President Mike Moore called the Meeting to order at 10:07 a.m.


Refreshments were available out front. Motion was available for distribution on the front table. Need majority of the total CSC voting members for vote today.

1. The minutes were approved as presented.

2. President's Report:
   A. President's Cabinet: Mike gave out a copy of the new CU Vision Statement which was handed out at the President's Cabinet Meeting. Give Mike your comments. Nick Lomax is retiring. Nick announced Frank Mauldin is also retiring.
   B. Academic Council: Met on 12/2. Reorganization of CU affected this committee greatly. Still trying to get organized.
   C. Turn in all outstanding travel vouchers to Cal.
   D. Thank you from the students who were doing the class project. Mike also appreciated your participation.
   E. General Faculty and Staff Meeting will be held on Tuesday, December 17, 1996, 1:00 p.m.
   F. Mike is still collecting names of persons interested in serving on the advisory committee President Curris is establishing.


4. Committee Reports:
   A. Standing Committees:
      1. Policy/Welfare: Steve Robbins reported:
         a. Old Issues: Which Dentists accept what Dental Insurance pays as payment in full: still being looked into. Recommendation to update the Staff Handbook has been sent to Dick Simmons.
         b. New Issues: What training is being offered by HR; Why are employment applications for active employees pulled after one year; How do we get approval for new annuity companies.
         c. Beth Jarrard added: Bulletin Board section of Inside Clemson lists courses offered by HR. Dial-a-workshop also lists courses available. Inside Now is a new publication sent via e-mail by News Services. It will be sent out once a week during the weeks Inside Clemson is not published. This is being done to consolidate the many campus wide e-mail messages that were previously being sent. If you have a message that needs to be sent to the entire campus contact Beth.
      2. Communications: Michalann reported they met on 11/12. January Newsletter is to include scholarship recipients (last Fall and this Spring), golf tournament sign-up sheet and Q & A section. Michalann is working with Beth on photo of scholarship recipients for Inside Clemson. There will be no meeting in December. Next meeting will be 1/14.
   3. Scholarship: Brian reported they are working on the flyer for the Golf Tournament. No meeting is scheduled.
   4. Membership: Alexandra reported President Curris approved and supports the change of alternates to representatives. Meeting next week. Items to be worked on are changes to By-laws as a result of the change in status of alternates to representatives and gearing up for election process.
B. Ad Hoc Committees:
1. Records Management: This committee has completed its assignment. This should now be removed and listed as Historian's Report.

University Committees/Councils:
1. Accident Review Board: Lillian reported they met on 12/5. They heard 3 appeals; 2 had $200 assessment for damages dropped and 1 was upheld. 6 cases were reviewed involving motor pool vehicles; 4 were assessed $200 if damages and referred to defensive driving and 2 were no fault. 1 case involving a non-motor pool car was tabled. Linda Rice, Director of Risk Management received an award from the State of SC Motor Vehicle Management for the Best Fleet Safety Program in the large agency category for 1995-96. Next meeting is 2/6/97.
2. Athletic Council: Mike reported they met last month and went over the NCAA rule changes. One of the more interesting ones would allow athletes predicted to go in the first round of the professional draft to be able to borrow money against his/her future earnings provided they have insurance to cover any disability they might incur.
3. Bookstore Advisory: Cathy reported they have not met.
4. Brooks Center Advisory: No report.
5. Budget Council: Mike reported they met last month and discussed the callback of money for greater distribution.
6. CATS: No report.
7. Constituent Council: Mike reported no meeting.
8. Human Resources Advisory: Mike reported they meet tomorrow.
10. Minority Affairs: Isaac reported they met on 11/20. Joy Smith presided. They viewed a two (2) hour video on retention and graduation statistics. Next meeting in February.
11. Parking Advisory: Elmer reported the Student Senate is pushing a resolution to get the CATS system connected past the Library. The Campus Master Planner is not in favor of this. The parking regulations are being drafted. Send recommendations to Elmer or the Parking Advisory Committee. To overcome the expected revenue shortfall for maintenance they are looking at options such as parking meters, special parking fees for special events and fee hikes for violations. Sheet on parking statistics was distributed and will be appearing in Inside Clemson.
12. Recreation Advisory: Steve Perry reported they have not met.
13. Telecommunications: Brian reported they have not met.
14. Travel Advisory: No report.
15. Union Advisory: Elmer Gray volunteered to be on this committee.

5. SCSEA: There were only 30 persons at the Legislative Breakfast held yesterday morning (8 legislators and 22 SCSEA members). That is very poor turnout for the 2,000 members in the Tri-County area.

6. Unfinished Business:
A. Pay Question which was raised at last meeting by person who did not think they received the correct raise amounts. Mike distributed information on past legislative pay increases. Be advised that longevity and shift are removed before pay raises are given. They are not part of an Individualis base pay. Merit raises have been scarce in recent years (3 times in past 12 years). Many supervisors do not do evaluations. There are many discrepancies in how they are done across the campus. Retention credits are based on last 3 performance appraisals. This year we will have a universal review date. All of the appraisals will be done at the same time and will be due to HR at the same time. This will make it more obvious who is not doing the performance appraisals.

7. New Business:
A. Cathy, on behalf of the CSC Executive Committee, moved to amend the By-laws under II. B. 4. to read "An officer who transfers outside the area he/she was elected to represent but who remains a classified staff employee may exercise the option to serve out the remainder of his/her term of office, with full executive privileges, subject to Executive Committee approval. If an office is vacated, an election by majority vote to select a replacement to serve for the remainder of the term of office will be held at the next regularly scheduled meeting." The motion was seconded. Discussion followed. The motion was adopted.
B. Ron asked about annual leave carry over. If you have over 45 days of
annual leave, you loose the leave. Could it be changed over to sick leave as additional sick days? Days over 45 can now be donated to the Leave Pool. Mike moved that this question be addressed to the Policy & Welfare Committee in writing.

C. Executive CSC meeting for December 17, 1996, 10:00 a.m. has been changed to January 10, 1997, 10:00 a.m.

The meeting adjourned at 11:23 a.m.

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------------------ RFC822 Header Follows ------------------
Received: by quickmail.clemson.edu with SMTP;13 Jan 1997 14:01:33 -0500
Received: from mail ([130.127.28.14]) by CLEMSON.EDU (8.7.5/8.7.3) with SMTP id OAA27330; Mon, 13 Jan 1997 14:02:12 -0500 (EST)
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Date: Mon, 13 Jan 1997 13:59:51 -0500
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Sender: CLASSIFIED STAFF REPRESENTATIVES AND ALTERNATES <CLASSIFIED STAFF REPS AND ALTS@CLEMSON.EDU>
From: Debbie Calhoun <dccal@CLEMSON.EDU>
Subject: Minutes from Dec. 10, 1996 CSC Meeting
Comments: cc: simmons@CLEMSON.EDU, tray@CLEMSON.EDU, larthur@CLEMSON.EDU, herrin@CLEMSON.EDU, fcmasse@CLEMSON.EDU, jarrare@CLEMSON.EDU
To: Multiple recipients of list CLASSIFIED STAFF REPS AND ALTS <CLASSIFIED STAFF REPS AND ALTS@CLEMSON.EDU>
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These responsibilities are fulfilled through a broad array of baccalaureate programs, graduate offerings responsive to the professions, and doctoral and research programs reflecting land-grant traditions and contributing to the economic future of South Carolina and the nation.

Public service extends educational programs and research findings to all citizens utilizing personal consultation, information technology, educational and research centers, and extension offices throughout the state.

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We envision Clemson as a national university, known as a university of choice for students and faculty, respected for the quality and distinctiveness of its educational, research and public service programs, and admired for the accomplishments and loyalty of its graduates.