

**CLEMSON UNIVERSITY STAFF SENATE**  
**Executive Committee**

March 31, 2009, 9:00 AM, 801 University Union

**Draft Minutes**

**Present:** Michael Atkins, Dave Crockett, Rose Ellen Davis-Gross, Tim Drake, Negar Edwards, Janice Kleck, Phil Landreth

**Absent:** Glenda Dickson, Pam Hawthorne, Reggie Hawthorne, Dan Schmiedt

President Dave Crockett called the meeting to order.

**1. Approval of Minutes:** Phil Landreth moved to approve the minutes of the February 24, 2009 Staff Senate Executive Committee meeting as amended. Rose Ellen Davis-Gross seconded the motion.

**2. 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 grad 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 Dori 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 (for now, the degree of majors in the department *not* see a name change)
- 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. No report.

**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).

**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**, Dave Crockett. Has not met since the last report.

**F. Other:**

1) **Human Resources**, Lawrence Nichols. No report.

2) **Faculty Senate Update**, Dave Crockett. The Faculty Senate received salary information from Sikes. Crockett has requested salary information from the Faculty Senate.

3. **Financial Update**, 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. Phil Landreth moved to approve the report as submitted. Rose Ellen Davis-Gross seconded the motion.

4. **Standing Committees**

**A. Activities**, Negar Edwards. No report.

**B. Communications**, Rose Ellen Davis-Gross. No report.

**C. Membership**, Phil Landreth.

1) Officer Elections - New senators have been invited to the April meeting, but their official first meeting is May 12. Only current senators will vote in the upcoming election. Nominations have been received for Deb Charles, Rose Ellen Davis-Gross, Bill Hughes, and Phil Landreth for Vice President/President Elect; Barbara Bergman and Glenda Dickson for Secretary; Pam Hawthorne for Treasurer; and Bill Hughes for Parliamentarian.

2) Election Update and Bylaws Discussion – Senators appointed or elected to serve during the 2009-2012 term are: Negar Edwards, Chris Sober, and Tina White for PSA; Sheri Stanley for AAH; Dianne Harris and Nell Kennedy for COES; Laurie Haughey for BBS; Brian Gantt for CCIT; Rose Ellen Davis-Gross, Reggie Hawthorne, Laura Oglesby, and Jonathan Wylie for Student Affairs; Carol Pike and Scot Wardlaw for Facilities; Angela Gamberll for HEHD; Ellen Gideon for Financial Affairs.

3) Retirements - Names and positions held are being verified for plaque engraving (Carolyn McGaha, Richard Cowan, Sally Glenn, Maranda Arnold, Linda Kanaley, Rosa Grayden, Carrie DuPre, Cindy Owens, and Evelyn Gantt).

4) Staff Ombudsman Evaluation Committee Representative Election – Nominations were received for Karen Countryman and Karen Erickson.

5) New Senator Orientation – The date has been tentatively set for Tuesday, May 5, President's Box, Memorial Stadium. Issues to be decided are funding for refreshments and content for the orientation.

**D. Policy and Welfare**, Michael Atkins.

1) Hazardous Weather Policy at CU

2) Compensation Reports

3) Bill H3365

- 4) Custodial Services Outsourcing - Background information below provided by Tom Jones, program manager for Building Services.
- work on outsourcing off campus custodial began approximately 1 year ago
  - process began with the goal to increase efficiency – off campus buildings have a higher cost per square foot due to location (transportation of people, supplies, and lower employee to supervisor ratio)
  - core for this purpose is inside Perimeter Road and highways 76 & 93
  - the only core campus building effected (Fike - due to type of services needed and building hours)
  - took quite a while to work on specs before sent out for bid
  - went out for bid as “best value” not “low value”
  - intent to award was issued
  - competing bidder protested the award
  - protest is currently under review
  - a decision could be made as early as this week, but no clear decision date

**E. Scholarship, Reggie Hawthorne.**

- 1) October 9 - Tentative Golf Tournament Date

**5. Unfinished Business**

**A.** Staff Representative to the BOT, Dave Crockett.

**B.** Staff Development Plan, Dave Crockett. SDP Ad Hoc Committee Chair Bill Hughes and Senate President Dave Crockett met briefly with President Barker on March 24 to suggest that despite continuing budget concerns, the time is right to launch a 25-month pilot test of the SDP concept next summer. The pilot, which had already been approved by the university’s Administrative Council, was put on hold last fall when Clemson was hit with the first of several state funding reductions. President Barker’s support of the SDP’s goals of creating an employee-driven, performance-based and peer-reviewed advancement path for staff has not wavered. But he’s expressed great concern about moving forward with a program that would generate raises for some staff at the same time that others may still be rightfully concerned about their own job security. As proposed, those successfully completing the pilot test would receive permanent annual salary increases of ten percent up to a maximum of \$4000, but those raises would not take effect until July 2011. The SDP Committee’s position is that the program offers an innovative solution to a longstanding problem of widely inconsistent and sometimes arbitrary application of performance salary increases for staff across campus, even during times of economic uncertainty like that being experienced now. The continued threat of staff job losses at Clemson is, in the Committee’s opinion, a largely unrelated issue that may well be resolved by the end of the pilot period. The upshot of the March 24 meeting was a charge to the Committee to examine its pilot timetable and establish ‘fail-safe’ dates where the pilot could be sidelined after a formal launch if the economic situation still demanded it.

**6. New Business**

**A.** Staff Survey

**B.** March 31 Town Meeting

**C.** Executive Retreat

**7. Announcements:** None.

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

**Next Meeting:** Tuesday, April 28, 2009, Time and Location TBA