Present: Elizabeth Anderson, Lydia Arneson, Michael Atkins, Barbara Bergman, Debbie Charles, Karen Countryman, Richard Cowan, Lynn Crawford, Dave Crockett, Wade Culler, Rose Ellen Davis-Gross, Glenda Dickson, Tim Drake, Carrie DuPre, Mary Eberhart, Negar Edwards, Karen Erickson, Ellen Gideon, Michael Gilstrap, Sally Glenn, Rosa Grayden, Dianne Harris, Pam Hawthorne, Reggie Hawthorne, Trudy Houston, James Huff, Bill Hughes, Jon Isbill, Linda Kanaley, Janice Kleck, Phil Landreth, Susan Pope, Meshelle Ryman, Ginger Swire-Clark, Marlene Ventura, Gloria Walker, Mandy Wright

Absent: Maranda Arnold, Pam Barnhill, Chris Blackmon, Kathy Boice, Evelyn Gantt, Bill Hurst, Deborah Koon, Carolyn McGaha, Cindy Owens, Samuel White

Guests: Beth Jarrard, Joyce Peebles, Tom Ward

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

1. Approval of Minutes: Tim Drake moved to approve the minutes of the December 9, 2008 Staff Senate meeting as amended. Dianne Harris seconded the motion.

2. Open Commentary: 1) Jennifer Goree, a Redfern Health Center educator, informed the group about a new program promoting health and wellness. The Healthy Campus Initiative (HCI) targets a broad spectrum of factors that influence overall well-being. With the help of partnerships across campus, HCI has something to offer faculty, staff and students. For additional information visit http://www.clemson.edu/studentaffairs/redfern/healthpromotion/healthy_campus/index.php. 2) Tom Ward briefed the group on the functions of the Ombuds Office. The ombudsman’s role is designed around conflict resolution. It is a safe place to discuss concerns. Clemson University is fortunate to have three ombuds; all dedicated to the faculty, staff and student constituencies. Ward mentioned that these are times of high anxiety for people and to be aware of changes in mood or typical routines of others. Remember that the Ombuds Office is a confidential resource for people. For more information visit http://www.clemson.edu/ombudsman/, or call 656-1750.

3. Announcements from the President
   A. Academic Council, Dave Crockett. Has not met.
   B. Administrative Council, Dave Crockett for Lawrence Nichols. The chairs of the task forces gave an update on their progress. Senate presidents were invited to attend. Three representatives from the Staff Senate serve on a task force. Dave Crockett asked Richard Cowan, Karon Donald, and Dan Schmiedt to give a brief update on the progress of each of their respective groups. Reports were shared.
   C. Board of Trustees, Dave Crockett. The next meeting is scheduled for February 11-12.
   D. Governmental Affairs, Dave Crockett. No report.
   E. President’s Cabinet, Tim Drake for Dave Crockett. The Cabinet met on January 12. 1) Governor Sanford’s Executive Budget was released and the implications for Clemson are not good. 2) The One Clemson Furlough Relief Fund received over $70,000 in contributions and approximately 200 applications were received. 3) Students are planning on staging a rally at the State House to oppose a proposed tuition cap. 4) President Barker mentioned the decision to engage the entire campus in the budget process. At this point, he isn’t sure if it was a wise decision, but hopes time will prove it was.
   F. Other: 1) Human Resources, Lawrence Nichols. No report.
4. **Treasurer’s Report**, Pam Hawthorne. The regular budgeted E&G spending account has $930.90 in Travel and $2,980.68 in Other. The Vending balance is $6,870.94. Richard Cowan moved to approve the report as submitted. Rose Ellen Davis-Gross seconded the motion.

5. **Committee Reports**
   A. **Standing Committees**
      1. **Activities**, Negar Edwards. Thanks were extended to everyone who donated items for the Staff Senate Holiday Drive that benefited Mary’s House.
      2. **Communications**, Rose Ellen Davis-Gross. No report.
      3. **Membership**, Phil Landreth.
         - Officer Nominations – Nominations are being accepted for Parliamentarian, Secretary, Treasurer and Vice President. Elections will be held at the meeting in April. Nominations will be accepted until ballots are distributed at the April meeting. Supervisor approval is required.
         - Senate Vacancies – The majority of staff will be notified via e-mail of Senate vacancies and eligibility requirements by budget center. The terms will begin April 2009 and expire April 2012. Any permanent classified or unclassified staff employee can nominate a staff member to serve on the Senate. First verify with the nominee his/her willingness to serve. The nominee and his/her supervisor must sign the nomination form. Only one nomination is necessary per nominee. If an election is needed, nominees will have the option of making a statement that indicates why they want to run and serve on the Staff Senate. These statements will be printed on the final ballot with the candidate’s name. The nomination must be received by February 20. Elections will be held in March.
         - Staff Ombudsman Evaluation Committee - Nominations are being accepted for a Staff Senate representative to the Staff Ombudsman Evaluation Committee. The representative should be a current senator. It is a one-year term. Self nomination is appropriate. This nomination does not require a form or supervisor approval. Nominations are welcome via email or verbally at the meeting. Contact Dan Schmiedt at willys@clemson.edu for information on meeting schedules or responsibilities.
         - Awards – In lieu of the traditional luncheon, the Membership Committee will host a reception prior to the Staff Senate meeting on April 14.
   4. **Policy and Welfare**, Michael Atkins. P&W has not met. Members from off campus are now limited due to travel budget cuts. Alternative meeting methods are being considered to accommodate these individuals. If anyone has an issue they would like researched, send the information to Michael Atkins at atkins2@clemson.edu.
   5. **Scholarship**, Reggie Hawthorne. Information regarding the golf tournament was shared. The Scholarship Committee expressed hesitancy to going forward with the tournament in light of the current budget crisis. Tim Drake moved that the Senate as a whole decide if the golf tournament is postponed or cancelled. He requested a roll call vote and any yes vote is a commitment to plan and work the tournament. Reggie Hawthorne seconded the motion. After much discussion, Rose Ellen Davis-Gross called the question. Voting in favor was: Arneson, Atkins, Charles, Cowan, Crawford, Culler, Gilstrap, Harris, and Hughes. Voting against was: Anderson, Bergman, Countryman, Davis-Gross, Dickson, Dupre, Eberhart, Edwards, Erickson, Gideon, Glenn, Grayden, P. Hawthorne, Houston, Huff, Isbill, Kanaley, Landreth, Pope, Ryman, Swire-Clark, Ventura, Walker, and Wright. Abstaining from the vote was: Crockett, Drake, and R. Hawthorne. Nine voted in favor, twenty four against, and three abstained from voting. The May golf tournament is cancelled for 2009.

   B. **University Committees**
      1. **Accident Review Board**, Phil Landreth. Has not met.
      2. **Alcohol & Other Drugs Task Force**, Carrie DuPre. Has not met.
      3. **Athletic Council**, Rose Ellen Davis-Gross. The Council met December 17. 1) Larry LaForge spoke about reviewing proposals from the NCAA. He will submit all proposals to the Governance and Rules committee for review, and the committee will “flag” any for review by the entire Council. 2) Terry Don Phillips updated the Council on hiring of the new head coach. A contract is in the
works, and they will try to stay around the median. The head coach will hire any additional open coaching positions. 3) Athletics has given an additional 1.6 million dollars to the University – this is in addition to the 3% already given. Athletics is working with all the Task Forces.


5. **Faculty Senate Budget Accountability**, Dave Crockett. No report.

6. **CATS**, Robbie Nicholson. A January 9, 2009 *Greenville News* article on CAT’s success stated “Gas prices have dropped from last year’s $4-range high, but an increase in Clemson Area Transit bus ridership spawned by spiking fuel costs hasn’t shown a corresponding decline. Many people who tried the bus rather than fill their tanks as prices rose are now converts, giving the transit system a record 1.8 million riders in 2008, said Al Babinicz, executive director of the system. The system served 1.7 million riders in 2007, Babinicz said. The impact of rising gas prices was significant. Last July as gas prices peaked, the transit system saw ridership jump 39.3 percent over July 2007, Babinicz said. Even with gas prices back below $2, many people discovered that riding the bus still saves money and is an environmentally good choice, Babinicz said. ‘Ridership remains strong in spite of the fluctuations in gas prices and route and budget cuts,’ Babinicz said. ‘People appreciate safe, friendly and convenient public transportation.’ The average family can save over $8,000 a year using public transportation, Babinicz said, citing American Public Transit Association data.”

7. **Clemson University Environmental**, Tim Drake. CUEC met on Thursday, December 11, 2008. 1) Andrew McQueen presented the results of his studies on parking lot runoff. 2) Tom Jones reported that Solid Green Day saw an increase in participants from the previous year. This year 400+ participated. 3) The goal of the Green Light South Carolina project is to get everyone to change over to CFL bulbs. For additional information, visit their website at [http://greenlightsouthcarolina.org/index.html](http://greenlightsouthcarolina.org/index.html). Everyone was encouraged to get involved and spread the word. 4) Bob Wells reported that over the last four months, energy consumption is down from previous years. A person will be dedicated to focusing on energy conservation in January. A website is being put together that can be linked off of Facilities webpage. E-mails can be sent to energysave@clemson.edu. CUEC members were asked to help spread information regarding the energy policy and to assist in getting rid of space heaters.

8. **Clemson University Foundation Board**, Dave Crockett. The governing board of the Clemson University Foundation held a special called meeting by telephone January 7 to discuss the work of an ad hoc committee assembled to review the Foundation’s ‘spending policy’. The spending policy determines how much of the total return on Foundation investments will be allocated and identified as spendable (accessible for distributions to support programs) and how much will be reinvested in the endowment investment pool. Board members were advised that the Foundation still has sufficient cash flow to cover the highest priority obligations it funds at least through June without resorting to liquidation of any of the depressed stock and bond portion of its investment portfolio. As a result, the Board voted to continue its existing spending policy essentially unchanged, though automatic reinvestment of dividends back into the market has been halted until conditions are seen as more stable.


10. **Human Resources Advisory**, Michael Atkins. HRAC met on December 10. The meeting focused on new approval procedures for employment actions, issues related to the furlough, and the budget. Contact Michael Atkins for additional information or to request a copy of the minutes. His e-mail address is attkis2@clemson.edu.

11. **Joint City/University**, Karon Donald. JCUAB met on January 5. The meeting was brief due to confusion over the meeting date. The Legislative Breakfast and the ITGA were discussed.


13. **Parking Advisory**, Bill Hughes. Parking Advisory met on December 11. No votes were taken. The update to the parking utilization study update that was conducted in November 2008 was discussed. The study showed an increase of only 1% of permits sold over two years. Also during the time of the survey, 300 fewer cars were on campus than during the same time two years ago. This data, coupled with other current events (budget cuts, furlough, construction stoppages)
additional parking (i.e. garage) should not be needed for at least 5 years according to Campus Planning.

14. President’s Commission on the Status of Black Faculty & Staff, Rosa Grayden. No report.

15. President’s Commission on the Status of Women, Susan Pope. The next WC meeting will be held on Friday, January 30, 2009 at 1:30 p.m. 1) The “12 at 12 on the 12th (12 minutes, at 12 noon, on the 12th of each month) will begin on January 12. The group will hear from one of our female deans and the event will be held at Riggs 101. Anyone interested in attending is welcome to bring their lunch and enjoy networking with other women. 2) Nomination information will be sent out during the month of January for the annual awards. For additional information, please contact Linda Tindal at ltindal@clemson.edu or visit http://www.clemson.edu/womenscommission/.

16. Recreation Advisory, Dexter Hawkins. The Board met on December 3. The discussions centered mostly on budget issues. The Recreation Department had a retreat to discuss where to put their priorities and to make plans for the future in the light of the budget cuts. The Board was informed of a capital improvement request for a sand volleyball court, along with a desire to put a work-out room at Lightsey Bridge. Under new business, the difficulty hiring student workers under the current budget constraints and minimum wage increases was discussed. Increasing membership fees was also discussed. The next meeting is scheduled for January 28.

17. South Carolina State Employees Association, Richard Cowan. 1) The State House visit will be on Tuesday, January 27, 2009 in Columbia. Please make every effort to attend. It is unlikely that state employees will receive a raise this year, but we need to convince our legislators not to raise our insurance premiums. You should take annual leave or use one of your furlough days to attend. 2) The Legislative Dinner will be on Monday, February 2, 2009 at 6:30 in the Madren Center, Ballroom A. We will be having a buffet BBQ dinner. Cost for tickets will be $10.00. This will be a combined dinner among the Anderson, Oconee, Pickens and Clemson chapters. Not only will this help save on cost of the Ballroom, but more people will attend to have a combined meeting. You do not have to be a member of the Association to participate. To reserve a meal, please contact Julia Lusk at mcbride@clemson.edu or 656-3941. Meals must be reserved by January 29, 2009.


6. Unfinished Business
   A. Ad-hoc Committee on Staff Development, Bill Hughes. President Barker indicated that the SDP will be funded, but the pilot group will be smaller and the implementation date is going to be delayed. The committee was asked to wait until July for concrete budget information before proceeding with enrollment. The extra time is being used to develop and test the assessment instruments. The SDP URL is http://www.clemson.edu/faculty-staff/sdp/.

7. New Business
   A. Call for Nominations – Nominations are being accepted for Parliamentarian, Secretary, Treasurer and Vice President. Elections will be held at the meeting in April. Dianne Harris nominated Phil Landreth for Vice President.

8. Announcements: None.

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

Next Meeting: Tuesday, February 10, 2009, 10:30 a.m., Seminar Room I, Madren Conference Center