Minutes

Members Present: Kay Bagwell, Pam Barnhill (conference call), Matt Bundrick, Deb Charles, Karen Countryman, Anne Cummings, Tim Drake, Karen Erickson, Kim Fisher, Gail Gilbert, Michael Gilstrap, Debra Goss, Christopher Greggs, Trudy Houston, Wendy Howard, Adam Hunter, Julie Jones, Reba Kay-Purdessy, Sharon Kimbell, Julia Lusk, Amanda Menefee, Dede Norungolo, Judy Pruitt, Meshelle Rabon, Chris Sober, David Stancil, Judy Tribble, Cathy Welton, Tina White, and Mandy Wright

Members Absent: Leslie Adams, Brandie Bargeloh, Wilder Ferreira, Linda Galloway, Shelly Geer, Shirley Hagood, Rusty McDonald, Stella Moore, Beth Newton, Angela Nixon, Carol Pike, Sarah Reeves, and Andy Riggins

Guests Present: Megan Che, Cheryl Dye, John Mueller, Monica Patterson, Arlene Stewart, Jackie Todd, Tom Ward, Matt Watkins, and Ashley Young

President Julia Lusk welcomed guests and called the meeting to order.

1. Approval of Minutes: Deb Charles moved to approve the minutes of the February 12, 2013 Staff Senate meeting as written. Tim Drake seconded the motion and the vote was unanimous. The minutes were approved.

2. Open Commentary
   A. Ashley Young from University Housing shared information about upcoming Clemson Home Events. The events are scheduled from 11:30 a.m. until 2:00 p.m. from April 8 - April 11 (Attachment A).

3. Special Order of the Day
   A. Dr. Arlene Stewart, Director of Student Disability Services, spoke to the group about Universal Design (Attachment B). The Center for Universal Design at North Carolina State University defines Universal Design as the idea that all new environments and products should be usable by everyone, to the greatest extent possible.

4. President’s Reports
   A. Academic Council – The Council met on March 11.
   B. President's Cabinet – The Cabinet met on March 11. Dr. Debbie Jackson reported that the SACSCOC Site Visit is April 15 - 18, 2013. The Site Team will be in Charleston and Greenville on April 15 and on campus interviewing people on April 16 -18. Lusk reported that Daniel Austin in Student Affairs Publications her know of two awards his department won; Special Merit Award, Design for Print and Digital, Specialty Pieces for the 2012 Student Affairs Gala Invitation, and also for the Award for Excellence, Publications/Print and/or Digital, Annual or University Report for the 2010-2011 Division of Student Affairs Annual Report. Minutes from the February meeting were distributed to the Senate via email on March 11.
   C. Other:
      1. Administrative Council, John Mueller for Michelle Piekutowski. The Council is preparing for the Spring Quarterly Board of Trustees meeting.
2. **Human Resources**, John Mueller. South Carolina’s Supreme Court has not rendered a decision in the lawsuit filed regarding the health insurance premium increase. Mueller also reported that the semi-monthly pay schedule has been announced.

3. **Legislative Update**, Deb Charles. The full House of Representatives is scheduled to begin work on the budget the week of March 11. The Senate Finance Committee has begun agency budget subcommittee hearings and will continue this process through early April.

On Wednesday, March 13, Dr. John Kelly, Vice President for Economic Development, and Dr. George Askew will present Clemson PSA’s legislative and budget priorities at a hearing before the Senate Finance Budget Subcommittee on Natural Resources.

Clemson University has coordinated the first-ever ACC student lobbying trip, which is taking place this week on Capitol Hill. Approximately 50 students are slated to participate. Activities include briefings by the Department of Education and Congressional education committee staff on higher education priorities and policy initiatives. In addition, the students will participate in Capitol Hill visits with their Congressional Members to discuss the importance of federal student loans and student aid, federal research funding, and the impact of sequestration on their respective institutions. Those attending from Clemson University include McKee Thomason (Undergraduate Student Body President), Evelyn Sexton (Student Government Governmental Affairs), Ben Winters (Student Senate President), and Gail DiSabatino (Vice President for Student Affairs).

5. **Treasurer’s Report**, Karen Erickson. The balances as of 2/25 were: (a) Vending: $7,370.44; (b) Staff Senate funds: $1,758.00; (c) Travel: $161.72; (d) SDP: $7,978.61. Wendy Howard moved to approve the report and Matt Bundrick seconded the motion. The report was approved.

6. **Committee Reports**
   A. **Standing Committees**
      1. **Activities**, Julie Jones. Activities would like to thank everyone for their support during this year's food drive. We were able to donate 1,087 pounds of food to Golden Harvest Food Bank!
      2. **Communications**, Angela Nixon and Reba Kay-Purdessy. No report.
      3. **Membership**, Karen Countryman. Nominations for the offices of Vice President (President-Elect), Secretary, Treasurer, and Parliamentarian for 2013-2014 are being accepted. Nominations received as of March 11 are Matt Bundrick for Vice President, Tina White for Secretary, Julie Jones for Treasurer, and Deb Charles for Parliamentarian. Julia Lusk called for any additional nominations. Receiving none, each candidate was given the opportunity to address the Senate. Additionally, Membership is holding elections for new Senators in the following areas: Provost, HEHD, COES, CCIT, Student Affairs, and Facilities.
      4. **Policy and Welfare**, Chris Sober. Policy and Welfare met February 12. The SDP program has been approved for another year. Due to broadening of requirements, a larger number of applicants are expected and the committee has agreed to help with application review if needed. Arlene Stewart from Student Disability Services will speak at the March Senate meeting on the subject of Universal Design. The parking sub-committee has reviewed complaints concerning cost and availability of placards. A lack of communication by Parking Services caused some confusion about obtaining placards. The availability and cost of online courses is under discussion. The popularity and overhead of on-line classes has led to some departments not allowing staff the same access and tuition assistance as classroom courses. The committee is trying to identify individuals and organizations to support the position of allowing staff greater access to on-line classes.
5. **Scholarship**, Beth Newton and Carol Pike. The tentative date for the Sprint for Success 5K is November 9, 2013.

B. **University Committees**

1. **Athletic Council, Deb Charles.** The board approved phase one of the proposed deregulation of policies at the NCAA convention. The earlier first contact date between a team staff member and a student that was scheduled to change has been tabled. New initial eligibility standards that were to affect current high school freshman, objections were heard from high school counselors that not enough time has been given for these freshman student athletes to be prepared for the 2016+ college sport season. No judgment has been made at this time, but delaying the requirements to come into effect next year or creating intermediate standards for current term freshman may be considered.

2. **Parking Advisory, Michael Gilstrap.** PAC met on February 21. Austin Mall was elected chair. The main topic covered was multi-space meters. Parking Services hopes to add more meters in the future. There was also a lot of discussion on making everyone pay to park on campus so employee rates will not increase.

3. **President’s Commission on the Status of Women**, Karen Erickson and Tina White. The annual Outstanding Women Awards will be presented later this month at a luncheon. The Commission is currently moving forward with planning and implementing on-campus child care. Drs. Megan Che and Cheryl Dye were present to discuss three handouts provided to Senators along with the agenda. A summary was reviewed with the group (Attachment C). Per request, this information has been also forwarded to the Board of Trustees office.

4. **South Carolina State Employees Association**, Julia Lusk. The Clemson Chapter of the SC State Employees Association held its annual Legislative Dinner on February 11. Senator Thomas Alexander and Representative Bill Whitmire from Oconee County attended. Carlton Washington, Executive Director for SCSEA first spoke about legislative issues affecting state employees. In the 1980’s the state of SC employed around 80,000 state employees. Now only about 58,000 state employees work for SC. South Carolina’s population increased from around 3 million in the 80’s to over 4 million now. So the state employees of SC are servicing more residents with fewer workers in the offices. According to the US Census, the average monthly earnings for state employees is $4,565.00. However, the average monthly earnings for state employees in SC is $3,579 – almost $1,000 less a month than the average. This places SC at the bottom with the 4th lowest average in the nation, ahead only of West Virginia ($3,479), Mississippi ($3,450), and Missouri ($3,398). Also, the Cost of Living index is expected to end up in the 3% range again this year. In order to close the gap b/w pay and inflation, a minimum COLA of 5% is the Association’s recommended starting point. A longevity program is also needed to begin the process of restoring salaries closer to the national average and retaining highly qualified workers. The proposed objective for the longevity program, if adopted by the General Assembly, is to reward employees with a 5% raise for every five years of service until retirement. In terms of health insurance, premiums for active and retirees have increased almost 10%. The employee rate in SC in the 7th highest in the Southeast and 12th highest nationally. However, the employer rate is the 2nd lowest in the Southeast and 3rd lowest nationally. SCSEA is asking for no additional premium increase nor benefit reduction for active employees and retirees.

7. **Unfinished Business:** None.

8. **New Business**

   A. Tim Drake moved to close nominations and approve the current slate of officers. Wendy Howard seconded the motion and the vote was unanimous. The officers for 2013-2014 are Matt Bundrick for Vice President, Tina White for Secretary, Julie Jones for Treasurer, and Deb Charles for Parliamentarian.
9. **Announcements**
   A. Julia Lusk informed the group about the accident, cancer, and intensive care policies available through AFLAC. AFLAC has created a web site just for Clemson employees. Interested employees can visit them at [www.aflac.com/clemson](http://www.aflac.com/clemson).
   B. The Awards Banquet is Tuesday, April 9, 2013, 11:30 a.m., Madren Center, Ballroom A.

10. **Adjournment**: There being no further business to discuss, the meeting adjourned.

**Next Meeting**: Tuesday, April 9, 2013, 10:30 a.m., Madren Center