PRESENT: Stephanie Pawlowski, Lynn Reeves, Lynn Belding, Cecil McCaskill, Teri Alexander, Phil Howard, Kay Long
Absent: Jo Abernathy, Ray Thompson, Dick Simmons, Ron Herrin, Fran Massey

FROM THE PRESIDENT:
Phil reported on the latest President's Cabinet meeting. There is a fear that the Commission on Higher Education may dictate our enrollment number and/or how enrollment is handled which would affect how funding is distributed. The federal government is doing audits of non-profit organizations to look for taxable income.
ACC Presidents met at Clemson and will move towards forming a consortium of the schools and resources. Big 10 Conference is already doing so.

STANDING COMMITTEE REPORTS:

POLICY/WELFARE: Stephanie Pawlowski presented a resolution that classified staff may attend graduation ceremonies during the work day without using annual leave. The resolution was accepted with changes and will be presented at the full meeting. One mistake was noted in the recent newsletter regarding the Brooks Performing Arts Center opening and dedication. Lynn Belding attended the last meeting of the committee while Stephanie was on her honeymoon. The group had a lengthy discussion of off-campus employees and how the Commission can help the needs of off-campus staff. There appears to be a general lack of understanding about how the University work. Policy/Welfare has asked for a specific list of concerns before proceeding further with a task force to study the issues.

MEMBERSHIP: Kay Long reported the numbers in each vice-presidential area had been reviewed. Changes in the numbers of staff members represented have occurred with changes in departments. The committee recommends that a slot be added in order to represent Extension staff. Kay also reported that attendance in some areas has not been regular. Teri will check on overall attendance and report back to the Executive Board. A motion was passed to bring recommended changes in membership to the full Commission meeting.

COMMUNICATIONS: Jo absent. Phil reported that plans for the Benefits Fair are proceeding.

SCHOLARSHIP - Cecil McCaskill reported that the photo shoot of the Scholarship recipients went well. Phil asked if our members are planning to meet with constituents to make individual contacts to improve the Scholarship Drive.
Budget: Lynn Reeves reported a balance of approximately $2800.00.

Old Business: none

New Business:

1) Phil asked if all members received the Family Medical Leave information? A question has been raised with regard to couples both employed at the same organization (is the 12 week period shared? or 12 weeks per individual?). Phil will follow up.

2) Phil gave a report on the performance pay issues. Many different viewpoints have surfaced. The draft criteria has gone to the Vice Presidents and the Deans but now has returned to the sub-committee of UCCAC with changes or concerns. There is a general strong support of the plan.

3) The Faculty Senate has passed a resolution that the additional revenue from the state be used for the nine Colleges and the Libraries. No consideration has been given to the student organizations? or those areas related?

4) Discussion surfaced about the current Employee Performance Management System. Phil will discuss with Associate Vice President Paul Michaud.

Meeting Adjourned.

Attachment - Resolution re: Graduation Attendance

Recorded by T. Alexander.

NEXT MEETING - Monday, October 25, 1993 - 2:15 p.m. - 114 University Square.
Whereas, Graduation is an officially recognized function of Clemson University

Whereas, Classified Staff are an integral part of Clemson University

Whereas, Classified Staff interact with students on a daily basis during their course of study

Whereas, Classified Staff may attend other official functions of Clemson University that occur during work hours, i.e. speakers, meetings, workshops, training, etc.

Whereas, Faculty may attend all graduations without utilizing annual leave, regardless of their participation

Be it therefore resolved, that Classified Staff may be allowed to attend Graduation without using annual leave. *

*Request to attend Graduation may be subject to denial based on workload or extenuating circumstances.