

**CLEMSON UNIVERSITY STAFF SENATE**  
**May 12, 2009, 10:30 AM**  
**Seminar Room I, Madren Conference Center**

**Minutes**

**Members Present:** Lydia Arneson, Michael Atkins, Barbara Bergman, Deb Charles, Karen Countryman, Dave Crockett, Wade Culler, Rose Ellen Davis-Gross, Glenda Dickson, Tim Drake, Karen Erickson, Brian Gantt, Ellen Gideon, Michael Gilstrap, Dianne Harris, Laurie Haughey, Pam Hawthorne, Reggie Hawthorne, Trudy Houston, James Huff, Bill Hughes, Bill Hurst, Jon Isbill, Nell Kennedy, Janice Kleck, Deborah Koon (conference call), Phil Landreth, Laura Oglesby, Carol Pike, Susan Pope, Meshelle Rabon, Chris Sober, Sheri Stanley, Ginger Swire-Clark, Marlene Ventura, Gloria Walker, Scot Wardlaw, Tina White, Mandy Wright

**Members Absent:** Pam Barnhill, Kathy Boice, Lynn Crawford, Negar Edwards, Angela Gambrell, Samuel White, Jonathan Wylie

**Guests Present:** Beth Jarrard, Lawrence Nichols, Cindy Roper, Dan Schmiedt, Bryan Simmons, Tom Ward

President Tim Drake welcomed guests and new senators. The meeting was called to order.

1. **Approval of Minutes:** James Huff moved to approve the minutes of the April 14, 2009 Staff Senate meeting as submitted. Rose Ellen Davis-Gross seconded the motion. The vote was unanimous.
  
2. **Announcements from the President** - A Compensation Advisory Committee was created to look at compensation issues. Committee members are: James Barker (chair), Dori Helms, Bill Bowerman, Bill Surver, Brett Dalton, Windsor Sherrill, and Tim Drake. The Compensation Advisory Group will meet a minimum of once monthly. The charge of this group is to develop a general compensation philosophy for the university, and to gather information that may be used to determine what parameters should be used in setting salary/pay levels for all university employees (faculty and staff) in the future. These parameters will include, among others, employee performance, market value, and employee responsibilities. One goal of this collaboration is to give greater transparency to the compensation process at Clemson.
  - A. **Academic Council**, Dave Crockett. Has not met.
  - B. **Administrative Council**, Lawrence Nichols. AC met on May 11. The majority of the meeting was spent discussing student fees and billing rates.
  - C. **Board of Trustees**, Tim Drake. The Board met April 16-17 in Clemson. Tim Drake attended on behalf of the Senate. Two outcomes from the meeting were the approval of a new standardized academic logo and an update from President Barker (Attachment A).
  - D. **Governmental Affairs**, Dave Crockett. Legislative wrangling over the budget continues with no resolution of the conflict over the fate of \$700 million in federal stimulus funding. Meanwhile, lawmakers are also debating a hike in the cigarette tax (nominally to fund health insurance for lower income workers) and stricter controls over so-called 'payday lending' operations in the state (similar operations in neighboring states have largely been shut down by state regulations).

Among the other pieces of legislation of interest to us:

H.3365, which would permit state colleges and universities a great deal more autonomy in their

handling of human resources, procurement and construction, continues to bounce around in Senate Committees. After passage by the House, it went to the Senate Finance Committee. It is now in the hands of the Senate Education Committee. The three research universities are strongly lobbying for passage of the measure. The changes to procurement and construction procedures could well generate some cost savings for schools affected, but we are concerned about potential abuses which could arise from changes in human resources guidelines if left entirely to the institutions to administer with minimal statewide oversight. See [http://www.scstatehouse.gov/sess118\\_2009-2010/bills/3365.htm](http://www.scstatehouse.gov/sess118_2009-2010/bills/3365.htm) for more information.

Two weeks ago, the House passed H.3878 and sent it on to the Senate. This bill by Rep. Rex Rice and others, establishes the Joint Study Committee on the Consolidation of State Agencies. The purpose of the committee would be to review the feasibility and costs savings related to the consolidation of certain state agencies with a stated minimum savings accrual of \$350 million. It is currently being reviewed by the Senate Judiciary Committee. If passed, it only calls for the creation of a study committee on the concept and does not have any specific targets for savings set forth. See [http://www.scstatehouse.gov/sess118\\_2009-2010/bills/3878.htm](http://www.scstatehouse.gov/sess118_2009-2010/bills/3878.htm) for details.

There is one bright spot. The legislature and the governor appear poised to approve a change in the holiday schedule for state workers that would guarantee that Christmas Eve will be observed as a holiday. Traditionally, Christmas Eve has been observed as a holiday only at the discretion of the governor. While only one time in recent memory (under the Beasley administration), has the date NOT been granted as a holiday. The proposed statutory change would remove the gubernatorial discretion and lock in the date as a permanent 13th vacation day for state workers each year.

- E. **President's Cabinet**, Tim Drake. 1) A presentation was made regarding student engagement and the five-year University plan (Attachment B). The 60 page document can be viewed in its entirety by contacting the Staff Senate office. 2) Steve Copeland announced that 31 employees in Facilities accepted the early retirement offer. This exceeded the goal of 22, so the participation percentage was higher than expected. 3) The Foundation reported that April investments had a double digit increase in earnings. 4) Jim Bottum announced some cost savings measures that CCIT is going to implement. 5) The Faculty Senate is reinstating the Budget Accountability Committee. Tim Drake has been asked to serve on the committee on behalf of the Staff Senate. 6) Provost Helms discussed enrollment numbers.

F. **Other:**

- 1) **Human Resources**, Lawrence Nichols. Nichols expressed his thanks to all who participated in making Clemson's lunch for Public Employees Appreciation Week a success.
3. **Treasurer's Report**, Pam Hawthorne. The remaining balance in E&G is 930.90 in Travel, and \$2,676.61 in Other. The Vending balance is 6,870.94. Marlene Ventura moved to approve the report as submitted. Gloria Walker seconded the motion. The vote was unanimous.

4. **Committee Reports**

A. **Standing Committees**

1. **Activities**, Negar Edwards. No report.
2. **Communications**, Wade Culler. The group is meeting immediately after the Senate meeting to work on the summary.
3. **Policy and Welfare**, Michael Atkins. P&W is schedule to meet the first week in June. Michael Atkins asked Lawrence Nichols if Clemson University had any approved RIF plans with the SC Office of Human Resources. Nichols mentioned that a RIF model had been approved.

4. **Scholarship**, Reggie Hawthorne. Scholarship met on May 5 to begin planning for the October 9 golf tournament.
5. **Membership**, Phil Landreth. Membership met before the April Senate meeting to cover details of the election and the new Senator Orientation. Karen Countryman and Ellen Gideon helped with the new Senator Orientation session on 4/28/09. It was well attended and comprehensive in scope.

**B. Ad hoc Committees**

1. **Staff Development**, Bill Hughes. The Committee is seeking additional clarification on the intent of President Barker and the Administrative Council following the April 27 AC meeting. Dave Crockett and Dan Schmiedt attended.

**C. University Committees**

1. **Accident Review Board**, Phil Landreth. Has not met.
2. **Alcohol & Other Drugs Task Force** is seeking one representative. Ellen Gideon expressed interest in serving on this committee.
3. **Athletic Council**, Rose Ellen Davis-Gross. The Council met April 8. 1) Larry LaForge discussed the recent NCAA sanctions against Florida State due to academic fraud relating to an online course. FUS received four years of probation, all athletes were required to retake the course, and all sports involved had the number of scholarships decreased. Sports involved were also required to relinquish victories where athletes involved were deemed ineligible. 2) The Governance and Rules committee is gathering information on best hiring practices at other institutions. 3) Academic Standards and Integrity is researching missed classes by athletes. 4) Equity, Welfare and Sportsmanship had been researching renewing athletically-related financial aid recommended that the CUAD Administration permit Head Coaches to reduce or cancel athletically-related financial aid based solely on a student-athlete's athletic performance. Administrative Council did not approve this recommendation. 5) Campus and Community Relations held an event at the Clemson Chamber for Clemson and surrounding areas. Other events may be planned in the future.
4. **Bookstore Advisory**, Dianne Harris and Lydia Arneson (alternate). No report.
5. **CATS** is seeking one representative. Sheri Stanley expressed interest in serving on this committee.
6. **Clemson University Environmental**, Chris Sober. CUEC met April 16. No presentations were scheduled. The lawn mower exchange was April 18 at Kite Hill. A meeting to discuss the President's Climate Commitment with President Barker has been rescheduled for May. Facilities have added "Energy Awareness" to the web site (<http://www.clemson.edu/facilities/energy/index.html> ). The Sustainable Energy Policy, approved by Administrative Council, calls for reducing energy consumption 20% by 2020. Discussion continued on the Sustainable Initiatives Document concerning continuing and new initiatives that the committee will undertake next year.
7. **Clemson University Foundation Board**, Dave Crockett. The next CUF Board meeting is scheduled for June 18-19 in Clemson, SC.
8. **Council on Community & Diversity**, Rosa Grayden. No report.
9. **Human Resources Advisory**, Michael Atkins. HRAC met on April 15. 1) Furlough – April 14<sup>th</sup> was the date that all furlough requests were to be entered into the leave system. A final notice will go out letting supervisors know who has not entered furlough dates once reports are generated. 2) Retro Hire Audit—Michelle Piekutowski and Cathy Tillett stressed the fact that responses to audit memos received were due back to Internal Audit 30 days from date of memo. If anyone has questions regarding the audit memo they received, please get in touch with the Office of Internal Auditing. 3) Communication – If anyone has suggestions on ways to communicate HR reminders, contact Krissy Kaylor. 4) I-9 Forms - The new I-9 form has a revision date of 2/2/09. All I-9's dated before 2/2/09 should be destroyed. Questions regarding the new I-9 form should be directed to Kaye Fowler.

- 10. Joint City/University**, Karon Donald. The next meeting is August 3.
- 11. Library Advisory**, Wade Culler. Has not met.
- 12. Parking Advisory**, Bill Hughes. Has not met. Hughes is scheduled to participate in the selection process for a new Parking Services Director on May 14 and 15<sup>th</sup>.
- 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 WC met on Wednesday May 6<sup>th</sup> for the annual retreat.
- Subcommittee Year End Reports:
    - Compensation and Benefits: there will be continued follow up to the staff development program and campus parking/carpooling.
    - Campus Events: October 8<sup>th</sup> and 9<sup>th</sup> Women's Studies will be sponsoring an event. It was also announced that Holy Trinity Episcopal Parish will be providing another Wiley Boy's Fundraiser on 5/15 at 6pm. The church is providing a shrimp and grits dinner, tickets are \$20 each. Also, it was reported that Susan Pope spoke at the Domestic Violence forum back in April representing the WC, and the sorority involved in sponsoring the event, Alpha Chi Omega, collected \$113 dollars. They also followed up with an additional \$200 donation. Aren't our students great?! It was also announced that the symposium for South Carolina Women "Their Lives and Times" will be held in Columbia on Thursday June 4<sup>th</sup>. Susan Pope will be attending and we'd like to have additional representation; see her if you'd like to ride along. Also, over the summer Susan Pope will be working with Will Mayo and others to accomplish one of the WC's goals to provide health screenings for low income/uninsured women.
    - Discrimination and Sexual Harassment: Jerry Knighton from Access and Equity was invited to attend the retreat and provide a report, however his wife was sick and Eugenia Teichnor stood in for him. She provided information on the number of internal complaints filed over the last 2 years. This information was helpful to the WC as they determine whether they will provide another harassment/discrimination survey campus wide. Discussions continued concerning salary inequity and how supervisors are not required to attend harassment and discrimination training.
    - Employment, Training and Promotion: they will be planning the 12-12-12 for each month during the next year.
  - WC recognized outgoing members and the chair.
  - New voting for WC members. 4 staff and 2 faculty members were needed to fill vacancies.
  - The next meeting will be held in August.
- 15. Recreation Advisory**, Dexter Hawkins. The Board met on April 22. The Board was given a handout of billing rates, and a listing of members for 2009-2010. Under new business, some of issues discussed were: membership fee increase, Y-beach takeover on June 1, 2009 (Cooper Recreation Area), end of year spending, and the Budget for FY'10. The next meeting will be September 30<sup>th</sup>.
- 16. Student Conduct Code Review** is seeking one representative. Scot Wardlaw expressed interest in serving on this committee.

## 5. Unfinished Business

- A. Staff Representative to the BOT**, Tim Drake. Drake was informed that the initial response by some of the Board members was not in favor of adding a staff representative. Drake will follow up with Angie Leidinger to discuss the issues in detail.

## **6. New Business**

- A. Staff Survey**, Tim Drake. The Office of Assessment created a staff survey. A draft of the survey will be distributed to the Executive Committee for review. Assessment reserved computer labs, so computer access will be available for all employees. In addition, assistance will be provided for employees with limited computer skills.
- B. Collaboration of Senates**, Tim Drake. Representative from the Staff Senate will serve as liaisons to the other Senates. Assignments are as follows: Michael Atkins, Extension Senate; Tim Drake, Faculty Senate; Dave Crockett, Graduate Student Senate; Rose Ellen Davis-Gross, Undergraduate Student Senate.
- C. Standing Committee Assignments**, Phil Landreth. New senators introduced themselves to the group. A roster was distributed that lists contact information (Attachment C) and the standing committee assignments (Attachment D). The handout includes area and committee e-mail list addresses. For additional information, contact [Karon Donald](#).

## **7. Announcements**

- A.** Phil Landreth announced that Membership is developing a mentoring program for new senators. He asked that all new senators select a senior senator to be their mentor. Those who don't make a selection will be assigned a mentor by the Membership Committee. Additional details will follow.
- B.** Tim Drake recognized Rose Ellen Davis-Gross and Laurie Haughey. Both ladies received awards and were recognized by the Board of Trustees during the Staff Awards Banquet.
- C.** The Senate will meet in July. All absences will be excused since the July meeting is typically canceled.

## **8. Adjournment:** There being no further business, the meeting adjourned.

**Next Meeting:** Tuesday, June 9, 2009, 10:30 a.m., Madren Conference Center

# DISCOVERY COUNCIL UPDATE ACTION AND PROGRESS

## February 2009 Quarterly Progress

- Discovery Council focused on providing analyses to University leaders and Budget Task Forces in developing strategies to manage \$37.2M reduction in state funding. All efficiency-enhancing and cost-saving efforts (\$3.4M) are focused on meeting these unprecedented cuts.

### Streamline Cash Receipts Process

- Honors students developed improved cash receipts process that will yield estimated savings of \$250K.
- New process will be implemented by June.

### Student Affairs Housing Lean Initiatives

- Large contingency of Student Affairs employees completed lean training in the fall. Initiative yielded 24 projects for completion by April that will deliver estimated savings of \$100K in labor and materials from improved efficiencies.

### Lab and Office Printing

- CCIT and Discovery Council initiated efforts to measure campuswide printing. Research from peer institutions indicates that creating awareness that printing is being monitored dramatically reduces unnecessary overuse. Systems will be in place for spring 2009 semester and could save as much as \$100K.

### Discovery Council

- Discovery Council jump-started improvement activities during October 2008. Team has been divided into several small groups, which are in process of planning project work for six to eight key initiatives targeted to yield \$4M in annual savings by year end.

## April 2009 Quarterly Progress

- All efficiency-enhancing and cost-saving efforts are focused on meeting unprecedented reductions in state funding of \$39.8M. University is on track to meet \$3.4M goal for FY09.

### Degree-Earning Value Stream

- Discovery Council Strategy Team completed first Value Stream map for "Earning Clemson Degrees." Team is establishing resource flows and identifying gaps to drive improvements in Clemson's core academic activities.

### Energy Conservation Efforts

- Facilities commissioned full-time resources and engaged students and faculty to lead energy conservation efforts.
- Energy Awareness Web site was launched after spring break.
- Efforts will yield \$50K in reduced energy consumption in FY09.

### Streamline Hiring Processes

- Cross-functional kaizen team is streamlining hiring processes for implementation in August.
- Estimated savings are \$40K in eliminated duplicate entry and reduced paper utilization.

### Software Development

- Group of 30 CCIT associates from Enterprise Applications completed lean training and are in process of redesigning software development process.
- Project will increase productivity by 20% and improve customer service.

# PRESIDENT'S REPORT CARD TO THE BOARD OF TRUSTEES

University 2011 Goals	Progress Toward Goals in '08-'09	Progress Toward Top 20
<b>I. Academics, research and service</b>		<b>U.S. News Rankings</b>
1. Excel in teaching at both the undergraduate and graduate levels.	Calhoun Honors College has developed innovative first-year Enlightenment Colloquium, series of small seminars led by Clemson faculty exploring issues in humanities and social and natural sciences. CBBS launched Thomas F. Chapman Leadership Scholars Program designed to enrich students' academic preparation. Science as Art was promoted to highlight science and technology. <span style="float: right;">↑</span>	Percent of full-time faculty, faculty with terminal degrees <span style="float: right;">↔</span>
2. Increase research and sponsored programs to exceed \$100 million a year in research support.	Eleven historic preservation graduate students are conducting semester-long assignment at Restoration Institute to prepare structural report and feasibility study of Eternal Father of the Sea Chapel. Restoration Institute announced partnership in bioenergy research with Savannah River National Lab. After record year of \$151M, midyear research funding increased 17% over previous year. <span style="float: right;">✓</span>	Clemson currently has 15 endowed chairs @ \$88M.
3. Set the standard in public service for land-grant universities by engaging the whole campus in service and outreach, including a focus on strategic emphasis areas.	<i>Holstein World</i> magazine ranked Clemson's Holstein herd 13 <sup>th</sup> in All Colleges and Universities category for breed characteristics and genetics. Corporation for National and Community Service named Clemson to President's Higher Education Community Service Honor Roll for exemplary service efforts and service to America's communities. This is highest federal recognition for school's commitment to service-learning and civic engagement. Research strategic plan draft was posted on Web for campus input. <span style="float: right;">↑</span>	
4. Foster Clemson's academic reputation through strong academic programs, mission-oriented research and academic centers of excellence, relevant public service and highly regarded faculty and staff.	Clemson physicists and students have traveled to Norway and Alaska to launch rockets to test atmospheric conditions. Clemson faculty were instrumental in founding Undergraduate Scholars Program Administrators Association, national organization of scholarship programs from top public and private colleges and universities. Clemson and CCIT were recognized for Campus IT Infrastructure Re-Engineering Project with DaCEY Project Award, which recognizes project teams for outstanding vision, innovation and leadership in eight categories: Data Center Design, Green Initiatives, Infrastructure Management, Legacy Devices Solutions, Network Operations, Security, Storage and Virtualization. National Hydrogen Association Codes and Standards Committee's annual meeting was held at CU-ICAR with Profs. <b>David Bodde</b> and <b>Robert Leitner</b> presenting. <b>Martine LaBerge</b> received 2009 Governor's Award for Scientific Awareness. <b>Dennis Smith</b> received 2009 Governor's Award for Excellence in Scientific Research. <span style="float: right;">↑</span>	Academic reputation 3.1 <span style="float: right;">↔</span>  Clemson ranks 22 <sup>nd</sup> in <i>U.S. News &amp; World Reports</i> 2009 annual college rankings. <span style="float: right;">↑</span>
5. Seek and cultivate areas where teaching, research and service overlap.	MBA students <b>Adam Stubblefield</b> and <b>Trevor Turner</b> presented marketing plan aimed at Generation Y for auto industry at 2009 North American International Auto Show. Clemson was one of four universities selected to present. <span style="float: right;">↑</span>	

University 2011 Goals	Progress Toward Goals in '08-'09	Progress Toward Top 20
<b>III. Student performance</b>		
2. Promote high graduation rates through increasing freshman retention, meeting expectations of high achievers and providing support systems for all students.	Cultural Exchange Community (CEC) — joint project of Office of International Affairs, Gantt Intercultural Center, Department of Modern Languages and Housing Office — is among best in nation according to National Study of Living-Learning Programs. In December-March 2008-09 quarter, Michelin Career Center offered 59 career workshops to 1,843 students, a 37% increase in workshops and 76% increase in attendees above same quarter of 2007-08. Gantt Intercultural Center hosted 13 <sup>th</sup> Annual Intercultural Achievement Awards Dinner and Ceremony recognizing 216 multicultural and international students with cumulative 3.4 GPR or higher; 24 students maintained 4.0 GPR. ↑	<b>U.S. News Rankings</b> Retention rate ↑ 91.5% Graduation rate ↑ 79.2%
3. Promote excellence in advising	As part of Freshman Academic Progress Program, staff from Student Affairs partnered with Office of Undergraduate Studies to reach out to students whose midsemester reports included unsatisfactory academic performance. Approximately 370 students received personal contacts with offers of assistance, support and referral. In addition, Residential Life student staff made one-on-one contact with each on-campus freshman, urging students to pay attention to midsemester progress report and to take action on "red flag" warnings. ↑	Student/faculty ratio 14/1 ↔
4. Increase the annual number of doctoral graduates to the level of a top-20 public research university.	Clemson awarded record 151 Ph.D.s in 2007-08, up by 12 over previous year of 139. ↑	
5. Improve the national competitiveness of graduate student admissions and financial aid.	American Orthopsychiatric Association established annual Washington-based fellowship for Clemson doctoral student in international family and community studies. ↑	
<b>IV. Educational resources</b>		
1. Successfully complete our current capital campaign and a subsequent one.	Gifts recognized this quarter include \$1M from Albert D. McAlister of Laurens for scholarships and \$2M from Thomas F. Chapman to establish Thomas F. Chapman Leadership Scholars Program in College of Business and Behavioral Science and to expand and enhance Doug Kingsmore Stadium. Dr. Dan Olweus of University of Bergen, Norway, and collaborators in Clemson's Institute on Family and Neighborhood Life donated \$300,000+ in book royalties to establish distinguished professorship focused on prevention of bullying and other forms of aggression among and toward children. ↑	<b>U.S. News Rankings</b> Exceeded alumni participation goal for FY07-08 at 28.5%. ↑
2. Rededicate our energy and resources to improving the library.	Clemson Library had over 1.12M users for FY07-08; current users through February '09 are over 800,000. Clemson University Libraries, recent IMLS Connecting to Collections statewide planning grant recipients, will conduct survey of cultural heritage organizations in state. Libraries opened regional scan center for digitization of cultural heritage materials held in S.C. Upstate repositories. Through collaboration with regional cultural heritage institutions, Clemson will lead documentation of Upstate and statewide history. ↑	

University 2011 Goals	Progress Toward Goals in '08-'09	Progress Toward Top 20
<b>IV. Educational resources</b>		
3. Increase faculty compensation to a level competitive with top-20 public universities.	<i>U.S. News &amp; World Report</i> faculty resource ranking moved to 27 <sup>th</sup> from 30 <sup>th</sup> among public universities. ↑	
4. Increase academic expenditures per student to a level competitive with top-20 public universities.	<i>U.S. News &amp; World Report</i> financial resources ranking moved from 37 <sup>th</sup> to 35 <sup>th</sup> among public universities. ↑	
5. Manage enrollment to ensure the highest quality classroom experience.	<b>Hala Nassar</b> received 2008 Award of Recognition for Excellence in Teaching, Research and Service to the Profession from Council of Educators in Landscape Architecture.	Classes over 50 (fewer) ↔ Classes under 20 (more) ↑
<b>V. Clemson's national reputation</b>		
1. Promote high integrity and professional demeanor among all members of the University community.	Clemson's Intercollegiate Ethics Bowl team won 2 <sup>nd</sup> place at national 2009 Ethics Bowl Championships in Cincinnati, Ohio. ↑	
2. Establish a Phi Beta Kappa chapter.	Delta Chapter of South Carolina inducted 69 New Members in Course on March 27, 2009. ✓	
3. Have at least two Clemson students win Rhodes Scholarships.	Each year Clemson may nominate up to four students for Barry M. Goldwater Scholarship. <b>James Hodges</b> , <b>Michael Juang</b> and <b>Jennifer Moffitt</b> each received Goldwater Scholarships. <b>Kemper Tally</b> was honorable mention. ↑	
4. Send student ensembles to perform at Carnegie Hall.	Completed. ✓	
5. Have at least two Clemson faculty win recognition by national academies.	Completed. ✓	
6. Publicize both national and international accomplishments of faculty, staff and students.	Clemson alumni <b>Kevin</b> and <b>Lydia Yon</b> received National Environmental Stewardship Award for commitment to conserving natural resources. <b>Adedoyin Salami</b> and <b>Natasha Korba</b> received Outstanding Delegation to Food and Agriculture Committee award at 5 <sup>th</sup> annual Stockholm Model United Nations Conference in Sweden. American Orthopsychiatric Association conferred highest award, Blanche F. Ittleson Award, on <b>faculty and staff of Institute on Family and Neighborhood Life</b> . <b>Mark Arena</b> earned President's Volunteer Service Award from President's Council on Service and Civic Participation. American Educational Research Association awarded Distinguished Dissertation Award in Social Context of Education division to <b>Curtis Brewer</b> . <b>Laura Olsen</b> became president of Women's Caucus for Political Science-South. <b>Ellen Granberg</b> began three-year term as associate editor for <i>Social Psychology Quarterly</i> . <b>Varun Grover</b> received Leadership Development Award from Global Information Technology Management Association. <b>Scott Ellis</b> received 2008 Elwood Buffa Best Doctoral Dissertation Award from Decision Sciences Institute. <b>Beshoy Morkos</b> was selected for one of three ASME Graduate Teaching Fellow Awards in nation.	

University 2011 Goals	Progress Toward Goals in '08-'09	Progress Toward Top 20
<b>V. Clemson's national reputation</b>		<b>U.S. News Rankings</b>
6. Publicize both national and international accomplishments of faculty, staff and students.	<p><b>Matthew Torok</b> won research award from S.C. Space Grant Consortium. <b>Chris Prziembel</b> was featured speaker at National Hydrogen Association convention and exposition; Office of Research and Economic Development sponsored exhibit. <b>Amy Gray</b> received Outstanding Graduate Student Award from National Orientation Directors Association for Region VI at Southern Regional Orientation Workshop. <b>Bryan Botts</b> was named Southeastern Association of Housing Officers Graduate Student of the Year. <b>Kamilah Campbell</b> is one of four students from across U.S. invited to participate in 2009 Brooks Fellowship program at prestigious Anderson Ranch Arts Center in Snowmass Village, Colo. <b>Douglas Hecker</b> and <b>Martha Skinner</b>'s proposed "superABSORBER" highway wall barrier system was cited in <i>Discover</i> magazine's March issue in article called "Tooling with Nature." <b>Thomas Niemeier</b> and <b>Monique McKiever</b> were selected to conduct 10-week research experiments under supervision of Howard Hughes Medical Institute International Research Scholars in South Africa and Portugal. <b>Linda Rice</b> received T.J. Mims Excellence Award at Region III conference of National Association of Insurance Women (International). ↑</p>	
7. While maintaining full compliance, achieve notable recognition with another national football championship, two championships in Olympic sports, and two Final Four appearances in basketball.	<p>As of April 1, Clemson sports ranked in top 25 included: Men's Basketball 24<sup>th</sup>, Golf 4<sup>th</sup>, Baseball 17<sup>th</sup>, Indoor Track 23<sup>rd</sup>, Women's Tennis 11<sup>th</sup> and Rowing 13<sup>th</sup>. For first time since 1996-98 era, Men's Basketball was chosen for NCAA Tournament for 2<sup>nd</sup> consecutive year. This was 2<sup>nd</sup> straight year Clemson has been ranked in final AP top 25, a first in school history. Men's Basketball defeated 3<sup>rd</sup> ranked Duke by 27 points, largest victory margin in school history over ranked opponent. For first time in league play since 1966 and 1967, Men's Basketball finished with winning record in ACC for 2<sup>nd</sup> straight year. <b>Oliver Purnell</b> was one of 10 semifinalists for Hank Iba Award from Basketball Writers Association, which also named him District Coach of the Year. Women's tennis player <b>Ani Mijacka</b> ranked as No. 1 women's tennis player in nation for 3<sup>rd</sup> straight week on March 30. Men's Golf ranked 4<sup>th</sup> in nation in April 1 poll, 9<sup>th</sup> straight poll in top 10. Men's golfer <b>Kyle Stanley</b> competed in Arnold Palmer Invitational on PGA Tour. <b>Jacoby Ford</b> won national championship at NCAA Indoor meet at Texas A&amp;M in 60 meters with time of 6:52. Ford was also named MVP Track Athlete for South Region for indoor season when he ran and won five races. In Women's Track, <b>April Sinkler</b> was MVP of Women's ACC Indoor Meet. <b>Liane Weber</b> became Clemson's first women's track athlete to earn All-America honors in Pentathlon. Total of 130 Clemson student athletes recorded GPA of at least 3.50 in fall semester to earn selection to Dean's List, breaking semester record of 123 set in spring 2006. Forty-nine Dean's List students had perfect 4.0, 2<sup>nd</sup> highest semester total on record. Five Clemson football players, including All-ACC running back <b>C.J. Spiller</b>, made All-ACC Academic team. Overall GPA for Clemson student athletes was 2.89, tied for 3<sup>rd</sup> best semester on record and best fall performance in Clemson history. ↑</p>	

Individual score cards are available from Student Affairs and CU-ICAR to highlight their progress toward division goals.

University 2011 Goals	Progress Toward Goals in '08-'09	Progress Toward Top 20
<b>II. Campus life</b>		<b>U.S. News Rankings</b>
1. Strengthen our sense of community and increase our diversity.	<p>More than 600 students worked together to provide service to community agencies during Clemson's first Unity Project. Forty Alternative Break program students traveled over spring break to perform community service. ↑</p>	
2. Recognize and appreciate Clemson's distinctiveness.	<p>A dozen MBA students competed in 21<sup>st</sup> annual Duke University MBA Games to raise money for Special Olympics. Clemson and USC students competed in American Cancer Society's Relay for Life to see which school could have most participants and raise most money. <b>Pershing Rifles Company C-4</b> hosted and won first place in annual Pershing Rifles National Convention for 6<sup>th</sup> straight year. ↑</p>	
3. Create greater awareness of international programs and increase activity in this area.	<p>Clemson and University of Kansas earned IIE Andrew Heiskell Award for Innovation in International Education for Maymester study abroad program in Capri, Italy, for education majors. Cultural Literacies Across Media program was launched to prepare students to enhance international experiences. Spring semester study abroad is at 308 students, an increase of 4% from last spring. Clemson hosted 14 teachers from 11 countries as part of International Leaders in Education program, funded by U.S. Department of State. ↑</p>	
4. Increase our focus on collaboration.	<p>Clemson hosted 6<sup>th</sup> annual FIRST Robotics Competition Palmetto Regional at Littlejohn Coliseum for 1,000 U.S. and Brazil high school students. Clemson and Appalachian State University are using 3-D virtual-world software to excite seventh-graders about math and science. Generated 19 career fair sponsors for spring career fair in January '09 totaling \$19,000. ↑</p>	
5. Maintain an environment that is healthy, safe and attractive.	<p>Completed HVAC projects in Kinard and Cooper Library, which will greatly improve indoor air quality. EMpower Clemson partnered with campus departments to coordinate spring events called Clemson Spring Extravaganza targeting safety during spring break. Redfern Health Center implemented "Flu Surge Plan" on Feb. 26 to accommodate increased demand for treatment of acute cases of seasonal influenza, flu-like illnesses and upper respiratory infections. ↑</p>	
<b>III. Student performance</b>		<b>U.S. News Rankings</b>
1. Attract more students who are ranked in the top 10 percent of their high school classes and who perform exceptionally well on the SAT/ACT.	<p>For first time in Clemson's history, freshman applications are over 16,000, another record-breaking year. Clemson is guaranteeing all Palmetto Fellows in College of Engineering and Science additional scholarship support to make up for costs not covered by Palmetto Fellows program. ↑</p>	<p>Acceptance rate 54% ↔</p> <p>SAT average 1227 ↑</p> <p>Top 10% - 50% ↓</p>





**A Study of Student Engagement and the Five-Year University Plan**

**Clemson University**

**A Creative Inquiry Project**

**April 29, 2009**

**The Creative Inquiry Team:**

**Evans Bennett, Senior, Chemical Engineering**

**Rylie Johnson, Junior, PRTM**

**James Kjellman, Senior, Management**

**Thomas Martin, Junior, PRTM**

**William Newell, Senior, PRTM**

**Kayla Payton, Senior, PRTM**

**Berkeley Paterson, Senior, PRTM**

**Alice Wilson, Sophomore, Health Sciences**

**Research Advisors:**

**Jeffery S. Martin, PhD**  
**The Conference Center and Inn**

**Brett A. Wright, PhD**  
**Parks, Recreation and Tourism Management**

*A special thanks to Matt Brownlee, PRTM PhD student  
for his invaluable assistance and advice on the student survey*

Staff Senate Roster 2009-2010

Area Email	BUDGET CTR	SENATOR	EMAIL	DEPT	PHONE	ADDRESS	TERM	SUPERVISOR	TERM #
Staff_Senate_Area01-L	PSA	Ameson, Lydia	LYDIA	0132	656-6712	265 P&A Building	2011	Sue Limber	2
Staff_Senate_Area01-L	PSA	Drake, Tim	TDRAKE	0194	646-2153	511 Westinghouse Rd. / Pendleton, SC 29670	2010	Joe Krausz	1
Staff_Senate_Area01-L	PSA	Edwards, Negar	NEDWARD	0192	646-2126	511 Westinghouse Rd. / Pendleton, SC 29670	2012	Christel Harden	2
Staff_Senate_Area01-L	PSA	Koon, Deborah	DKOON	0198	(803) 788-2260	POB 102406, Columbia, SC 29224	2011	Dr. John A. Caver	1
Staff_Senate_Area01-L	PSA	Rabon, Meshelle	RRYMAN	0120	656-3388	107 Barre Hall	2011	Dianna Haynes	1
Staff_Senate_Area01-L	PSA	Sober, Chris	CSOBER	0194	646-2127	511 Westinghouse Rd. / Pendleton, SC 29670	2012	Joe Krausz	1
Staff_Senate_Area01-L	PSA	White, Tina	TWHITE1	0128	656-2695	83 P&A Building	2012	Al Littlejohn	1
Staff_Senate_Area02-L	CES	Barnhill, Pam	PBRNHLL	0229	(843) 661-4800	Florence County Extension, 2685 S. Irby Street, Suite K, Florence, SC 29505	2011	Jody A. Martin	1
Staff_Senate_Area03-L	PROVOST	Dickson, Glenda	GLENDAD	5107	656-6353	101 Clemson House	2010	Gordon Halfacre	2
Staff_Senate_Area03-L	PROVOST	Walker, Gloria	GFRMN	5714	656-1455	E-302 Martin Hall	2010	David W. Grigsby	1
Staff_Senate_Area04-L	CAFLS	Atkins, Michael	ATKINS2	0323	656-6267	302 Biosystems Research Complex	2010	Keith Murphy	1
Staff_Senate_Area04-L	CAFLS	Swire-Clark, Ginger	GSWIREC	0319	656-4514	D131 P&A Building	2011	Dr. Wm. Vance Baird	1
Staff_Senate_Area05-L	AAH	Stanley, Sheri	SSHERRI	0527	656-7538	126b Hardin Hall	2012	Thomas Kuehn	1
Staff_Senate_Area06-L	HEHD	Gambrell, Angela	GAMBREA4	0707	656-3484	330 Tillman	2012	Tony Cawthon	1
Staff_Senate_Area07-L	COES	Harris, Dianne	DIANNEH	0973	656-0671	261 H.L. Hunter	2012	Stephen Creager	2
Staff_Senate_Area07-L	COES	Kennedy, Nell	MARVIN	0974	656-7520	217 McAdams Hall	2012	A. Wayne Madison	1
Staff_Senate_Area07-L	COES	Landreth, Phil	LRALPH	0917	656-5546	B-1 Freeman Hall	2010	John Finn	1
Staff_Senate_Area08-L	BBS	Haughey, Laurie	HLAURIE	1314	656-3985	369 Serrine Hall	2012	Caron St. John	1
Staff_Senate_Area09-L	CCIT	Bergman, Barbara	BERGMAN	2803	656-3701	434 Brackett	2011	Jamie Brown	1
Staff_Senate_Area09-L	CCIT	Charles, Debbie	DEBM	2804	444-5077	432 Brackett Hall	2011	Kathy Hoellen	1
Staff_Senate_Area09-L	CCIT	Crockett, David	CROCKET	2804	656-0475	142 Freeman Hall	2011	Don Leaders	2
Staff_Senate_Area09-L	CCIT	Gantt, Brian	BRIANG	2804	656-0240	142 Freeman Hall	2012	Don Leaders	1
Staff_Senate_Area09-L	CCIT	Houston, Trudy	TYE	2803	656-7142	L212 University Union	2010	Bobby Clark	1
Staff_Senate_Area10-L	LIBRARIES	Culler, Wade	NCULLER	3001	656-4586	Acquisitions, R.M. Cooper Library	2012	Gail Julian	2
Staff_Senate_Area11-L	PRES & BOT	Kleck, Janice	JKLECK	5155	656-1410	E-203 Martin Hall	2010	Dr. David Knox	1
Staff_Senate_Area13-L	ATHLETICS	Countryman, Karen	KCOUNTR	7115	656-1129	104-B Vickery Hall	2010	Rebecca Bowman	1
Staff_Senate_Area14-L	STUD AFFAIRS	Davis-Gross, Rose Ellen	REGROSS	4077	656-5452	200 Mell Hall	2012	Dr. Doug Hallenbeck	2
Staff_Senate_Area14-L	STUD AFFAIRS	Erickson, Karen	KERICKS	4064	656-2582	602 University Union	2011		1
Staff_Senate_Area14-L	STUD AFFAIRS	Hawthorne, Reginald	REGINAH	4077	656-7003	107 Clemson House	2012	R. Randy Rice	2
Staff_Senate_Area14-L	STUD AFFAIRS	Hawthorne, Pam	HOLLANP	4065	656-5834	802 University Union	2011	Kathi Shivar	1
Staff_Senate_Area14-L	STUD AFFAIRS	Oglesby, Laura	LOGLESB	4015	656-7616	307 Fike	2012	Lyn Massenburg	1
Staff_Senate_Area14-L	STUD AFFAIRS	Pope, Susan	SC	4015	656-6673	Room 200, Fike Recreation Center	2011	Mark Ferguson	2
Staff_Senate_Area14-L	STUD AFFAIRS	Wylie, Jonathan	WYLIE	4075	650-3659	100 Mauldin Hall	2012	Jeff Brown	1
Staff_Senate_Area15-L	RESEARCH	Ventura, Marlene	VENTURA	5704	656-0118	Office of Research & Compliance	2011	Tracy Arwood	2
Staff_Senate_Area16-L	ADVANCEMENT	Huff, James	HUFF3	5604	656-4231	Tiger Park	2010	Larissa Kelly	1
Staff_Senate_Area16-L	ADVANCEMENT	Wright, Mandy	WRIGHTA	5673	656-4629	100 Madren Center Drive	2010	Dr. Jeff Martin	1
Staff_Senate_Area17-L	UNIV FACILITIES	Boice, Kathy	BKATHY	5952	656-4577	Room 109, Gentry Hall	2010	John McEntire	1
Staff_Senate_Area17-L	UNIV FACILITIES	Gilstrap, Michael	GILSTRM	5906	643-6168	Maintenance Services, Klugh Avenue	2010	James E. Gilstrap	1
Staff_Senate_Area17-L	UNIV FACILITIES	Hughes, Bill	WSHUGHE	5906	656-0688	Maintenance Services, Klugh Avenue	2011	Bob Wells	1
Staff_Senate_Area17-L	UNIV FACILITIES	Hurst, Bill	HURST2	5906	656-1107	Maintenance Services, Klugh Avenue	2010	Mike Smith	1
Staff_Senate_Area17-L	UNIV FACILITIES	Pike, Carol	CPIKE	5907	656-0262	Landscape Services, Klugh Avenue	2012	Bill Carson	1
Staff_Senate_Area17-L	UNIV FACILITIES	Wardlaw, Scot	DANIELW	5904	656-0438	Support Services, Klugh Avenue	2012	Todd Barnette	1
Staff_Senate_Area17-L	UNIV FACILITIES	White, Samuel	SAMULW	5903	656-6105	Building Services, Klugh Avenue	2010	Thomas W. Jones	1
Staff_Senate_Area18-L	FINANCIAL AFF	Crawford, Lynn	CRAWFO5	5365	656-2808	Procurement / Adm Srv Bldg	2011	Mike Nebesky	1
Staff_Senate_Area18-L	FINANCIAL AFF	Gideon, Ellen	EGIDEON	5365	656-4035	Procurement / Adm Srv Bldg	2012	Mike Nebesky	2
Staff_Senate_Area18-L	FINANCIAL AFF	Isbill, Jon	ISBILL	5337	656-3352	Human Resources / Admin Srv Bldg	2011	Ray Holliday	1

## 2009-2010 STANDING COMMITTEE ROSTER

COMMITTEE EMAIL	STANDING COMM	BUDGET CTR	SENATOR	EMAIL	PHONE	MEETING SCHEDULE	TERM	TERM #
STAFF_SENATE_ACTIVITIES-L	ACTIVITIES	PSA	Edwards, Negar	NEDWARD	646-2126		2012	2
STAFF_SENATE_ACTIVITIES-L	ACTIVITIES	PSA	Rabon, Meshelle	RRYMAN	656-3388		2011	1
STAFF_SENATE_ACTIVITIES-L	ACTIVITIES	PSA	White, Tina	TWHITE1	656-2695	Activities meets the 1st Tuesday of each month at 9:30 a.m. in 801 University Union.	2012	1
STAFF_SENATE_ACTIVITIES-L	ACTIVITIES	HEHD	Gambrell, Angela	GAMBRE4	656-3484	Meeting dates for 2009 are: June 2, July 7,	2012	2
STAFF_SENATE_ACTIVITIES-L	ACTIVITIES	COES	Harris, Dianne	DIANNEH	656-0671	August 4, September 1, October 6, November 3, and December 1.	2010	1
STAFF_SENATE_ACTIVITIES-L	ACTIVITIES	CCIT	Houston, Trudy	TYE	656-7142		2011	1
STAFF_SENATE_ACTIVITIES-L	ACTIVITIES	STUD AFFAIRS	Hawthorne, Pam	HOLLANP	656-5834		2012	1
STAFF_SENATE_ACTIVITIES-L	ACTIVITIES	STUD AFFAIRS	Oglesby, Laura	LOGLESB	656-7616		2010	1
STAFF_SENATE_ACTIVITIES-L	ACTIVITIES	ADVANCEMENT	Huff, James	HUFF3	656-4231		2011	1
STAFF_SENATE_COMMUNICATIONS-L	COMMUNICATIONS	CES	Barnhill, Pam	PBRNHLL	(843) 661-4800		2012	1
STAFF_SENATE_COMMUNICATIONS-L	COMMUNICATIONS	COES	Kennedy, Nell	MARVIN	656-7520		2011	1
STAFF_SENATE_COMMUNICATIONS-L	COMMUNICATIONS	CCIT	Crockett, David	CROCKET	656-0475	Communications meets the 3rd Tuesday of each month at 11:00 a.m. in 801 University Union. Meeting dates for 2009 are: June 16,	2012	2
STAFF_SENATE_COMMUNICATIONS-L	COMMUNICATIONS	LIBRARIES	Culler, Wade	NCULLER	656-4586	July 21, August 18, September 15, October 20, November 17, and December 15.	2010	1
STAFF_SENATE_COMMUNICATIONS-L	COMMUNICATIONS	PRES & BOT	Kleck, Janice	JKLECK	656-1410		2012	2
STAFF_SENATE_COMMUNICATIONS-L	COMMUNICATIONS	STUD AFFAIRS	Davis-Gross, Rose Ellen	REGROSS	656-5452		2010	1
STAFF_SENATE_COMMUNICATIONS-L	COMMUNICATIONS	UNIV FACILITIES	Boice, Kathy	BKATHY	656-4577		2011	1
STAFF_SENATE_COMMUNICATIONS-L	COMMUNICATIONS	UNIV FACILITIES	Hughes, Bill	WSHUGHE	656-0688		2010	1
STAFF_SENATE_COMMUNICATIONS-L	COMMUNICATIONS	UNIV FACILITIES	White, Samuel	SAMULW	656-6105		2011	1
STAFF_SENATE_MEMBERSHIP-L	MEMBERSHIP	CAFLS	Swire-Clark, Ginger	GSWIRE	656-4514		2010	1
STAFF_SENATE_MEMBERSHIP-L	MEMBERSHIP	COES	Landreth, Phil	LRALPH	656-5546		2011	1
STAFF_SENATE_MEMBERSHIP-L	MEMBERSHIP	CCIT	Bergman, Barbara	BERGMAN	656-3701	Membership meets the 3rd Tuesday of each month at 3:30 p.m. in 801 University Union. Meeting dates for 2009 are: May 19, June 16,	2010	1
STAFF_SENATE_MEMBERSHIP-L	MEMBERSHIP	ATHLETICS	Countryman, Karen	KCOUNTR	656-1129	July 21, August 18, September 15, October 20, November 17, and December 15.	2011	1
STAFF_SENATE_MEMBERSHIP-L	MEMBERSHIP	STUD AFFAIRS	Erickson, Karen	KERICKS	656-2582		2011	2
STAFF_SENATE_MEMBERSHIP-L	MEMBERSHIP	STUD AFFAIRS	Pope, Susan	SC	656-6673		2011	1
STAFF_SENATE_MEMBERSHIP-L	MEMBERSHIP	FINANCIAL AFF	Crawford, Lynn	CRAWFO5	656-2808		2012	2
STAFF_SENATE_MEMBERSHIP-L	MEMBERSHIP	FINANCIAL AFF	Gideon, Ellen	EGIDEON	656-4035		2010	1
STAFF_SENATE_POLICY-L	POLICY & WELFARE	PSA	Drake, Tim	TDRAKE	646-2153		2011	1
STAFF_SENATE_POLICY-L	POLICY & WELFARE	PSA	Koon, Deborah	DKOON	(803) 788-2260		2012	1
STAFF_SENATE_POLICY-L	POLICY & WELFARE	PSA	Sober, Chris	CSOBER	646-2127		2010	2
STAFF_SENATE_POLICY-L	POLICY & WELFARE	PROVOST	Dickson, Glenda	GLENDAD	656-6353	Policy and Welfare meets the 1st Tuesday of each month at 3:00 p.m. in 801 University Union. Meeting dates for 2009 are: June 2,	2010	1
STAFF_SENATE_POLICY-L	POLICY & WELFARE	PROVOST	Walker, Gloria	GFRMN	656-1455	July 7, August 4, September 1, October 6, November 3, and December 1.	2012	1
STAFF_SENATE_POLICY-L	POLICY & WELFARE	CAFLS	Atkins, Michael	ATKINS2	656-6267		2010	1
STAFF_SENATE_POLICY-L	POLICY & WELFARE	AAH	Stanley, Sheri	SSHERI	656-7538		2012	1
STAFF_SENATE_POLICY-L	POLICY & WELFARE	BBS	Haughey, Laurie	HLAURIE	656-3985		2010	1
STAFF_SENATE_POLICY-L	POLICY & WELFARE	UNIV FACILITIES	Gilstrap, Michael	GILSTRM	643-6168		2012	1
STAFF_SENATE_POLICY-L	POLICY & WELFARE	UNIV FACILITIES	Wardlaw, Scot	DANIELW	656-0438		2011	1
STAFF_SENATE_POLICY-L	POLICY & WELFARE	FINANCIAL AFF	Isbill, Jon	ISBILL	656-3352		2011	2
STAFF_SENATE_SCHOLARSHIP-L	SCHOLARSHIP	PSA	Arneson, Lydia	LYDIA	656-6712		2011	1
STAFF_SENATE_SCHOLARSHIP-L	SCHOLARSHIP	CCIT	Charles, Debbie	DEBM	444-5077		2012	1
STAFF_SENATE_SCHOLARSHIP-L	SCHOLARSHIP	CCIT	Gantt, Brian	BRIANG	656-0240	Scholarship meets the 1st Tuesday of each month at 11:00 a.m. in 801 University Union. Meeting dates for 2009 are: May 5, June 2,	2012	2
STAFF_SENATE_SCHOLARSHIP-L	SCHOLARSHIP	STUD AFFAIRS	Hawthorne, Reginald	REGINAH	656-7003	July 7, August 4, September 1, October 6, November 3, and December 1.	2012	1
STAFF_SENATE_SCHOLARSHIP-L	SCHOLARSHIP	STUD AFFAIRS	Wylie, Jonathan	WYLIE	650-3659		2011	2
STAFF_SENATE_SCHOLARSHIP-L	SCHOLARSHIP	RESEARCH	Ventura, Marlene	VENTURA	656-0118		2010	1
STAFF_SENATE_SCHOLARSHIP-L	SCHOLARSHIP	ADVANCEMENT	Wright, Mandy	WRIGHTA	656-4629		2010	1
STAFF_SENATE_SCHOLARSHIP-L	SCHOLARSHIP	UNIV FACILITIES	Hurst, Bill	HURST2	656-1107		2012	1
STAFF_SENATE_SCHOLARSHIP-L	SCHOLARSHIP	UNIV FACILITIES	Pike, Carol	CPIKE	656-0262		2010	1