. Student Government and the Graduate Student Association will assist in a student-based mentoring system.

3. By Fall, 1994, undergraduate and graduate student advisement on academic and extracurricular development will have improved significantly.

4. By Fall, 1994, the University will have defined a plan for optimal enrollment.

5. The Campus Master Plan will include components in the physical facilities designed to increase the sense of community.

6. By Fall, 1993, Clemson will improve communications and awareness of diversity of faculty, staff, and students on campus.

7. By Fall, 1994, all members of the community will have the opportunity to contribute in some tangible form a program designed to promote community involvement (town-gown). Programs suggested are:
   - Career Exploration Program (hands-on exposure)
   - Community Speaker Bureau (public-at-large being in the know)

8. By Fall, 1992, each department will demonstrate that faculty, staff, and students have had an opportunity for input into the departmental decision-making process.

Note: Goal 6 is being revised by SPC Team Leaders.

2/17/92 Planning Office