CLEMSON UNIVERSITY STAFF SENATE
January 13, 2015, 10:30 AM, Madren Conference Center

Agenda

1. Approval of Minutes

2. Special Order of the Day – Dr. Ellen Granberg, Strategic Planning Update

3. Open Commentary

4. President’s Reports
   A. Other:
      1. Administrative Council, Jim Kerr for Michelle Piekutowski.
      3. Legislative Update, Angela Nixon.

5. Treasurer’s Report, Julie Jones. Funds remaining in the operating budget as of January 11, 2015: (a) Vending: $6,657.12; (b) Staff Senate funds: $2,052.19; (c) Travel: $450.00; (d) SDP: $10,271.00.

6. Committee Reports
   A. Standing Committees
      1. Activities, Tina White.
      2. Communications, Angela Nixon.
      3. Membership, Deveraux Williams. Call for Nominations!
         - Membership is accepting nominations for the offices of Vice President (President-Elect), Secretary, and Treasurer for 2015-2016. The term is for one year. Officers are installed at the Annual Banquet on April 14, 2015. Nomination forms must be completed and returned before the start of the regularly scheduled Staff Senate meeting on March 10, 2015. Each candidate will have the opportunity to address the Senate at the March meeting. Voting will be conducted after the meeting in an online ballot. Elections will close at noon on March 17, 2015. The Executive Committee and Candidates will be notified of the results after they have been confirmed by the Membership Committee.
         - Membership will begin soliciting for new Senators. Areas with vacancies will be notified via email this month.
   B. University Committees
      1. President’s Commission on the Status of Black Faculty and Staff, Karon Donald.
      2. Other Reports

7. Unfinished Business

8. New Business
9. **Announcements**
   A. The Clemson Chapter of the SC State Employees Association will be hosting a joint legislative dinner with the Oconee Chapter on Monday, February 2, 2015 at 6:30 PM at the Madren Center. Please save this date to your calendar. We need a strong show of support from state employees as we meet with members of the Oconee Delegation Office on February 2nd.
   B. Clemson University’s Graduate Student Government cordially invites you to attend a reception for graduate students, staff, and faculty on Friday, January 16, 2015, 4-6 p.m., Meeting Rooms A & B, Hendrix Student Center. Please rsvp to gsg@clemson.edu by Wednesday, January 14th at noon. The graduate student organizers of this event are very excited to have a formal event for all graduate students to meet and interact with staff and faculty from other departments. The idea behind this function is to connect students with faculty and staff they would not normally interact with in an effort to collaborate in new ways.

   C. Faculty-Staff Town Hall in Entrepreneurship (see attachments).

10. **Adjournment**

    Next Meeting: Tuesday, February 10, 2015, 10:30 a.m., Madren Conference Center
Minutes

Members Present: Roberta Balliet, Brandie Bargeloh, Matt Bundrick, Laura Clay, Anne Cummings, Leslie Doss, Linda Galloway, Shelly Geer, Debra Goss, Wendy Howard, Julie Jones, Jeff Kallin, Jan Lay, Jeff Leyh, Julia Lusk, Rusty McDonald, Amanda Menefee, Aubrey Miller, Angela Nixon, Judy Pruitt, Bindu Rangaraju, Sarah Reeves, Andy Riggins, Chris Sober, Joey Thames, Erin Thomas, Judy Tribble, Rebecca Trutwin, Terri Vaughan, Hagan Walker (conference call), Tom Warnock, Tina White, Deveraux Williams, and Gail Winchester

Members Absent: Phillip Addington, Mac Bevill, Meredith Driver, Shirley Hagood, Jessica Holbrooks, Billy Hunt, Adam Hunter, Herb Parham, Lavonne Sloop, and Tom Taylor

Guests Present: Tom Ward, Maggie Miller, and Ellen Granberg

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

1. Approval of Minutes – Tom Warnock moved to approve the minutes of the December 16, 2014 Staff Senate meeting as submitted. Tina White seconded the motion and the vote was unanimous. The minutes were approved.

2. Special Order of the Day – Dr. Ellen Granberg, Strategic Planning Update: Dr. Granberg updated the Staff Senate on the 2020Forward plan, a refocusing of the 2020 Roadmap with emphasis in 3 key areas: pre-eminence in undergraduate learning, national and international prominence in graduate education, and international prominence in research. Granberg is chairing this effort along with VP for Finance and Operations Brett Dalton. Three teams have been established to set goals in each of the three focus areas. Those teams are led by Diane Perpich (Associate Professor of Philosophy and Religion) for the Undergraduate Learning Team, Marieke Van Puymbroeck (Associate Professor and Coordinator for Recreational Therapy in PRTM) for the Graduate Education Team, and Melur Ramasubramanian (Distinguished Professor and Department Chair of Mechanical Engineering) for the Research Team. Each team has faculty, staff, and student representation. The teams are currently meeting to come up with goals and methods for achieving these goals in the 3 key areas. This phase is to be completed by February 1, 2015. The second phase will involve coming up with strategies for implementation of these ideas. Second phase committees have not yet been seated and this phase should conclude by the end of the Spring semester.

The committees want feedback from faculty, staff, and students. To learn more about the process and to submit feedback, please visit www.clemson.edu/2020forward. Feedback may also be submitted via email at granber@clemson.edu or forward2020@clemson.edu.

3. Open Commentary: None.

4. President’s Reports: Staff Senate President Matt Bundrick reiterated topics that he addressed at the General Faculty Meeting on December 17, 2014. Clemson University is well on its way to establishing a full Lactation Network, with 3 lactation rooms already in place and policies/committees being formed to guide the process. Policies in need of discussion and establishment cover topics such as designating breaks for lactation and/or feeding and employer guidelines on the lactation network
on an individual and campus-wide level. Bundrick is leading the committee to establish the network and the goal is for Clemson to be labeled a “Mother Friendly Employer” by the South Carolina Breastfeeding Coalition.

Tom Ward, Staff Ombudsman, also reminded the Senators to look over the updated travel policies for the University as there have been some significant changes. You can look over these policy changes at http://www.clemson.edu/finance/procurement/travel/employeeguidelines.html.

5. Treasurer’s Report, Julie Jones. Funds remaining in the operating budget as of January 11, 2015: (a) Vending: $6,657.12; (b) Staff Senate funds: $2,052.19; (c) Travel: $450.00; (d) SDP: $10,271.00.

6. Committee Reports
   A. Standing Committees
   1. Activities, Tina White. The Activities Committee is planning another “loose change” drive to benefit Golden Harvest Food Bank. However, the committee is considering going the online route and having an electronic money drive because many individuals are more likely to donate $1 or more online rather than have $1 or more in cash-on-hand to donate. More details on this money drive will be forthcoming.
   2. Communications, Angela Nixon. None.
   3. Membership, Deveraux Williams. Call for Nominations!
      - Membership is accepting nominations for the offices of Vice President (President-Elect), Secretary, and Treasurer for 2015-2016. The term is for one year. Officers are installed at the Annual Banquet on April 14, 2015. Nomination forms must be completed and returned before the start of the regularly scheduled Staff Senate meeting on March 10, 2015. Each candidate will have the opportunity to address the Senate at the March meeting. Voting will be conducted after the meeting in an online ballot. Elections will close at noon on March 17, 2015. The Executive Committee and Candidates will be notified of the results after they have been confirmed by the Membership Committee.
      - Membership will begin soliciting for new Senators. Areas with vacancies will be notified via email.
   4. Policy and Welfare, Terri Vaughan. Questions regarding the remote parking and shuttle times were directed to P&W. Shuttle services do not run during the normal lunch hours so users are limited to bringing their lunch or choosing options within walking distance. Vaughan will forward the issue to Parking and Transportation Services.
   5. Scholarship, Leslie Doss. None.
   B. University Committees
   1. President’s Commission on the Status of Black Faculty and Staff, Karon Donald. 1) A social was held by the President’s Commission on the Status of Black Faculty and Staff on December 16, 2014. The reception was well-attended. 2) Dr. Charles Davis and Dr. Shaun Harper from the Center for the Study of Race and Equity in Education at the University of Pennsylvania are working with the Chief Diversity Office to develop and conduct a faculty/staff climate survey this spring. Drs. Davis and Harper held focus groups on campus December 3 – 5. They collected input for the faculty/staff climate survey.

7. Unfinished Business: None.

8. New Business: None.
9. **Announcements**

A. The Clemson Chapter of the SC State Employees Association will be hosting a joint legislative dinner with the Oconee Chapter on Monday, February 2, 2015 at 6:30 PM at the Madren Center. Please save this date to your calendar. We need a strong show of support from state employees as we meet with members of the Oconee Delegation Office on February 2nd.

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C. Faculty-Staff Town Hall in Entrepreneurship (Attachment).

D. If you are interested in helping plan this year’s employee appreciation week, contact Jackie Todd at jtodd3@clemson.edu.

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

Next Meeting: Tuesday, February 10, 2015, 10:30 a.m., Madren Conference Center
Clemson University’s Graduate Student Government cordially invites you to a

Graduate Student, Faculty and Staff Reception

Friday, January 16, 2015
4–6 p.m.
Meeting Rooms A and B,
Hendrix Student Center

Please RSVP to gsg@clemson.edu by Wednesday, January 14 at Noon.
Thanks!

This survey was conducted and analyzed under the auspices of the Office of Assessment (OA).

Special thanks to:

- Deanna Burns (OA)
- David Knox (OA)
- Kathy Woodard (OED)
- Dawn White (OED)
The Office of Economic Development (OED) conducted a survey to determine faculty and staff interest and involvement in entrepreneurship and small business in October of 2014.

- **Faculty/Staff Respondents:** $N = 719$
  - 15.21% of all [Fall ‘13] faculty/staff

- **Student Respondents:** $N = 2190$
  - 10.02% of all [Fall ‘14] students

Note: Any response marked with an asterisk (*) is from a “check all that apply” question (i.e., may be overlap with responses)
### Results

<table>
<thead>
<tr>
<th>Faculty / Staff</th>
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<th># Responses</th>
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<th># Responses</th>
<th>% Responses</th>
<th>Have Started Business</th>
<th># Responses</th>
<th>% Responses</th>
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<td>105</td>
<td>14.6</td>
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</table>

- Companies formed by (present) Clemson faculty/staff: **85 + were listed in the survey**
  - Entrepreneurship is truly an institutional activity; interest and experience across all Divisions, Colleges, TT, non-TT, classified and unclassified staff, ...
  - Majority in consulting services (30%), technology (22%), product, and process development (21%)
Results

- **Business Interests (N=105)**
  - 21% of faculty/staff respondents have started a business*
    - Of those, 75% do **not** involve other employees / students at Clemson
  - The majority (70%) of faculty/staff responded that they would (32%) or probably would (38%) be interested in participating in the creative process of developing and generating ideas that can help form a new company
  - 72% of responses indicate *willingness to participate* in mentorship [32% yes; 40% maybe]
Results

- **Obstacles**
  - 62% of faculty/staff respondents agree their major obstacle is that “[They] did not know where to find the resources or help [they] needed”*

*Please note the asterisk indicates a specific citation or source for the statistic.

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Have you encountered any obstacles that have limited your entrepreneurial ventures?

- The administrative bureaucracy is difficult to understand: 99
- The culture is not supportive of entrepreneurial ventures: 55
- I did not know where to find the resources or help I needed: 288
Results

• **Current Knowledge Regarding Clemson Entrepreneurship/Small Business Resources**
  - Only 3% consider themselves “very knowledgeable”
  - Whereas 41% have “no knowledge at all”

• “Have you accessed any entrepreneurial resources available to you at Clemson?*”

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<tr>
<th>Resource</th>
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<tbody>
<tr>
<td>CURF</td>
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<td>Spiro</td>
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<tr>
<td>The Den</td>
<td>14</td>
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<tr>
<td>SBDC</td>
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</table>
Results

- What are you most interested in learning more about with regard to entrepreneurship?
  - More than half (59%) of respondents would like to learn more about entrepreneurship*
  - More than half (56%) of respondents would like to learn more about starting a small business*
Results

- **Resources and Facilities Interests**
  - Respondents most interested in resources for the *start-up process* (60%); however, resources for *education, mentors, and finances* are critical for success as well*

What faculty / staff level resources or facilities would you like to see at Clemson to assist with entrepreneurial efforts?

<table>
<thead>
<tr>
<th>Resource</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>More educational opportunities</td>
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<tr>
<td>Mentors</td>
<td>329</td>
</tr>
<tr>
<td>Start up process/support</td>
<td>384</td>
</tr>
<tr>
<td>Financial assistance</td>
<td>288</td>
</tr>
<tr>
<td>Incubators</td>
<td>189</td>
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</table>
1. **Excellent survey response and significant interest:**
   - But there is a need for more effective coordination and communication of existing campus entrepreneurship and small business resources.

2. **Students and faculty/staff have very little knowledge about current business/entrepreneurial resources, services and mentorship available at Clemson**
   - But majority want to learn more!

3. **Resources for start-ups are a major topic for both students and faculty/staff**
   - Networking, business plan assistance, start-ups, and entrepreneurship education rank as top 4 interests for both students and faculty/staff, respectively.
Next Steps

- **Efforts to date**
  - Listening tour / meeting with internal and external stakeholders
  - OED committee representing Spiro, Den, CURF, ...
  - Entrepreneurship survey + town halls + faculty entrepreneur meeting with Provost.
  - CU-level entrepreneurship classes approved (Spiro)

- **Next steps**
  - Develop and pilot demo incubation and maturation process for faculty/staff and student start-ups.
  - Allocation of internal (OED) energies towards institution-wide entrepreneurship and SBD processes, facilities, and resources.
  - OED continued work with Provost and CU leadership publicizing and promoting entrepreneurship; including tenure / promotion guidelines, work-load, rewards, and incentives.
Thank you

Questions, comments, discussion, ...
Thanks!

This survey was conducted and analyzed under the auspices of the Office of Assessment (OA).

Special thanks to:

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Results

The Office of Economic Development (OED) conducted a survey to determine faculty and staff interest and involvement in entrepreneurship and small business in October of 2014.

- Faculty/Staff Respondents: **N = 719**
  - 15.21% of all [Fall ‘13] faculty/staff

- Student Respondents: **N = 2190**
  - 10.02% of all [Fall ‘14] students

How would you rate the “entrepreneurial culture” at Clemson?

- **30%** Exact same as faculty/staff responses
- **7%** Very entrepreneurial
- **7%** Somewhat entrepreneurial
- **56%** Rarely entrepreneurial
- **7%** Not entrepreneurial at all

Note: Any response marked with an asterisk (*) is from a “check all that apply” question (i.e., may be overlap with responses)
Results

- Companies formed by (present) Clemson students: approximately 82 that were listed
  - Entrepreneurship (as expected) is truly an institutional activity; interest and experience across all Colleges
  - Majority in product, and process development (37%), retail (28%), consulting services (27%), and technology development (25%).
Results

- **Business Interests (N=135)**
  - 8% of student respondents have started a business*
    - Of those, 82% do **not** involve other employees / students at Clemson
  - The majority (83%) of students responded that they would (45%) or probably would (38%) be interested in participating in the creative process of developing and generating ideas that can help form a new company
  - 70% of responses indicate *willingness to participate* in mentorship [30% yes; 40% maybe]
Results

- **Obstacles**
  - 76% of student respondents agree their major obstacle is that “[They] did not know where to find the resources or help [they] needed”*

![Bar chart showing obstacles to entrepreneurial ventures]

*Have you encountered any obstacles that have limited your entrepreneurial ventures?*

- The administrative bureaucracy and process is difficult to understand: 320 responses
- The culture is not supportive of entrepreneurial ventures: 133 responses
- I did not know where to find the resources or help I needed: 1172 responses
Results

- **Current Knowledge Regarding Clemson Entrepreneurship/Small Business Resources**
  - Only 3% consider themselves “very knowledgeable”
  - Whereas 35% have “no knowledge at all”

- “Have you accessed any entrepreneurial resources available to you at Clemson?*”

![Diagram showing access to resources:
- Spiro: 148
- CURF: 138
- SBDC: 77
- The Den: 58
Students (N=2190)
Results

- **What are you most interested in learning more about with regard to entrepreneurship?**
  - Three-quarters (76%) of student respondents would like to learn more about entrepreneurship*
  - 70% of student respondents would like to learn more about starting a small business*
Resources and Facilities Interests

- Student respondents are equally interested in obtaining resources on the *start-up process, mentors, and education*

What student level resources or facilities would you like to see at Clemson to assist with entrepreneurial efforts?

<table>
<thead>
<tr>
<th>Resource</th>
<th>Count</th>
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<tr>
<td>More educational opportunities</td>
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<td>Mentors</td>
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<td>Financial assistance</td>
<td>1035</td>
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</table>
1. **Excellent response and significant interest**
   - But there is a need for more effective coordination and communication of existing campus entrepreneurship and small business resources.

2. **Students and faculty/staff have very little knowledge about current business/entrepreneurial resources, services and mentorship available at Clemson**
   - But majority want to learn more!

3. **Resources for start-ups are a major topic for both students and faculty/staff**
   - Networking, business plan assistance, start-ups, and entrepreneurship education rank as top 4 interests for both students and faculty/staff, respectively.
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- **Efforts to date**
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  - OED continued work with Provost and CU leadership publicizing and promoting entrepreneurship; including tenure / promotion guidelines, work-load, rewards, and incentives.
Thank you

Questions, comments, discussion, ...
Extra Slides
Mission: The Office of Economic Development is Clemson’s gateway for global and local business development and builds the partnerships needed to create economically viable and competitive communities in South Carolina.

- Goal 1: Recruit, educate, and retain the talent and expertise needed to build and sustain a globally competitive economy in SC.
  - Strategy 1: Develop incentives for faculty participation in economic development activities.
  - Strategy 2: Develop a student engagement plan for economic development that will increase student participation in economic development activities.

- Goal 2: Create opportunities for economic growth and impact in local and global markets and communities.
  - Strategy: Connect Clemson faculty, staff, and students to global markets and emerging opportunities through Economic Development public and private partnerships.
Mission: The Office of Economic Development is Clemson’s gateway for global and local business development and builds the partnerships needed to create economically viable and competitive communities in South Carolina.

- Goal 3: Support innovation, technology development, small business, and entrepreneurship.
  - Strategy: Develop programs to support entrepreneurship and start-up businesses associated with the knowledge economy.

- Goal 4: Strengthen economic development in urban and rural communities of SC.
  - Strategy: Improve the economy of South Carolina, through our communities, by supporting the development of new business, the recruitment of new business and industry, and the growth and retention of existing business and industry.
## Faculty / Staff

<table>
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<tr>
<th>College</th>
<th>Total #</th>
<th># Responses</th>
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## Students

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</table>
Current Knowledge Regarding Clemson University Entrepreneurship/Small Business Resources

- 3% of faculty/staff AND student respondents said they are very knowledgeable.
- 42% of faculty/staff and 35% of student respondents said they have no knowledge at all.

59% of faculty/staff and 76% of student respondents would like to learn more about entrepreneurship.

56% of faculty/staff and 70% of student respondents would like to learn more about starting a new business.

62% of faculty/staff and 76% of student respondents agree their major obstacle in starting a business is that “[they] did not know where to find the resources or help [they] needed.”

71% of faculty/staff AND student responses indicate willingness to participate in an entrepreneurial mentorship - either as a mentor or mentee.

Resource Interests

54% of faculty/staff respondents are most interested in obtaining resources in the start-up process however, resources for education, mentors, and finances are critical.

Student respondents are equally interested in obtaining resources for the start-up process, mentors, and education.

Collaboration Interests

83% of faculty/staff and 70% of student respondents would be interested in participating in the creative process of developing and generating new ideas that can help form a new company.

What are you most interested in learning more about with regard to entrepreneurship?

- Start-up Process (14%)
- Loan Assistance / Capital (12%, 10%)
- Networking (13%, 20%)
- Entrepreneurship Education (14%, 13%)
- Market Studies (12%, 11%)
- Business Plan Assistance (16%, 14%)
- Intellectual Property (11%, 10%)
- Product Development (8%)
- Intellectual Property (11%, 10%)
- Product Development (8%)
- Faculty/Staff: 75% of faculty/staff and 82% of student respondents who have started a business do not involve Clemson University employees or students in their business.

Rating the Entrepreneurial Culture at Clemson University

46% of faculty/staff and 52% of student respondents rate the entrepreneurial culture at Clemson University as ‘somewhat entrepreneurial’.

Business Start-ups and Involvement

21% of faculty/staff and 8% of student respondents have started a business.

- According to the survey responses, approximately 167 companies or small businesses have been formed by Clemson faculty, staff or students.

75% of faculty/staff and 82% of student respondents who have started a business do not involve Clemson University employees or students in their business.