CLEMSON UNIVERSITY STAFF SENATE
October 14, 2014, 10:30 AM, Madren Conference Center

Agenda

1. Approval of Minutes

2. Special Order of the Day – Julie Capaldi, President, United Way of Pickens County

3. Open Commentary

4. President’s Reports
   A. Other:
      3. Legislative Update, Angela Nixon.

5. Treasurer’s Report, Julie Jones. Julie Jones. Funds remaining in the operating budget as of October 13, 2014: (a) Vending: $8,291.06; (b) Staff Senate funds: $2,775.01; (c) Travel: $450.00; (d) SDP: $12,109.09.

6. Committee Reports
   A. Standing Committees
      1. Activities, Tina White. Activities met on Tuesday Oct. 7th. We discussed the success of the loose change drive. We received $265.00 just from our group. Thank you all for your contributions to this very important program. We will be doing another drive first of the year. Additionally we started working on helping to market the ZRun. We tweeted out information about the run and post-race party. It was retweeted and followed by several Clemson groups and organizations. If you are on twitter please follow staff senate and retweet/follow or like us on Facebook.
      2. Communications, Angela Nixon.
      3. Membership, Deveraux Williams.
      5. Scholarship, Leslie Doss.
   B. University Committees
      1. Athletic Council, Matt Bundrick. The Council’s September e-newsletter is attached as an informational item.
      2. Other Reports

7. Unfinished Business: None.
   A. State Outreach
   B. Staff Senate Homecoming Tailgate – Space has been reserved at Fike for a Staff Senate tailgate on October 25th.

8. New Business

9. Announcements
   A. Congratulations to our 4 prize winners from this year’s Benefits Fair booth! Those eligible for a chance to win were current donors to the Staff Senate fund as well as any new donors who signed up! Congratulations again to the following individuals:
      • Rhonda Todd: Autographed Clemson Sports Package
      • Tom Taylor: $25 Wal-mart gift card
      • Wendy Hapeshis: 2 tickets to the CU vs. GA State FB game
      • Sally Glenn: 2 tickets each to the CU vs. GA State FB game
B. The Center for Career and Professional Development and the Clemson Student Veterans Association has partnered to host another Green Zone Training on Monday, November 10\textsuperscript{th} from 1 p.m. until 4 p.m. in the Student Senate Chambers (Edgar A. Brown University Union). This training is designed for Clemson University faculty, staff, and students. The training will be co-facilitated by Nick Paschvoss, Assistant Director of Career Development and Sam Wigley, President of the Clemson Student Veterans Association.

Green Zone Training is designed to support and empower student veterans at Clemson University which are an underrepresented student population. Green Zone Training aims to provide a safe space for student veterans and active service members. The process of transitioning from the military to civilian life can pose challenges for all veterans. In order for faculty, staff, and peers to better serve this population of students, they all need to be aware of the potential challenges a student veteran might face when attending college. Faculty, staff, and peers also need to know what resources are available for this underrepresented population. Through this cross cultural learning opportunity, Green Zone Training will provide faculty, staff, and students with an understanding of the military experience of student veterans as they transition from the military to campus life. This training opportunity will also bring awareness of community resources available to student veterans on and off our campus. Attendees will leave this training with an informational packet supplied with community resources and a Green Zone sticker. The sticker is to be displayed in your office and will signify to student veterans that you have completed the training.

To have an accurate headcount for planning purposes, please RSVP on the following link: http://career.clemson.edu/events/event_rsvp/greenzone_training.php. All email communication prior the workshop will be sent to those who have RSVP’d. For additional information, contact Nick Paschvoss at paschvo@clemson.edu or 864-656-0284.

10. Adjournment

Next Meeting: Tuesday, November 11, 2014, 10:30 a.m., Madren Conference Center
Members Present: Phillip Addington, Roberta Balliet, Mac Bevill, Matt Bundrick, Laura Clay, Leslie Doss, Linda Galloway, Shelly Geer, Debra Goss, Shirley Hagood, Jessica Holbrooks, Wendy Howard, Adam Hunter, Julie Jones, Jeff Kallin, Jan Lay, Jeff Leyh, Julia Lusk, Rusty McDonald, Aubrey Miller (conference call), Angela Nixon, Herb Parham, Bindu Rangaraju, Sarah Reeves, Chris Sober, Tom Taylor, Erin Thomas, Judy Tribble, Rebecca Trutwin, Terri Vaughan, Tom Warnock, Tina White, and Deveraux Williams


Guests Present: Julie Capaldi (United Way of Pickens County), Joshua Millsaps, Jackie Todd, Tom Ward, and Matt Watkins

President Matt Bundrick welcomed guests and called the meeting to order.

1. Approval of Minutes: 1) Tina White moved to approve the minutes of the September 9, 2014 Staff Senate meeting as submitted. Terri Vaughan seconded the motion and the vote was unanimous. The minutes were approved. 2) Tom Warnock moved to approve the minutes of the October 6, 2014 Staff Senate special called email meeting as submitted. Chris Sober seconded the motion and the vote was unanimous. The minutes were approved.

2. Special Order of the Day – President of Pickens County United Way, Julie Capaldi, spoke to the Senate on United Way’s efforts to provide homeless families shelter in Pickens County. Pickens County alone has 1605 homeless children. Family Promise is a network of local churches that help provide shelter and food to homeless families. Additionally, United Way has partnered with the Pickens County School District and the YMCA to fund a summer enrichment program for youth. The program will be offered in Easley and will help address the literacy learning gap that occurs over the summer in some children in low-income families. For more information on Clemson University’s United Way campaign, contact Leslie Doss at ldoss@clemson.edu or 656-4238.

3. Open Commentary: None.

4. President’s Reports – The Senate adopted resolution 2014-001. The resolution recommends that the University replace fall and spring break with two additional optional holidays. Years with a general election would be the exception. The resolution has been forwarded to HR Director Michelle Piekutowski to share with Administrative Council.

   Matt Bundrick congratulated Hagan Walker. Walker was selected as “Staff Member of the Game” for Clemson’s October 11 football game against Louisville and was recognized in the President’s Box.

   Matt Bundrick spoke at a library appreciation event. Bundrick thanked Judy Pruitt for the invitation.

   A. Board of Trustees – The Board met October 9-10 in Clemson.

   B. Other:

   1. Human Resources, John Mueller. The Office of Human Resources would like to thank everyone who attended the Benefits Fair on October 2. There were over 800 attendees and 86 vendors. Pictures can be found on the HR website under announcements (https://www.flickr.com/photos/124398775@N07/sets/72157648452290541/).
The Office of Human Resources is hosting two upcoming events. Both events are listed on the calendar. Also, in tomorrow's Inside Clemson, links to the calendar for each event will be posted:

- **Planning for the Future Seminar** – The seminar is Wednesday, November 5 at 8:00am to 4:30 p.m., Academic Success Center. This seminar, hosted by the Office of Human Resources, is designed for any employee who would like to plan for future financial and retirement goals. The seminar will be offered in two sessions. The morning session will discuss Estate Planning, Tax Deferred Investing and Social Security Benefits, while the afternoon session will provide information on Planning for Retirement and Insurance. If you would like to attend this free seminar, please register by visiting [http://www.clemson.edu/hrtraining/](http://www.clemson.edu/hrtraining/) and then choosing Planning for the Future Seminar. You can register for the morning, afternoon or both sessions.

- **Deer Oaks Employee Assistance Program (EAP)** – Coping with Challenge and Building Resiliency Webinar, Wednesday, October 29 from 12:15 p.m. to 1:15 p.m. When significant challenges are added to the ever-present day-to-day stressors that occur as part of our professional careers and personal life, it can lead to us feeling overwhelmed, frustrated, and exhausted. This presentation will address stress management during times of significant challenge or change. Attendees will learn about ways to increase awareness of their own personal stress as well as ways in which to enhance resiliency. Furthermore, practical tools to foster realistic expectations while maintaining an optimistic attitude will be taught. Attendees will also have an opportunity to ask questions related to stress management skills. After registering, you will receive a confirmation email containing information about joining the webinar.

5. **Treasurer’s Report**, Julie Jones. Funds remaining in the operating budget as of October 13, 2014: (a) Vending: $8,291.06; (b) Staff Senate funds: $2,775.01; (c) Travel: $450.00; (d) SDP: $12,109.09.

6. **Committee Reports**
   A. **Standing Committees**
   1. **Activities**, Tina White. Activities met on Tuesday, October 7. We discussed the success of the loose change drive. We received $265.00 just from the Senate. Thank you all for your contributions to this very important program. We will be doing another drive first of the year. Additionally we started working on helping to market the Z Run. We tweeted out information about the run and post-race party. It was retweeted and followed by several Clemson groups and organizations. If you are on twitter please follow the Staff Senate and retweet/follow or like us on Facebook.
   2. **Communications**, Angela Nixon. The Senate booth was a success. The booth consisted of popcorn, promotional giveaways (pink and orange tote bags), and Z Run information. Thanks to all the volunteers that worked the booth.
   3. **Membership**, Deveraux Williams. Matt Bundrick asked the committee to review attendance and report at the next Executive Committee meeting.
   4. **Policy and Welfare**, Terri Vaughan. Nothing to add to the President’s report regarding the holiday calendar.
   5. **Scholarship**, Leslie Doss. The date of the Clemson Z Run has changed from October 31 to October 30. All other aspects of the event are the same. The event was changed so that we could partner with CLEMSONLiVE.

B. **University Committees**
   1. **Athletic Council**, Matt Bundrick. The Council’s September e-newsletter was distributed as an informational item.
   2. **Other Reports**
7. **Unfinished Business**  
**A. State Outreach** – The Executive Committee hosted an open forum on Wednesday, September 17, in the AT&T Auditorium located in the Campbell Graduate Engineering Center on the CU-ICAR Campus in Greenville. Senate leadership discussed the Senate’s accomplishments and highlighted priorities for the year. The goal was to connect with off-campus employees who face unique challenges and issues in comparison to those working directly on Clemson’s campus.

**B. Staff Senate Homecoming Tailgate** – Space has been reserved at Fike for a Staff Senate tailgate on October 25th.

8. **New Business**: None.

9. **Announcements**  
**A.** Congratulations to our 4 prize winners from this year’s Benefits Fair booth! Those eligible for a chance to win were current donors to the Staff Senate fund as well as any new donors who signed up! Congratulations again to the following individuals:

- Rhonda Todd: Autographed Clemson Sports Package
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**B.** The Senate will hold another prize drawing in November for people who have made donations to the Staff Senate Scholarship Fund in this fiscal year. The winner of that drawing will receive two tickets to the President’s Box for the Georgia State football game on November 22.

**C.** The Center for Career and Professional Development and the Clemson Student Veterans Association has partnered to host another Green Zone Training on Monday, November 10 from 1 p.m. until 4 p.m. in the Student Senate Chambers (Edgar A. Brown University Union). This training is designed for Clemson University faculty, staff, and students. The training will be co-facilitated by Nick Paschvoss, Assistant Director of Career Development and Sam Wigley, President of the Clemson Student Veterans Association.

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

**Next Meeting:** Tuesday, November 11, 2014, 10:30 a.m., Madren Conference Center
Diversity and Inclusive Excellence Month

The goal of Diversity and Inclusive Excellence Month is to highlight and celebrate the diverse cultures and people represented within the Clemson campus community. During the month, a series of dynamic educational activities, programs and events is scheduled for faculty, staff and students.

**October 2, 2014**

**#IAMCLEMSON Project, Slam Clemson**

**Speaker:** Carlos Robson and Bluz, spoken word poets  
**Location:** Hendrix Center, Ballroom B, 7 p.m.  
**Sponsor:** Gantt Center for Student Life, Multicultural Programs and Services

**October 8, 2014**

**Economic Empowerment: The Critical Need to Support Minority Businesses**

**Speaker:** Maggie Anderson, founder and CEO, The Empowerment Experiment  
**Location:** Clemson House, Holmes Ballroom, 5:30 p.m.  
**Sponsor:** Chief Diversity Office  
A reception follows.

**October 9, 2014**

**Stolen Education — Film Screening and Panel Discussion**

**Speaker:** Enrique Aleman Jr., Ph.D.  
**Location:** Hendrix Center, McKissick Theatre, 5:30 p.m.  
**Sponsor:** Clemson University Latino Task Force

**October 16, 2014**

**Leveraging Clemson’s Diversity to Enhance Campus Climate — Panel Discussion**

**Location:** Clemson House, Holmes Ballroom, 4:30 p.m.  
**Sponsor:** Chief Diversity Office  
A reception follows.

**October 22, 2014**

**Luncheon by invitation only**  
**The Value of Inclusion in the Workplace and Society**

**Speaker:** Steve Bucherati, chief diversity officer, The Coca-Cola Co.  
**Location:** Madren Conference Center, Ballroom, 11:30 a.m.–1 p.m.  
**Sponsor:** Chief Diversity Office and Clemson Athletics

**October 23, 2014**

**Using Inclusive Practices to Create a Productive Workplace Environment**

**Speaker:** Charles Weathers, author and consultant, The Weathers Group  
**Location:** Hendrix Center, Peebles Room, 11:30 a.m.–1 p.m.  
**Sponsor:** Chief Diversity Office  
Refreshments will be provided.

**October 26, 2014**

**Your Ticket to Celebrate Diversity and Inclusion**

Featuring music, discussion groups, a film screening and light refreshments  
**Speaker:** Tod Ewing, consultant, International Multicultural Institute  
**Location:** Hendrix Center, Peebles Room, 4 p.m.  
**Sponsor:** University Housing and Dining  
Free tickets. Contact Gary Gaulin at camden@clemson.edu.

**October 28, 2014**

**Understanding and Managing Differences in the Workplace**

**Speaker:** Kimberly Reed, managing partner and CEO, Reed Development Group LLC  
**Location:** Hendrix Center, Peebles Room, 11:30 a.m.–1 p.m.  
**Sponsor:** Chief Diversity Office  
Refreshments will be provided.
Chair’s Message
Hello everyone. I’m Bert McCarty, a professor of Horticulture in the College of Agriculture, Forestry, and Life Science and Chair of Clemson University’s Athletic Council. This is the inaugural newsletter regarding happenings within the Council. Many questions surround the CUAC, its members, responsibilities, and functions. The goal of this newsletter is to address these and other pertinent questions and to address common issues between Academia and Athletics.

Function of the Council
The principal function of the Athletic Council is to advise the Clemson University Administration on all major decisions affecting the administration of the Athletic Department. Just as important, and a major goal of this newsletter, is to be a liaison between the Athletics and Academia in terms of information exchange. For more information of the Athletic Council and its function(s), visit: clemson.edu/administration/councils/athleticcouncil/

Members
The CUAC is composed of voting and nonvoting members chosen or appointed by the University President, Athletic Director, colleges, or various organizations within or closely associated with the University. This includes members of the student body, student-athletes, faculty, Alumni Association, IPTAY, Faculty Senate, Extension Senate and several at-large appointees. Members for 2014-15 include:

<table>
<thead>
<tr>
<th>Name</th>
<th>Department/Organization</th>
<th>Email Address</th>
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<tbody>
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Voting Members – CU Athletic Council (2014-15)

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Non-Voting Members:

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Committees:
The CUAC has five standing committees as shown below. The committees meet periodically to discuss and address pertinent issues related to these particular areas:

1. Governance and Rules of Compliance
   Ensures that the mission of the athletics program supports the mission and goals of the institution, reviews matters of institutional policy and control, and monitors compliance with rules and regulations.

2. Academic Standards and Integrity
   Considers issues related to admissions, academic standards, academic support services and academic program scheduling.

3. Fiscal Integrity and Facility Planning
   Responsible for monitoring financial practices, overseeing fiscal and facility management, planning, and reviewing fiscal policies and procedures

4. Equity, Welfare and Sportsmanship
   Assures the fair and equitable treatment of women and other minorities, protects the physical and educational welfare of student athletes, and assures that all associated with athletics are committed to the fundamental values of sportsmanship and ethical conduct.

5. Campus and Community Relations
   Monitors University and community perceptions of athletic program issues and reviews and proposes athletic initiatives to improve campus and community relations.

Our inaugural meeting for the 2014-15 academic year was September 02, 2014. Items discussed included:

- Better communication/understanding between the Athletic Department and the University. This is a major goal of the e-newsletter.
- Vickery Hall Update by Steve Duzan, Associate Athletic Director for Athletic Academic Services. Steve presented the Athletic Academic Services Annual Report for 2013-14. He stated most sports had a major improvement in overall GPA performance with the football team just shy of an all-time high for the spring semester. Six of Clemson’s athletic teams and more than 53 percent of all student-athletes posted a 2014 spring semester grade point average of 3.0 or better, and student-athletes earned a cumulative grade point average of 2.90. For a full report, refer to [AAS Annual Report](#).
- Sandy Edge discussed the recent Wall Street Journal’s article on the Grid of Shame which ranked Clemson again as one of the top three in “Admirable-Powerhouse.”
- The Chair announced that committee selections along with the Chairs will be made prior to the next meeting. Council members have an opportunity to request the committee of their choice to serve on.
Dan’s Dispatch
At each CUAC meeting, the Director of Athletics addresses issues affecting the Department and the progress on facility upgrades and capital improvement projects. At the September meeting, the Director of Athletics, Dan Radakovich, addressed the following:

Anti-trust (O’Bannon) case and Autonomy outcome and future D1 structure and governance model(s):
The AD reflected on the great deal of fast-paced change that has been going on in the arena of college athletics including the Anti-trust (O’Bannon) case which is being appealed, opening briefs due Nov 14, 2014. The new Division I structure leaves considerable uncertainty about the future landscape of college sports but necessary adjustments will be made as more information becomes available.

CU facility upgrade/renovations updates:
The Facilities improvements to the Doug Kingsmore Baseball stadium that began in August can be seen proceeding rapidly, aerial shots have been posted on clemsontigers.exposure.co. The West End Zone and oculus project, as well as suite and club seating renovations on the north and south sides of Memorial Stadium, are set to begin after the football season. Progress is continuing on the renovation of Littlejohn Coliseum with plans for the 2015-16 season being held away from campus. The renovation to make Vickery Hall visual showcase as well as the academic showcase that it already is also on the schedule, but plans for that are still more than a year out. These plans are all aimed at helping achieve the long term goals of the Athletic Department but also serve to synergistically to improve the visibility of the University and highlight other areas which can be improved.

Recent CUAD hires and responsibilities:
The AD informed the council of two new Assistant Athletic Director hires, Joe Simon and Natalie Honnen. Natalie is taking over the responsibilities as Senior Women’s Administrator for Barbara Kennedy-Dixon whose role has been reprised as Special Assistant to the Director of Athletics. Joe Simon has been named Assistant Athletic Director for Facilities Management. This year will also welcome Stephen Frazier Wong as head coach for the Rowing team. "Stephen is one of the top young coaches in the nation, and we’re excited to have him lead our program to the next level."

D1 playoff championship update:
The AD discussed his role and responsibilities of being on the inaugural D1 playoff championship selection committee. The appointment is a four year commitment and the committee will begin weekly meetings in Texas beginning in October until the announcement of the four team playoff format in early December. The AD said he will spend every possible moment watching college football to help judge the selection process.

The Athletic Council's next meeting is October 7, 2014. If you have any questions or issues you wish the Council to address, please send these to your appropriate representative.

Sincere appreciation is expressed to Tullen Burns for his assistance with this newsletter.