

**CLEMSON UNIVERSITY
CLASSIFIED STAFF COMMISSION
MINUTES, JULY 12, 1994**

PRESENT: Abernathy, Alexander, Allen, Barnes, Belding, Bell, Bishop, Butler, Callahan, Clark, Evatt, Garrison, Haynes, Hickman, Hunnicutt, Jameson, Jones D., Jones B., Kleister, Ladd, Matheson, McCaskill, McGuirt, Moore K., Moore M., Nicholson, Pawlowski, Pullen, Reeves, Robbins, Stagers, Stuntz, Waddell, Warmath, Jarrard

ABSENT: Adams, Allgood, Baker, Duncan, Fulghum, Harbin J., Harbin F., Herrin, Howard, Hubbell, Johnson, Lappie, Littleton, Lyda, Massey, Morgan, Perry, Reed, Simmons, Spangenburg, Thompson, Yates

The meeting was called to order at 10:02 a.m.

GUEST SPEAKER: Philip Prince, Acting President, Clemson University

President McCaskill introduced Philip Prince, the Acting President of Clemson University.

Mr. Prince attended a task force meeting on Staff Awards prior to the Staff Commission Meeting and he recognized the importance of staff participation on task forces. He expressed appreciation to all staff members that participate on these committees and gave his support for continued staff input in all factions. He also stressed the importance of including staff members in the continuous improvement process of Clemson and maintaining high morale.

Mr. Prince opened his presentation to the floor for questions. Many questions were asked about the implementation of restructuring. He indicated that September 30, was the target date for initial recommendations by the task forces to the Board of Trustees. The complete process will be ongoing and all work will have to meld. Some restructuring will occur before the new President is named and the timetable for completion is not mandated by the Board of Trustees. He assured us that a "secret" plan does not exist and there have not been any decisions made about specific consolidation or compression of colleges. The restructuring goal is to deliver a lower cost, better quality education specifically addressing benchmark goals of improving teaching, students, and research. The Trustees will have the latitude to accept or reject submitted recommendations.

Questions followed regarding the Presidential Search. Mr. Prince indicated that he was not a candidate for the position. Successful presidential candidates for Clemson need to share the current University vision, be energetic, compassionate, and display outstanding leadership, and fund raising capabilities. Accessibility, communication and charisma are characteristics indigenous to the position.

The Commission on Higher Education (CHE) appears to be attempting to gain more control and create additional paperwork for institution throughout the state. Mr. Prince stressed the need for restructuring the CHE.

Responding to a specific question about the administration's support for Clemson's agriculture program, Mr. Prince indicated that a better understanding of the role Clemson plays is needed. He supports the agriculture program and plans to visit experiment stations during the next few months. Jay Gouge met with Milton Wise to discuss the problems after spending time traveling throughout the state and meeting with various groups.

Mr. Prince encouraged all employees to utilize opportunities for self-improvement and education. He concluded by emphasizing the need for increased and improved communication throughout the university. He also expressed his appreciation for all staff and stressed the important part that employees play in the successful operations of Clemson University.

Judi Nicks encouraged all staff to submit recommendations to the various task forces that are now functioning on Campus. All types of suggestions will be accepted. She requested surveys be returned and that staff attend meetings in their areas when invited.

The minutes for May and June were approved as written.

Presidential Announcements: Cecil reported that President's Cabinet meetings have been very short and inconsequential. The tuition benefit for full-time employees has been expanded to include 3/4 time employees. Merit raises that will take place in October may be affected by the governor's veto, but Cecil does not have specifics. Nick Theodore was the only gubernatorial candidate to attend the forum. Robbie Nicholson interjected that Joe Riley did arrive after the conclusion and weather conditions precluded him from arriving earlier.

Committee Reports:

Policy/Welfare - Stephanie Pawlowski reported that the saga of the graduation attendance policy continues. Other issues addressed included the telephone access line for employees outside the local calling area. Carol Blesser will attend today's committee meeting to answer questions and discuss the child development research center.

Communications - Jo Abernathy asked everyone to pick up their newsletter for distribution. She stressed the need for representatives to recognize their responsibility for keeping their constituents informed. Please talk with her if you are having any problems with communications or distribution of the newsletter. Conrad Stuntz is chairing the subcommittee for the commission brochure. Each committee was asked to name a representative to give input for the brochure. The Communications committee will develop a usable Commission logo since no suggestions were submitted.

Scholarship - Cecil stated they are still tying up the golf tournament and are relatively inactive.

Budget - Lynn Reeves said we will close the year with approximately \$1,400.00 left in the Commission budget and all invoices are paid. Name tags are ordered but have not yet arrived. She gave the account number as 1-44-xxxx-5311-51-0000. The budget will support newsletter mailing to off-campus personnel if necessary.

Membership - Kaye Hickman said they will be meeting today at L. J. Fields immediately following the full Commission meeting.

University Committees:

Traffic/Parking -- Stephanie Pawlowski -- no meeting

Accident Review Board -- Lillian Lappie -- no meeting

Strategic Planning - Robbie Nicholson encouraged input for strategic planning from staff members.

Joint City/University -- Michael Moore -- no meeting

Facilities Planning -- No meeting

Athletic Council - Cecil McCaskill will bring minutes to the next meeting.

Recreation Advisory -- Helen Adams -- no meeting

Telecommunications - Kaye Hickman -- the committee will meet tomorrow and will have a final implementation date for 911.

Business Services -- Freddie Harbin -- absent

Fine Arts -- Diane Jones -- no meeting

UCCAC - Barbara Warmath reported that the committee will be meeting today.

Old Business

Resolution on Child Care - Stephanie Pawlowski made motion to table the resolution on Child Care until the next meeting.

New Business

A question from the floor regarding a gas rebate and the distribution of those funds was introduced.

The meeting was adjourned at 11:40 a.m.

NEXT MEETING - Tuesday, August 9, 1994, at 10:00 a.m. in the Student Senate Chambers.