Members Present: Lydia Arneson, Michael Atkins, Pam Barnhill (conference call), Barbara Bergman, Kathy Boice, Karen Countryman, Richard Cowan, Lynn Crawford, Dave Crockett, Wade Culler, Rose Ellen Davis-Gross, Glenda Dickson, Tim Drake, Carrie DuPre, Negar Edwards, Karen Erickson, Evelyn Gantt, Ellen Gideon, Michael Gilstrap, Sally Glenn, Rosa Grayden, Dianne Harris, Pam Hawthorne, Reggie Hawthorne, Trudy Houston, James Huff, Bill Hughes, Bill Hurst, Jon Isbill, Linda Kanaley, Janice Kleck, Phil Landreth, Cindy Owens, Susan Pope, Meshelle Rabon, Dan Schmiedt, Ginger Swire-Clark, Marlene Ventura, Gloria Walker, Mandy Wright

Members Absent: Maranda Arnold, Debbie Charles, Mary Eberhart, Deborah Koon, Carolyn McGaha, Samuel White

Guests Present: Lynn Boiter, Bill Bowerman, Angela Gambrell, Laurie Haughey, Beth Jarrard, Nell Kennedy, Lawrence Nichols, Joyce Peebles, Carol Pike, Bryan Simmons, Sheri Stanley, Tom Ward, Scot Wardlaw, Jonathan Wylie

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

1. Approval of Minutes: Tim Drake moved to approve the minutes of the March 10, 2009 Staff Senate meeting as submitted. Marlene Ventura seconded the motion. The vote was unanimous.

2. Recognition of Retiring Senators: Dave Crockett presented plaques to retiring senators in appreciation of their service to Clemson University and the Staff Senate. Maranda Arnold, Richard Cowan, Carrie DuPre, Evelyn Gantt, Sally Glenn, Rosa Grayden, Linda Kanaley, Carolyn McGaha, and Cindy Owens were recognized. Arnold and McGaha were absent.

3. Open Commentary: Statements were made by all candidates running for Vice President, Secretary, Treasurer, and Parliamentarian. A breakout session followed to provide senators with a brief question and answer period with the candidates.

4. Election of Officers - Nominations were received for Michael Atkins, Deb Charles, Rose Ellen Davis-Gross, Bill Hughes, and Phil Landreth for Vice President/President Elect; Barbara Bergman and Glenda Dickson for Secretary; Bill Hughes and Janice Kleck for Parliamentarian; Pam Hawthorne for Treasurer. Tim Drake moved to close the nominations and Richard Cowan seconded the motion. Ballots were distributed and the votes counted. The following candidates were elected by a majority vote: Rose Ellen Davis-Gross for Vice President/President Elect; Glenda Dickson for Secretary; Janice Kleck for Parliamentarian; Pam Hawthorne for Secretary.

5. Staff Ombudsman Evaluation Committee Representative Election - Nominations were received for Karen Countryman and Karen Erickson. Karen Countryman withdrew her nomination from consideration. Karen Erickson was elected by a majority vote.

6. Announcements from the President
   A. Academic Council, Dave Crockett. The Council met on March 23. 1) Graduate School Dean Bruce Rafert reported a substantial spike in pending graduate school acceptances at the departmental level, likely growing out of departmental uncertainty over funding levels. The spike prompts concerns that Clemson could end up compromising its pool of new graduate students in the fall when the best
applicants feel obliged to accept offers from other universities, while Clemson puts off their acceptances here. 2) Reports that some academic departments are trying to cut back class offerings to trim expenses prompted Provost Helms to issue a strong warning to department chairs not to institute savings in that fashion, noting that no faculty positions have been cut at Clemson and that she will not permit students to get short-changed on class availabilities when there are sufficient faculty to cover the needs. 3) The Council gave routine approval to:
- a change in the undergraduate catalog to clarify GPA requirements to transfer into BBS business majors
- permanently implement the transition from a six-day to a five-day exam schedule
- move most Maymester class meeting times from 6:30 p.m. to 3:30 p.m.
- change the name of the Department of Horticulture to the Department of Environmental Horticulture to better describe its academic activities
- the concept of creating a self-supporting “Biomedical Institute” to assume much of the oncology-specific research activities of four CU faculty working with the Greenville Hospital System (GHS is refocusing its collaborative activities in other directions)

B. Administrative Council, Lawrence Nichols. The Administrative Council’s main focus has been on preparing for the upcoming Board of Trustees meeting and dealing with the budget situation.

C. Board of Trustees - The Board is scheduled to meet April 16-17 in Clemson. Tim Drake submitted a report on behalf of the Staff Senate (Attachment A).

D. Governmental Affairs, Dave Crockett. Policy and Welfare Committee Chair Michael Atkins and Senate President Dave Crockett met with Angie Leidinger, Executive Secretary to the Board of Trustees and Executive Director of Governmental Affairs on March 16 to discuss the University’s positions on so-called “regulatory relief” being sought from the Legislature. Clemson, the other research universities and most of the public four-year institutions in the state are working together on a series of related proposals that, if passed by lawmakers, would have substantial impact on the way the schools handle construction, procurement and their employment activities. The March 16 meeting grew out of a series of e-mails from Crockett to the University’s Governmental Affairs office in Columbia seeking additional information specifically on the human resources components of the relief package after concerns surfaced that efforts might be made to erode the limited job protections offered Clemson staff by virtue of being state employees. While the final wording of the legislation is still being ironed out in committee, Leidinger offered unequivocal assurances that absolutely nothing in the proposal seeks to undermine existing grievance rights and procedures open to Clemson staff nor is there any intention to otherwise infringe on job security for them. Going through the proposal’s current wording point by point, she insisted that the HR changes being sought would only give Clemson and the other affected schools the ability to have greater self-determination of local HR policy needs. While the state Office of Human Resources would still retain broad oversight and approval powers on HR issues, the individual schools would have the ability to be more flexible and responsive in dealing with their own situations. In the same way, the changes being sought in construction and procurement regulations at the state level could result in substantial improvements in efficiency and cost control in those areas at the institutional level. Individually, Clemson has sought regulatory relief for years but it took the current economic downturn to bring about a coordinated press for changes amid a perceived reduction in legislative opposition to the concept.

E. President’s Cabinet, Tim Drake. The Cabinet met on April 13. 1) Brett Dalton reported that no additional furloughs are expected for the current fiscal year. 2) Angie Leidinger stated that Clemson could receive up to an additional 8% budget cut from the state if Governor Sanford does not accept the federal stimulus assistance for education. 3) Athletics collected over $7,000 in donations for the Furlough Relief Fund during the spring game.

F. Other:
- 1) Human Resources, Lawrence Nichols. Public Employee Recognition is scheduled for May 4-6. Clemson University will mark the occasion by hosting an employee picnic on May 6. Additional information will be forthcoming.
7. **Treasurer’s Report**, Pam Hawthorne. The remaining balance in E&G is 930.90 in Travel, and 2,752.68 in Other. The Vending balance is 6,870.94. Richard Cowan moved to accept the report as submitted. Rose Ellen Davis-Gross seconded the motion.

8. **Committee Reports**
   
   **A. Standing Committees**
   
   
   2. **Communications**, Rose Ellen Davis-Gross. No report.
   
   3. **Policy and Welfare**, Michael Atkins. An update was provided (Attachment B).
   
   4. **Scholarship**, Reggie Hawthorne. 1) October 9, 2009 has been selected as the tentative date for the golf tournament. 2) Dianne Harris distributed payroll deduction forms in support of the Staff Senate Scholarship Endowment.
   
   5. **Membership**, Phil Landreth.
   
   - New Members Recognized and Welcomed - Senators appointed or elected to serve during the 2009-2012 term are: Chris Sober and Tina White for PSA; Sheri Stanley for AAH; Nell Kennedy for COES; Angela Gambrell for HEHD; Brian Gantt for CCIT; Laura Oglesby and Jonathan Wylie for Student Affairs; Carol Pike and Scot Wardlaw for Facilities; Laurie Haughey for BBS.
   
   - Returning Senators – Senators appointed to serve a second term are: Negar Edwards for PSA; Wade Culler for the Libraries; Dianne Harris for COES; Rose Ellen Davis-Gross and Reggie Hawthorne for Student Affairs; Ellen Gideon for Financial Affairs.
   
   - Senator Orientation – Membership met prior to the Senate meeting to make plans for the orientation that is scheduled for April 28, 2009, 11:00 a.m., Madren Conference Center.
   
   **B. Ad hoc Committees**
   
   1. **Staff Development**, Bill Hughes. SDP representatives are seeking approval from the Administrative Council on April 27 to move forward with proposed 2010 enrollment the plan.
   
   **C. University Committees**
   
   1. **Accident Review Board**, Phil Landreth. Has not met.
   
   2. **Alcohol & Other Drugs Task Force**, Carrie DuPre. No report.
   
   3. **Athletic Council**, Rose Ellen Davis-Gross. The Council met on March 11 at Vickery Hall and was given an overview of the programs offered to student athletes and an opportunity to tour the facility. Several staff members discussed the programs offered and the benefits athletes receive from participating in them. Larry LaForge distributed copies of *NCAA penalizes Florida State and CAP plans for coaches’ APR portfolios* both articles from the NCAA News. These will be discussed at the next meeting.
   
   4. **Bookstore Advisory**, Dianne Harris and Lydia Arneson (alternate). The next meeting is scheduled for April 14, 11:00 a.m.
   
   
   6. **Clemson University Environmental**, Tim Drake. CUEC last met on March 26, 2009. James Wurth from Duke Energy gave a report on Duke’s “2030 Challenge”, which focuses on reducing their carbon emissions by the year 2030. Tony Putnam reported on the University of South Carolina’s biomass plant. This was the first biomass gasification plant in the US, and will save USC around $2 million per year in energy costs. This facility produces over 80% of the steam for the campus and has a carbon gas emissions level of almost zero. Mike Nebesky reported that there is a group looking into the concept of making Clemson a paperless campus. This would save an estimated $2 million per year in paper and printers. Alan Thompson reported that a sustainability conference was held on March 9, where Brian Norton from Georgia Tech gave a lecture on the philosophical underpinnings of sustainability. The US Green Building Council (USGBC-SC) will hold “Sustain SC Conference and Expo” on May 7-8, 2009, at the Carolina First Center in Greenville, SC. The next CUEC meeting is scheduled for Thursday, April 16, 2009.
   
   7. **Clemson University Foundation Board**, Dave Crockett. No report.
   
   
10. **Joint City/University**, Karon Donald. JCUB met April 6. The International Town and Gown Association and the expansion of Clemson’s City Hall were discussed.


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

14. **President’s Commission on the Status of Women**, Susan Pope. The W.C. met on Friday, March 27 at 1:30 p.m. The next meeting will be May 6 during the annual retreat. The following committee reports were shared:
   - Compensation and Benefits reported that the staff development committee met with President Barker for proposal consideration to begin in July 2011. There was also discussion about a travel management service that may provide comprehensive travel assistance. There was also discussion concerning the Missy Wiley Fund and how to pull this all together.
   - Campus Events include the following:
     - The annual WAC retreat on May 6
     - The 12-12-12 program on April 13
     - Saturday April 18th: Women’s Leadership Conference
     - April 14th: Women’s Studies Issues in Strom Thurmond
   - Discrimination and Sexual Harassment committee: Mr. Jerry Knighton was scheduled to attend the W.C. meeting on the 27, but he had to go out of town. He is scheduled to attend the retreat in May.
   - Employment, Training and Promotion committee reported that they would like to take on the 12-12-12 planning and offer it over the summer. They also proposed to offer a recap in December with a panel of everyone who has presented throughout the year.
   - An election was held for a new W.C. Deputy Chair, which needs to be a “faculty member”, there are 5 who are eligible, 3 were nominated. Results will be shared next week.
   - Also, 6 new members are needed.
   - There was also discussion regarding the Health Screening that had been proposed earlier. The Wellness Center can do this in late May. It was suggested that we apply for a grant and do it again in the fall, possibly October, in order to expand and offer it to more women.

15. **Recreation Advisory**, Dexter Hawkins. Recreation Advisory met on March 25. 1) The membership fee increase for faculty and staff of $30 should go into effect July 1. 2) The Department of Campus Recreation will become the custodians of the “Foothills Family YMCA” or also known as the “Y Beach” on June 1, 2009. The committee will look at how to use and develop the area. 3) There may be some changes in Campus Recreation’s billing rates for the upcoming fiscal year. The committee will be discussing possible end of year spending. The last meeting until the fall will be April 22 with all the new representatives.


9. **Unfinished Business**
   A. **Staff Representative to the BOT**, Dave Crockett. No report.

10. **New Business**: None.

11. **Transfer of the Presidential Gavel** – Dave Crockett shared some final remarks with the Senate as he transferred the gavel and the presidency to Tim Drake (Attachment C). For the first time as Staff Senate President, Tim Drake addressed the Senate (Attachment D).

12. **Adjournment** – There being no further business, the meeting adjourned.

**Next Meeting**: Tuesday, May 12, 2009, 10:30 a.m., Madren Conference Center