

**CLEMSON UNIVERSITY  
CLASSIFIED STAFF SENATE**

October 14, 2003, 10:00 AM  
Student Senate Chambers

**MINUTES**

**Present:** Ronald Addis, Samantha Bass, Barbara Bergman, Chris Behrens, Teresa Blanding, Lynn Boiter, Deanna Burns, Linda Cocke, Annice Cope, Richard Cowan, Patricia Dobey, Corey Ferrier, Lynn Fowler, Dexter Hawkins, Buddy Hood, Heather Irwin, Linda Kanaley, Emma Knight, Jean Kopczyk, Linda Landreth, Robin Lay, Jenny Peay, Michelle Piekutowski, Cathie Rhodes, Bill Shivar, Chirsitne Sober

**Absent:** Odean Bush, Wayne Chao, Christine Drais, Mike Edwards, Gary Gaulin, Billie Jones, Phil Landreth, Judy Link, Cindy Long, Julia McBride, Cindy Owens, Gary Pye, Steve Shiflet, Wanda Smith, Terri Vaughan, Suerea Wooten

Vice President Ronald Addis called the meeting to order at 10:05 a.m.

1. **Approval of Minutes.** The minutes of the September 9, 2003 meeting were approved as submitted.
2. **Guest Speaker:** None
3. **Open Commentary**
  - A. Linda Landreth read a letter from a faculty member to President Barker regarding his displeasure with the staff compensation plan.
4. **Announcements from the President**
  - A. **Academic Council**, Phil Landreth. No report.
  - B. **Administrative Council**, Phil Landreth. No report.
  - C. **Board of Trustees**, Phil Landreth. No report.
  - D. **Governmental Affairs**, Ron Addis. Has not met.
  - E. **President's Cabinet**, Ron Addis attended. Focus was compensation issue and how President Barker will recognize staff. There was no resolution and subject will be discussed again.
  - F. **Other:**
    - 1) **Human Resources**, Lawrence Nichols. No report.
5. **Treasurer's Report**, Cynthia Long. No report.
6. **Committee Reports**
  - A. **Standing Committees**
    - 1) **Membership**, Ron Addis. Main concern is lack of attendance. Allie will send an email to all Senators regarding the Attendance Policy that is in place. The bylaws are still being revised as far as election procedures, terms, and area representation.
    - 2) **Communications**, Corey Ferrier. The August Newsletter was erroneously mailed to the Faculty Senate. A second mailing was done to the CSS. The committee will meet immediately following the Senate meeting.
    - 3) **Policy and Welfare**, Dan Schmiedt. No report.
    - 4) **Scholarship**, Jenny Peay. The Fall Golf Tournament was a big success making approximately \$10,000 for the Scholarship Fund. Jenny thanked everyone for their help in the undertaking.
    - 5) **Activities**, Lynn Boiter/Gary Pye. Lynn thanked everyone for contributing to the Raffle Packages at the Fall Golf Tournament. The Benefits Fair is tomorrow, Oct. 15 and CSS will have a booth for visibility about the CSS and the CSS Scholarship Fund. Set up will begin at 7:30 a.m. and all help is welcomed. April marks 20 years since the first CSS meeting. Please submit any ideas you may have to mark this date to Lynn Boiter, keeping in mind there are budget constraints.
  - B. **University Committees**
    - 1) **Accident Review Board**, Gary Pye. No report.
    - 2) **Air & Water Quality Committee**, Dan Schmiedt. No report.
    - 3) **Athletic Council**, Dexter Hawkins. Athletic Council met for the first time on September 18. President Barker gave the Athletic Council its charge for academic year 2003-2004. He stated that the Council is especially important to the idea of "One Clemson" which involves "uniting academics and athletics for a common purpose: to make Clemson a top-20 public university." The charge of the Council is to advise the President's administration on all major decisions affecting administration of the Athletic Department and to recommend policy on intercollegiate athletics to the Director of Athletics and where appropriate to President Barker. The next meeting of the Athletic Council will be October 9.
    - 4) **Bookstore Advisory**, Cindy Long. No report.
    - 5) **Budget Accountability**, Phil Landreth. No report.
    - 6) **CATS**, Robbie Nicholson. Clemson Area Transit just had the 5th Annual Bus Roadeo where 45 drivers competed. Three new Opus buses have just been delivered. These are replacement buses and the fleet size will not increase. The City of Statesville, MS and Mississippi State, and Athens, GA and the University of Georgia have visited Clemson in the last few months to learn more about the CAT System. The City of Columbia and Central Midlands Regional Transit Authority is scheduled to visit us on Monday October 13. The next JTAB meeting is scheduled for October 28 at 1:30 pm.
    - 7) **Clemson University Foundation Board**, Phil Landreth. No report.

- 8) **Council on Community & Diversity**, Terri Vaughan. The Council on Community and Diversity is currently discussing research into existing issues on campus and in the community, and ideas for developing a diversity philosophy that will enhance community relations and promote diversity. We are focusing on issues addressing the status of women as well as diversity and religion, and exploring what other major entities such as Walmart, Wal-Mart, the military, government and religious institutions are doing in terms of promoting "inclusiveness" within themselves. We also have explored some buzz words for "diversity."
- 9) **Healthy Communities**, Dexter Hawkins. Has not met.
- 10) **Human Resources Advisory**, Julia McBride. For Housing employees, there will be a general insurance meeting on Thursday, October 22, at 9:30 a.m. For those working in Facilities, that meeting will be on Thursday, October 23, at both 9:30 a.m. and 2:00 p.m. Forms and a PowerPoint presentation will be available at the meeting. Representatives from Aetna, ASI Tricare, the HMO's, and 2 benefit counselors have been invited. If you are unable to attend either meeting, or if you are not an employee in these areas, you may obtain a copy of the presentation on the HR website. Krissy Kaylor can also mail you a copy of the videotape. Contact her at [kkaylor@clermson.edu](mailto:kkaylor@clermson.edu).
- 11) **Joint City/University**, Christine Draiss. No report.
- 12) **Library Advisory**, Karon Donald. Committee meets today.
- 13) **Parking Advisory**, Dan Schiemdt. No report.
- 14) **President's Commission on the Status of Black Faculty & Staff**, Sandra Parker. No report.
- 15) **President's Commission on the Status of Women**, Chris Sober. The Commission met on September 26. The Commission is continuing its efforts to have the salary equity study move to completion. The Commission will draft a letter to President Barker expressing our support of his decision to undertake a philosophy of compensation study. Lawrence Nichols has been asked to develop a compensation philosophy plan so that when resources become available compensation issues can be addressed in a timely manner. Planning continues for the 10<sup>th</sup> anniversary celebration of the Women's Commission. The celebration will begin in the spring with the Outstanding Women Awards and continue through the fall with guest speakers and a Women's Health Fair. Other items discussed included the development of a Thea McCrary Service Award, a Victim Advocacy Award, and a list server for announcing events of interest to women.
- 16) **Recreation Advisory**, Dexter Hawkins. Has not met.
- 17) **Substance Abuse Advisory Committee**, Robin Lay. Has not met.
- 18) **South Carolina State Employees Association**, Betty Cook. The Clemson SCSEA Chapter met on Thursday October 9, 2003 in the Hendrix Conference Room. We invite everyone to stop by the SCSEA booth at the upcoming Benefits Fair on Wednesday, October 15, at FIKE. Beverly Cave, our SCSEA Lobbyist in Columbia, will be there to answer your questions and will have membership forms available. The Annual Legislative BBQ will be held on Monday, January 26, 2004, at Just More BBQ in Pendleton. Event publicity and tickets will be available in January.
7. **Unfinished Business.** Phil has asked Marvin Carmicheal to address the Senate and answer questions regarding the Scholarship awards agreement and whether or not the wording should be changed.
8. **New Business.**
- A. Phil responded to President Barker's email regarding the compensation issue. We are in the process of scheduling President Barker and/or Provost Helms to speak at the next Senate meeting to address this issue.
  - B. Bylaw changes are being considered and need to be approved prior to spring elections.
  - C. Dexter Hawkins put forth a motion for the Executive Committee to formulate a resolution regarding the staff compensation issue. Linda L. seconded the motion and the motion was accepted.
9. **Announcements.**
- A. The Presidents Office will once again be awarding the Martin Luther King, Jr. Awards for Excellence In Service. This is the third year for this award. We received several nominations last year. Please refer to the all staff email for the criteria and submit your nominations to the President's office. Three awards will be given
  - B. Larry Addis resigns from Classified Staff Senate. There are two vacant seats at this time.
  - C. The staff awards luncheon is scheduled for Jan 2004. Allie will follow up with Thornton regarding extending the submission date on the Web Site.
- 10) **Adjourned.** There being no further business, the meeting adjourned at 10:40 a.m.

**Next Meeting:** Tuesday, November 11, 2003, 10:00 AM, Student Senate Chambers  
 Guest Speaker: Provost Dori Helms - TENTATIVE