President Dave Crockett welcomed guests and called the meeting to order.

1. Approval of Minutes: Richard Cowan moved to approve the minutes of the June 10, 2008 Staff Senate meeting as submitted. Marlene Ventura seconded the motion. The vote was unanimous.

2. Open Commentary: 1) Ellen Gideon mentioned the new procurement system “BuyWays”. Training is currently underway. Visit the Procurement website for additional information. 2) Beth Jarrard reminded the group about information resources available to staff. Inside Clemson email, Inside Now, and the Faculty/Staff section of Clemson’s Web page. Jarrard stated that they feature information that is “need to know and fun to know”. You can email Jarrard at inside@clemson.edu. 3) 2008/09 parking stickers were mailed out August 11, 2008. 4) Deb Charles mentioned changes in the 403B plan. If you have a 403B and have questions regarding recent correspondences, contact the Human Resources Department.

3. Announcements from the President
   A. Academic Council, Dave Crockett. Has not met.
   B. Administrative Council, Lawrence Nichols. No report.
   C. Board of Trustees, Dave Crockett. The report submitted for the July Board meeting was distributed via email (Attachment A).
   D. Governmental Affairs, Dave Crockett. No report.
   E. President’s Cabinet, Dave Crockett. Has not met.
   F. Other:
      1) Human Resources, Lawrence Nichols. No report.

4. Treasurer’s Report, Kristina Corbett. The 2008/09 budgeted E&G spending account balance is $5090 in Other and $1000 in Travel. The Vending allocation confirmation for 2008/09 has not been received. Negar Edwards moved to approve the report as read. Linda Kanaley seconded the motion.

5. Committee Reports
   A. Standing Committees
      1. Activities, Negar Edwards. The Activities Committee is planning an event within the Senate. Plans are being finalized and more information will be forthcoming. Donations were
collected toward the refreshments for the event. If the event does not occur, all monies collected will be donated to the 2009 golf tournament.

2. Communications, Rose Ellen Davis-Gross. The committee will meet briefly immediately after the Senate meeting.

3. Membership, Phil Landreth. Has not met.

   - Potential Calendar Committee – One representative from each group would be included on a committee to review holidays and their influence on the academic calendar. Members of the committee would include: Staff Senate, Faculty Senate, Extension Senate, HR, Registrar’s Office, Undergraduate, and Graduate Student Governments.
   - Compensatory Time – This is an issue that has received unfavorable responses, but the P&W Committee will move forward.
   - Salary Inequities - A small group is still reviewing information. More information should be forthcoming.
   - Grievance Policy – The policy has changed. The committee has not compared the old and new policies, but wants everyone to be informed that it has changed and is available for review on the HR Web site.
   - Staff Representative to the BOT – The concept has been well received. Dave Crockett discussed the idea with Angie Leidinger, Executive Secretary to the Board of Trustees. She is open to the idea and indicated she was going to do some research on the faculty position and how it relates to the Faculty Senate and the Board of Trustees.

5. Scholarship, Reggie Hawthorne. The next meeting is scheduled for September 4.

B. University Committees
   1. Accident Review Board, Phil Landreth. Has not met.
   2. Alcohol & Other Drugs Task Force, Carrie DuPre. DuPre announced October 18 as the date for the second EMpower Clemson tailgate. This event is alcohol-free and will be held at Littlejohn Coliseum before the Georgia Tech football game. The event is free and is open to the public.
   5. Faculty Senate Budget Accountability, Dave Crockett. Has not met.
   6. CATS, Robbie Nicholson. JTAB has not met, but changes in the transit system were announced. Three current Clemson Area Transit routes will disappear. The so-called “Maverick” route will be gone and routes serving Lightsey Bridge, Central, Southern Wesleyan and Pendleton will change, say CAT and Clemson city officials. The net result will be shaving 11,000 hours of service to deal with a funding crunch this budget year when Clemson University cut by nearly $400,000 the money they put into funding the system. Instead of four routes serving Clemson University, now there will be only one, an all inclusive route CAT and university officials have dubbed the TIGER Route. University officials want the new route operating by August 18, in time for the new semester, which means a crash training course for CAT drivers and a CAT Web site-focused campaign to familiarize students with the new route, said CAT Administrator Al Babinicz. George Smith, associate vice president for student affairs at the university, said the new route improves service to some areas of the university and represented increased efficiency.
   7. Clemson University Environmental, Tim Drake. CUEC next meeting is August 14.
   8. Clemson University Foundation Board, Dave Crockett. The Foundation Board met in June and Dave Crockett attended on behalf of the Senate. A question was raised about the role and purpose of the Foundation. The Foundation manages private gifts to benefit the advancement
of Clemson University. For more detailed information, please visit their website at: http://www.clemson.edu/alumni/giving/cufoundations/.


10. **Human Resources Advisory**, Michael Atkins. The July meeting was cancelled. The next meeting is scheduled for August 13.

11. **Joint City/University**, Karon Donald. JCUB met August 11. The meeting was dedicated to creating an International/National Town and Gown Association. The City of Clemson, Clemson University, and the Joint City University Board will fund the non-profit initiative for the first three years. Clemson University will provide office space for the executive director and an administrative assistant. The City of Clemson will handle all benefit related issues for the two staff members. Letters to potential Founding partners will be mailed shortly. JCUB plans to vote on all pending issues at the September meeting.


13. **Parking Advisory**, Bill Hughes. Several members of the committee met informally on August 7 to discuss parking alternates on campus. It was apparent that the students in attendance were more informed of upcoming parking plans than the Staff Senate. Bryan Simmons, representing the Faculty Senate, expressed similar concerns. Issues to be addressed are:

   - Where is it mandated that surface lots can’t be developed?
   - It is time to offer solutions to the parking problem. Request an update on the meeting with George Smith, Steve Robbins, and Geary Robinson.
   - The Staff Senate needs to formalize their position on parking.

Janice Kleck moved to call a meeting to discuss parking issues with all constituent groups. The president, president elect, and parking advisory representatives from the Faculty Senate, Staff Senate, Undergraduate and Graduate Student Governments should be invited to this meeting. Gloria Walker seconded the motion, and the vote was unanimous.

14. **President’s Commission on the Status of Black Faculty & Staff**, Rosa Grayden. Has not met.

15. **President’s Commission on the Status of Women**, Susan Pope. Adjourned for the summer.


17. **South Carolina State Employees Association**, Richard Cowan. Has not met.


6. **Unfinished Business**

   A. **Ad-hoc Committee on Staff Development**, Bill Hughes. Administrative Council approved the SDP and allocated operating cost for the program start up for FY2008/09. Inside Clemson will make a campus-wide announcement in early September. The program will compete for funding on an annual basis.

   B. **Staff Awards**, Dave Crockett. Representatives from each budget center were asked to collect information on any internal staff awards programs within their organization. If you have not already submitted your information to Dave Crockett, please do so at your earliest convenience. Information requested on the award:

   - Name of award
   - Qualifications (including nominations and/or self-nominations)
   - Where/how nominations are collected (formal nominations, phone calls, web form, etc.)
   - When award is given
   - Kind of award (cash, certificate, plaque, etc.)
   - Contact name/number for additional information
7. New Business: None.

8. Announcements
   A. Academic Processional and Convocation – Senators are encouraged to participate in the processional that begins at 8:30 a.m. on Tuesday, August 19, 2008.

9. Adjournment: There being no further business, the meeting adjourned.

Next Meeting: Tuesday, September 9, 2008, 10:30 a.m., Madren Conference Center
PROPOSED STAFF DEVELOPMENT PLAN PROGRESSES
The Senate’s Ad-hoc Committee on Staff Development presented a formal proposal for a Staff Development Plan (SDP) to the Administrative Council for its approval on June 30. Working closely with Provost Dori Helms on both funding and implementation specifics, the Committee has devised a clear framework to evaluate, encourage and reward staff performance and professional development, while strengthening the bonds between the staff, the University, and the community. The Administrative Council authorized initial funding of the program with the stipulation of annual reviews of program progress for subsequent allocations.

The plan calls a small group of cross-departmental ‘peer review committees’ that would receive, analyze, monitor and pass final judgment on plans developed jointly by employees and supervisors. The plans would be built around mix of 150 hours of professional development, university involvement, and approved service activities over the course of a one-year EPMS cycle. Consistency of success criteria and peer review committee operations would be the responsibility of a university-wide steering committee. Steep entrance criteria will limit pilot year participation in the SDP (tentatively scheduled for the 2009-2010 EPMS cycle) and will be adjusted annually.

Research by the Ad-hoc Committee finds no comparable program for staff at any university in the state, nor in the US News & World Report on “Top 20 Public Doctoral Institutions”.

STAFF SENATE GOLF TOURNAMENT ANOTHER SUCCESS
The seventeenth annual Staff Senate golf tournament on May 16 grossed more than $10,000. All proceeds from the tournament go into the Staff Senate Scholarship Endowment Fund, which now stands well in excess of $300,000. While not a record this year, the amount raised was impressive in light of discouraging economic developments nationally and more stringent guidelines governing use of discretionary funds for participation in such activities by University departments.

PARKING PROPOSALS DRAW SCRUTINY
The Staff and Faculty Senates previewed two proposals in May seeking to deal with an impending deficit of parking on campus. The proposals grew out of a recent major study of campus transportation needs, later refined by a series of small focus group meetings. While both Senates were pleased to receive the preview prior to presentation of the proposals to the Administrative Council, the presidents of both bodies formally declined to give their endorsement or support to either proposal as presented. A joint letter from both presidents to President Barker noted, “We would like to examine alternatives for funding and implementation that would ameliorate the anticipated negative impact on our constituents before either pro-forma is accepted by the Administration.” A subsequent meeting with Administration representatives explored some of the alternatives suggested by the Senate leaders, and additional meetings are anticipated over the coming months.