Clemson University Staff Senate
March 10, 2015, 10:30 AM, Madren Conference Center

Agenda

1. Approval of Minutes

2. Special Order of the Day – Caitlin Moore, Wellness Coordinator, Joseph F. Sullivan Center

3. Open Commentary

4. President’s Reports – Thanks to the generosity of the donors of the Staff Senate Scholarship, we’ve raised enough to money to add 2 additional $1,500 scholarships for children of staff, a total of 12. This is a true testament of the Clemson Family as we’re supported by Staff, Faculty, Retirees, Alums and community members…most of whom’s children will never be eligible to receive this scholarship.

   A. Board of Trustees – Matt Bundrick submitted a report on behalf of the Senate. Angela Nixon shared the report with the Board during their quarterly meeting on February 5-6 (Attachment).

   B. Foundation Board – WTL Progress to date: $897.8M of $1B goal has been met. CUF plays an important role in Clemson’s success by being a nimble partner and thoughtfully managing, investing and disbursing the University’s private donations.

   C. 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 February 6, 2015: (a) Vending: $4,677.95; (b) Staff Senate funds: $1,326.45; (c) Travel: $450.00; (d) SDP: $9,723.62.

6. Committee Reports

   A. Standing Committees

      1. Activities, Tina White.
      2. Communications, Angela Nixon.
      3. Membership, Deveraux Williams. Last call for nominations!

      • Membership is accepting nominations for the offices of Vice President (President-Elect), Secretary, and Treasurer for 2015-2016. Nominations received as of March 9th are Deveraux Williams for Vice President/President Elect, Laura Clay and Julie Jones for Treasurer, and Amanda Menefee and Judy Pruitt for Secretary. The term is for one year. Officers are installed at the Annual Banquet on April 21, 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.
• Membership solicited nominations for new Senators. The following areas require new Senators for 2015: PSA, CES, CAFLS, AAH, CoES, Libraries, PRES/BOT/ECON DEV, Athletics, and Student Affairs.

   • Parking and Transportation, Dan Hofmann.
   • Emergency Closing Policy/Procedure, Jackie Todd.
   • Employee Wellness Task Force – Ideas and/or programs to bring to the table for proposed budget requests
     ▪ Reduced rec rates for employees
     ▪ Subsidized pricing for trainers for employees
     ▪ Specific class for employees (no students allowed)
     ▪ 30 minutes of flexible “Wellness Time” per week that can be used by employee (with Supervisor approval) for wellness (ex: take a fitness class, go off campus for a healthy lunch, attend a support group, etc.)
     ▪ Organize a walking group
     ▪ Reserved locker space for employees at Fike
     ▪ Specific Employee classes (not webinars):
       o Stress reduction
       o Yoga
       o Zumba
       o Jazzercise
       o Healthy Cooking
       o Couples Dance Lesson
       o Tax Classes (What new in IRS Tax Regulations this year)
     ▪ A monthly nutritional email possible with a menu plan, in-season produce list, feature recipe
     ▪ Healthy meal delivery plan for those with limit time (unable to leave campus for lunch)
     ▪ Full body scan/body composition/bone density/body fat analysis
     ▪ Open the track to employees during the winter/cold weather season for walking at lunch.
     ▪ Pet Rentals for Stress Relief (15-30 minutes …see links below)
     ▪ Pet Insurance Coverage
     ▪ Discount on fitness equipment (Fitbits, Bowflex, etc.) or off campus gym memberships
     ▪ Guest Speakers on Wellness topics
     ▪ Facilitate a “Bulletin Board” on Wellness Website for Support Groups (Cancer, Divorce, Bereavement)
     ▪ Facilitate a “Bulletin Board on Wellness Website for Interest Groups (Book Club, Arts, Hobbies, Travel, Fitness)
     ▪ Team Building Activities (ROPES)
     ▪ Discounts for Meal Planning or Packaged Meals (Nutri-System, eMeals, Jenny Craig, etc.)

5. **Scholarship**, Leslie Doss.

B. **University Committees**
2. **Bookstore Advisory**, Amanda Menefee. The Bookstore Advisory Committee met January 22nd. There will be a 50% off clearance clothing sales event February 13th in the Hendrix Center atrium 9a-4p. The Bookstore also wanted to share their Facebook (cubookstore) and Twitter (@clemsonubooks) accounts where employees and students can get more information on sales and events. A reminder for all that are responsible for ordering books, the process begins in March for fall book orders. Finances were discussed and it was noted that the Bookstore has a contract with the University that 13% of the profits go to Clemson for scholarships. They hold a different contract with Athletics since they are the sole provider for merchandise at the games, but it was not known at the time. A suggestion was made by a committee member to have a speaker/author series and possibly a tie-in with the Summer Reading Program.

3. **Employee Wellness Taskforce**, Aubrey Miller. 1) Our last meeting was 1/26/15. The Clemson Employee Wellness website is live! The Employee Wellness Website is now up and running! We are still actively adding pages to the website so if you have any suggestions let me know. Please visit at [http://www.clemson.edu/employment/wellness/](http://www.clemson.edu/employment/wellness/). Max Simon will be meeting with Emily Gyemant, Jackie Todd’s intern, who will help write an article for Inside Clemson about the Wellness website. We are hoping to incorporate with CU4Health. We are also getting initial feedback from website tracking from Deer Oaks. Click through information looks good. Tracking from Dec. 26, 2014- Jan. 25, 2015 shows 213 people visited the homepage and most clicks were on the Physical page. 2) A Campus Wellness Class was proposed by CI Class. The program will begin in Fall Semester 2015. Mrs. Pope’s CI class, which has been around for 5 years now, was able to get the approval of a campus wellness class that will start in the fall. 3) Caitlin Moore is visiting departments to promote the CU4Health Program. The $15 fee is now covered by PEBA if the subscriber is enrolled in the Savings Plan or Standard Plan. The incentive based program for CU4Health has begun this semester where participants can win various prizes for participating in the program. Caitlin is willing to set up times with different departments around campus to come do the blood draws so that employees do not have to worry about trying to park over at the Sullivan Center. For more information on how to set up one of these appointments contact Caitlin Moore: caitli8@clemson.edu. 4) Healthy Campus Wellness Conference to be held in CU Irvine, CA on April 24 & 25. Summit information: [http://healthyacademics.org/2015-summit](http://healthyacademics.org/2015-summit). 5) Our goal is to improve active communication to Clemson employees. We are working on creating an active communication platform where employees will be updated in real time on wellness activities happening on campus. 6) We need the help of the Staff Senate! We need to identify what specific programs we should bring to the table for the next proposed budget in March. Ideas include: reduced rec rates for employees and subsidizing price for trainers for employee specific fitness classes.

4. **President’s Commission on the Status of Black Faculty and Staff**, Karon Donald. The Commission met on February 2. President Clements and Brett Dalton were in attendance. President Clements shared information on diversity programs at other institutions that have been successful. He asked the Commission to help shape the strategic plan for diversity initiatives here at Clemson. Clements also asked for input on the campus wide diversity committee he is forming (charge, composition, power, authority, etc.).

5. **Other Reports**

7. **Unfinished Business**

8. **New Business**

9. **Announcements**
A. The Clemson University Chief Diversity Office is calling for nominations from faculty, staff, students, and administrators for the James E. Bostic, Jr. Diversity and Inclusive Excellence Award. Recipients of this award will receive a $1,000 cash prize and a distinctive commemorative award. Nominations for the award can be submitted online at James E. Bostic, Jr. Award Nomination Form. The final deadline to submit nominations for this award is April 6, 2015 at 4:00 p.m.

B. A new faculty Open Forum essay is now available on the Faculty Senate website at: http://www.clemson.edu/faculty-staff/faculty-senate/free-speech.html. Please note that questions should be submitted to the Faculty Senate Office (mpatte2@clemson.edu).

C. Please note the April meeting has been pushed 1 week to Tuesday, April 21st. Special orders of the day will be President Clements and George Askew. The annual luncheon will follow the meeting on the 21st.

10. Adjournment

Next Meeting: Tuesday, April 21, 2015, 10:30 a.m., Madren Conference Center
Clemson University Staff Senate
March 10, 2015, 10:30 AM, Madren Conference Center

Minutes

Members Present: Phillip Addington, Roberta Balliet, Brandie Bargeloh, Matt Bundrick, Laura Clay, Anne Cummings, Debra Goss, Jessica Holbrooks, Wendy Howard, Adam Hunter, Julie Jones, Jeff Kallin, Jan Lay, Julia Lusk, Rusty McDonald, Amanda Menefee, Aubrey Miller, Angela Nixon, Herb Parham, Judy Pruitt, Bindu Rangaraju, Sarah Reeves, Andy Riggins, Lavonne Sloop, Chris Sober, Tom Taylor, Erin Thomas, Judy Tribble, Rebecca Trutwin, Terri Vaughan, Hagan Walker (conference call), Tom Warnock, Tina White, Deveraux Williams, and Gail Winchester

Members Absent: Mac Bevill, Leslie Doss, Linda Galloway, Shelly Geer, Shirley Hagarood, Jeff Leyh, and Joey Thames

Guests Present: Denise Brown, Susan Falendysz, Theo Harrison Jr., Dan Hofmann, Jim Kerr, Sharon Kimbell, Bryan Lee, Brian Maleck, Caitlin Moore, Tim Nix, Jackie Todd, Tom Ward, and Corinthia Williams

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

1. Approval of Minutes: Tom Warnock moved to approve the minutes from the January 13, 2015 Staff Senate meeting as written. Tina White seconded the motion and the vote was unanimous. The minutes were approved.

2. Special Order of the Day – Caitlin Moore, Wellness Coordinator for the Joseph F. Sullivan Center, updated the Senate on health related opportunities. Health screenings via Focus CU for Health are covered by state insurance this year. Health care professionals can even come to your department to do group screenings. Stress management services are available on Fridays from 12-1 p.m. CU for Health is free to join and allows you to access other programs for free or with low costs. You can bring in a doctor’s order for blood work (low cost). They can also manage your full care as your healthcare provider. More information can be found at http://www.clemson.edu/centers-institutes/sullivan/. For employee wellness visit http://www.clemson.edu/employment/wellness.

3. Open Commentary- Julia Lusk shared highlights from the Clemson Chapter of the SC State Employees Association (SCSEA) recent legislative meeting. The SCSEA office would like to conduct a salary survey for all state employees in order to compare the results with other states (also within South Carolina itself for comparative reasons). The House Ways and Means Committee did not add a cost of living increase for state employees in their fiscal year 16 budget. You can contact your House members if you wish to support the state employee salary survey and/or a cost of living increase for state employees. Use personal resources for contact, do not use official Clemson accounts or resources.

4. President’s Reports – Thanks to the generosity of the donors of the Staff Senate Scholarship, we’ve raised enough to money to add 2 additional $1,500 scholarships for children of staff, a total of 12. This is a true testament of the Clemson Family as we’re supported by Staff, Faculty, Retirees, Alums and community members…most of whom’s children will never be eligible to receive this scholarship.
A. **Board of Trustees** – Matt Bundrick submitted a report on behalf of the Senate. Angela Nixon shared the report with the Board during their quarterly meeting on February 5-6 (Attachment). Matt extended his thanks to Angela for filling in for him at the meeting.

B. **Other:**

5. **Treasurer’s Report**, Julie Jones. Funds remaining in the operating budget as of February 6, 2015: (a) Vending: $4,677.95; (b) Staff Senate funds: $1,326.45; (c) Travel: $450.00; (d) SDP: $9,723.62.

6. **Committee Reports**
   A. **Standing Committees**
   1. **Activities**, Tina White. The online Golden Harvest online food money drive has well exceeded its goal of $500 and currently sits right around $1,100 with days to spare. Great job on collecting all of these donations!
   3. **Membership**, Deveraux Williams. **Last call for nominations!**
      - Membership is accepting nominations for the offices of Vice President (President-Elect), Secretary, and Treasurer for 2015-2016. Nominations received as of March 9th are Deveraux Williams for Vice President/President Elect, Laura Clay and Julie Jones for Treasurer, and Amanda Menefee and Judy Pruitt for Secretary. The term is for one year. Officers are installed at the Annual Banquet on April 21, 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.
   4. **Policy and Welfare**, Terri Vaughan. 1) Dan Hofmann, Parking and Transportation Services Director, provided Senators with updates on parking and transportation on campus, including an update on Douthit Hills, allocation of spaces, transit options, billing rates, and funding for parking renovations. For full details, you can view the Parking & Transportation presentation (Attachment) or contact Dan Hofmann at hofmann@clemson.edu or 864-656-4132. 2) Employee Wellness Task Force – Ideas and/or programs to bring to the table for proposed budget requests
      - Reduced rec rates for employees
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7. Unfinished Business: None.

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   C. Please note the April meeting has been pushed 1 week to Tuesday, April 21st. Special orders of the day will be President Clements and George Askew. The annual luncheon will follow the meeting on the 21st.

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

Next Meeting: Tuesday, April 21, 2015, 10:30 a.m., Madren Conference Center
Thomas Green Clemson Award
Karon Donald, Program Coordinator for the Staff Senate, was the staff recipient of the Thomas Green Clemson Award for Excellence this year. In her role, she fosters collaboration across campus to better serve faculty, staff and students. She serves as the Vice-Chair for the President’s Commission on the Status of Black Faculty and Staff, and supports all efforts of the Staff Development Program. She is also well known for supporting those less fortunate in her community and is a model ambassador for Clemson. We are so very proud and honored to have her on our team.

Staff Senate Scholarship
At the end of October, we held the first ever Clemson Zombie Run. This was a joint event between Staff Senate, Clemson’s PRTM and Performing Arts departments, ClemsonLiVE, Helping Hands of Clemson, and the City of Clemson. This event gave the community and students a host of safe activities before fall break and raised several thousand dollars for the Staff Senate Scholarship Fund.

As a thank you to our donors, we held our first ever drop-in luncheon this past December. It was an opportunity to not only show our appreciation for their support but also for our donors to meet the students and parents who benefitted from the scholarships this year.

Lactation Network
Staff Senate has established a working committee to implement a lactation network for nursing mothers with the support of Provost Jones and President Clements. Representation consists of Staff Senate, Faculty Senate, Graduate Student Government, Women’s Commission, recent and current nursing mothers, and Access and Equity. This committee is tasked with defining procedures for establishing rooms and furnishing them, creating a marketing plan to advertise available resources to nursing moms, and to recommend a breastfeeding support policy for Clemson. It is our goal that this year Clemson will become a Mother-Friendly Employer as defined by the South Carolina Breastfeeding Coalition.

General Faculty Meeting
In my remarks at the December General Faculty Meeting, I encouraged all faculty, staff, students, and alumni to actively seek opportunities to get involved and engaged with the University. I also asked that they identify something at the University that they are passionate about, thankful for or just believe the people behind it are doing great things, and consider making a financial contribution to support it.

I gave a “first year review” of President Clements, through my eyes as Staff Senate President and spoke about his values of honesty, integrity, and inclusiveness and how he has exceeded expectations in his role on many levels.

www.clemson.edu/staffsenate
I also gave my “3 month assessment” of Provost Jones, who has been through what most would perceive as the busiest first three months of employment anyone could ever experience. He’s handled it well and still finds time to work with our staff to move Clemson forward. We fully support our new leaders.

I asked that our faculty, staff, and students recognize that there may be some struggles with change as we adjust to our new strategic plan, but that we should remain focused on the vision, trust our new leaders, respect the time it takes to implement and execute the plan, and – as VP of Advancement Neill Cameron would advocate – “be a part of the solution.”

MATT BUNDRICK | Clemson University ’07
President | Staff Senate
Thinker + Doer | Creative Services
Entrepreneurship @ Clemson

-- Faculty / Staff Town Hall --

Dr. John Ballato

Vice President for Economic Development
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>
<th>Total #</th>
<th># Responses</th>
<th>% Responses</th>
<th>Interested in Starting Business</th>
<th># Responses</th>
<th>% Responses</th>
<th>Have Started Business</th>
<th># Responses</th>
<th>% Responses</th>
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<tbody>
<tr>
<td>Academic Affairs (6 Colleges)</td>
<td>2,032</td>
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<td>34.2</td>
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<td>Economic Development</td>
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<td>7</td>
<td>35</td>
<td>8</td>
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<td>Finance / Facilities</td>
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<td>2</td>
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<td>43.8</td>
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<td>Advancement</td>
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<td>-</td>
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<td>41.1</td>
<td>6</td>
<td>2.9</td>
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<td>-</td>
<td>55</td>
<td>33.7</td>
<td>26</td>
<td>16</td>
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<tr>
<td>Total (Fall 2014)</td>
<td>4,892</td>
<td>719</td>
<td>14.7</td>
<td>277</td>
<td>38.5</td>
<td>105</td>
<td>14.6</td>
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- 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”*

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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<th>Spiro</th>
<th>The Den</th>
<th>SBDC</th>
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<tr>
<td>49</td>
<td>22</td>
<td>14</td>
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</table>

Faculty/Staff (N=719)
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>
<td>345</td>
</tr>
<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>
</tr>
</tbody>
</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:

- *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)
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 the distribution of obstacles encountered by students.]

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

<table>
<thead>
<tr>
<th>Resource</th>
<th>Students</th>
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<tbody>
<tr>
<td>Spiro</td>
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<td>SBDC</td>
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<tr>
<td>The Den</td>
<td>58</td>
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</table>

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 or Facility</th>
<th>Number</th>
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</thead>
<tbody>
<tr>
<td>More educational opportunities</td>
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<tr>
<td>Mentors</td>
<td>1239</td>
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<td>Start-up process / support</td>
<td>1287</td>
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<tr>
<td>Financial assistance</td>
<td>1035</td>
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</table>
Key Takeaways

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.
Next Steps

**Efforts to date**
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- 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, ...
Extra Slides
Office of Economic Development  
*Doing Business with Clemson*

- **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.
### By College

#### Faculty / Staff

<table>
<thead>
<tr>
<th>College</th>
<th>Total #</th>
<th># Responses</th>
<th>% Responses</th>
<th>Interesting in Starting Business</th>
<th>Have Started Business</th>
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<tr>
<td>CBBS</td>
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<tr>
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<tr>
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#### Students

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<td># Responses</td>
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<td>Total (Fall 2014)</td>
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<td>719</td>
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<td>277</td>
<td>38.5</td>
</tr>
</tbody>
</table>
Chair’s Message
Hello everyone. I’m Bert McCarty, a professor of Horticulture in the College of Agriculture, Forestry, & Life Science and Chair of Clemson University’s Athletic Council. This newsletter outlines various happenings within the Council. Many questions surround the CUAC, its members, responsibilities, and functions. This newsletter’s goal 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, a major role of the Council is to act as liaison between Athletics and Academia in terms of information exchange. For more information about the Athletic Council and its function, 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>
</tr>
</thead>
<tbody>
<tr>
<td>Scott Baier</td>
<td>Economics (alternate)</td>
<td><a href="mailto:sbaier@clemson.edu">sbaier@clemson.edu</a></td>
</tr>
<tr>
<td>Luca Barattoni</td>
<td>Architecture, Arts &amp; Humanities</td>
<td><a href="mailto:lbaratt@clemson.edu">lbaratt@clemson.edu</a></td>
</tr>
<tr>
<td>Eric Benson</td>
<td>Entomology</td>
<td><a href="mailto:ebenson@clemson.edu">ebenson@clemson.edu</a></td>
</tr>
<tr>
<td>Matthew Boyer</td>
<td>Teacher Education</td>
<td><a href="mailto:dmboyer@clemson.edu">dmboyer@clemson.edu</a></td>
</tr>
<tr>
<td>Sean Brittain</td>
<td>Physics &amp; Astronomy</td>
<td><a href="mailto:sbritt@clemson.edu">sbritt@clemson.edu</a></td>
</tr>
<tr>
<td>Jim Brown</td>
<td>Mathematical Sciences</td>
<td><a href="mailto:jimb@clemson.edu">jimb@clemson.edu</a></td>
</tr>
<tr>
<td>Matt Bundrick</td>
<td>Creative Services – Staff Senate</td>
<td><a href="mailto:bundric@clemson.edu">bundric@clemson.edu</a></td>
</tr>
<tr>
<td>Matthew Burns</td>
<td>Animal Science – Extension Senate</td>
<td><a href="mailto:burns5@clemson.edu">burns5@clemson.edu</a></td>
</tr>
<tr>
<td>Paul Buyer</td>
<td>Music</td>
<td><a href="mailto:pbuyer@clemson.edu">pbuyer@clemson.edu</a></td>
</tr>
<tr>
<td>Paul Dawson</td>
<td>Food Science &amp; Human Nutrition (alternate)</td>
<td><a href="mailto:pdawson@clemson.edu">pdawson@clemson.edu</a></td>
</tr>
<tr>
<td>Sandy Edge</td>
<td>Alumni Association – Management</td>
<td><a href="mailto:sedge@clemson.edu">sedge@clemson.edu</a></td>
</tr>
<tr>
<td>Kathy Edwards</td>
<td>University Libraries (alternate)</td>
<td><a href="mailto:kathye@clemson.edu">kathye@clemson.edu</a></td>
</tr>
<tr>
<td>Fred Faircloth</td>
<td>IPTAY – Director</td>
<td><a href="mailto:fred_rhcoke@comporium.net">fred_rhcoke@comporium.net</a></td>
</tr>
<tr>
<td>Shannon Finning</td>
<td>Student Affairs - Dean</td>
<td><a href="mailto:finning@clemson.edu">finning@clemson.edu</a></td>
</tr>
<tr>
<td>Hayden Garrett</td>
<td>Men’s Golf – Student Athlete Representative</td>
<td><a href="mailto:haydeng@clemson.edu">haydeng@clemson.edu</a></td>
</tr>
<tr>
<td>Mike Godfrey</td>
<td>Education – Vice Chair</td>
<td><a href="mailto:mgodfre@clemson.edu">mgodfre@clemson.edu</a></td>
</tr>
<tr>
<td>Ryan Heil</td>
<td>Graduate Student – Football</td>
<td><a href="mailto:rheil@clemson.edu">rheil@clemson.edu</a></td>
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<tr>
<td>Andrew Hill</td>
<td>Student Gov’t – Student Senate Appointee</td>
<td><a href="mailto:aphpill@clemson.edu">aphpill@clemson.edu</a></td>
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<tr>
<td>Antonis Katsiyannis</td>
<td>Faculty Senate President</td>
<td><a href="mailto:antonis@clemson.edu">antonis@clemson.edu</a></td>
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<tr>
<td>Matthew Macauley</td>
<td>Mathematical Sciences (alternate)</td>
<td><a href="mailto:macaule@clemson.edu">macaule@clemson.edu</a></td>
</tr>
<tr>
<td>Bert McCarty</td>
<td>CAFLS – Chair</td>
<td><a href="mailto:bmccrty@clemson.edu">bmccrty@clemson.edu</a></td>
</tr>
<tr>
<td>Kerianne Padheco</td>
<td>Rowing – Student Athlete Representative</td>
<td><a href="mailto:kerianp@clemson.edu">kerianp@clemson.edu</a></td>
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<tr>
<td>June Pilcher</td>
<td>Business &amp; Behavioral Science</td>
<td><a href="mailto:ipilche@clemson.edu">ipilche@clemson.edu</a></td>
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<tr>
<td>Mary Anne Raymond</td>
<td>Marketing</td>
<td><a href="mailto:mar@clemson.edu">mar@clemson.edu</a></td>
</tr>
<tr>
<td>Ken Robinson</td>
<td>Sociology and Anthropology</td>
<td><a href="mailto:krbnsn@clemson.edu">krbnsn@clemson.edu</a></td>
</tr>
<tr>
<td>Ed Rock</td>
<td>University Libraries</td>
<td><a href="mailto:erock@clemson.edu">erock@clemson.edu</a></td>
</tr>
<tr>
<td>James Satterfield</td>
<td>Education</td>
<td><a href="mailto:satter3@clemson.edu">satter3@clemson.edu</a></td>
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</table>
### Voting Members – CU Athletic Council (2014-15)

<table>
<thead>
<tr>
<th>Name</th>
<th>Department/Organization</th>
<th>Email Address</th>
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<tbody>
<tr>
<td>Kerrie Seymour</td>
<td>Performing Arts (alternate)</td>
<td><a href="mailto:kseymou@clemson.edu">kseymou@clemson.edu</a></td>
</tr>
<tr>
<td>Maddy Thompson</td>
<td>Student Gov’t – Student Body Appointee</td>
<td><a href="mailto:mlt@clemson.edu">mlt@clemson.edu</a></td>
</tr>
<tr>
<td>Sheri Webster</td>
<td>Nursing</td>
<td><a href="mailto:swebste@clemson.edu">swebste@clemson.edu</a></td>
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### Non-Voting Members:

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<tbody>
<tr>
<td>Tullen Burns</td>
<td>Undergraduate Studies – Administrative Assistant</td>
<td><a href="mailto:tullen@clemson.edu">tullen@clemson.edu</a></td>
</tr>
<tr>
<td>Steve Duzan</td>
<td>CUAD – Athletic Academic Services</td>
<td><a href="mailto:sduzan@clemson.edu">sduzan@clemson.edu</a></td>
</tr>
<tr>
<td>Stephanie Ellison</td>
<td>CUAD – Compliance Services</td>
<td><a href="mailto:saellis@clemson.edu">saellis@clemson.edu</a></td>
</tr>
<tr>
<td>Janie Hodge</td>
<td>Education – Faculty Athletics Representative</td>
<td><a href="mailto:hodge@clemson.edu">hodge@clemson.edu</a></td>
</tr>
<tr>
<td>Loreto Jackson</td>
<td>CUAD – Student-Athlete Services</td>
<td><a href="mailto:loretoj@clemson.edu">loretoj@clemson.edu</a></td>
</tr>
<tr>
<td>Barbara Kennedy-Dixon</td>
<td>CUAD – Special Assistant to the AD</td>
<td><a href="mailto:kbarbar@clemson.edu">kbarbar@clemson.edu</a></td>
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<tr>
<td>Graham Neff</td>
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<tr>
<td>Dan Radakovich</td>
<td>CUAD – Director of Athletics</td>
<td><a href="mailto:danrad1@clemson.edu">danrad1@clemson.edu</a></td>
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<tr>
<td>Kyle Young</td>
<td>CUAD – Human Resources</td>
<td><a href="mailto:kmyoung@clemson.edu">kmyoung@clemson.edu</a></td>
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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.

### Items discussed at our January, 2015 meeting included:

- Minutes from the September 2, 2014 meeting were approved as submitted.

- Faculty Athletic Rep Update – Dr. Janie Hodge will be attending the January NCAA Convention. Major proposals up for vote are the creation of a waiver for “loss of value insurance,” allowing student athletic aid to cover the federal cost of attendance and a requirement each school have a protocol for assessing concussions supported by an appropriate medical official, among other proposals.
FAR Update (cont.)

- It should be recognized the cost of attendance proposal is different from proposals for student athlete compensation, referred to as pay-for-play, and would only cover the actual cost of attendance (COA) that was described federally and assessed by institutions’ Financial Aid office. This will be the first action of the new “Big 5” autonomy structure of the NCAA created last year and includes both the vote of student athletes along with the faculty Athletic reps, Athletic Directors and University Presidents. The annual COA for Clemson is currently set by federal guidelines as $3608 for full scholarship athletes. This value varies between schools, reflecting differences such as local cost of living expenses.
- Clemson has been fortunate to represent one of the three student athlete votes for the ACC with Baseball player Patrick Andrews. These reps, including the student athletes, represent the concerns and opinions of the entire conference and spend time surveying the entire body before making their votes.
- The new NCAA structure can be found on the NCAA website. Changes include adding student athletes on the Board of Directors Council (which replaced the Legislative Council and Leadership Council) and conference autonomy substructure which will be involved with student athlete time demands, recruiting and personnel decisions.

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 January meeting, the Director of Athletics, Dan Radakovich, presented the following:

- Announced the talk about instituting an athletic fee for students has been tabled while the concerns of the entire University body and athletic patrons continue to be addressed.
- New facility plans and renovations continue on schedule and on budget as described in past meetings. The AD hopes to have a rendering of the Littlejohn redesign in March that will be a much better representation of the final actual structure and more detailed than what was shown in November. This will not affect May 2015 graduation but will relocate the 2015-2016 Basketball schedules. Men’s basketball will be playing in Greenville’s Bon Secours Wellness Arena (former Bilo Center) and Women’s Basketball is being considered to be played in the Jervey gym using the removable floor that has been kept in reserve. Shuttles will be available for student to travel to Greenville and ticket prices for both of these sports are being finalized.
- Associate Athletic director of Business operations, Graham Neff, was asked about the USA Today report listing Clemson’s Athletic department’s percent of revenue from student fees, direct and indirect institutional support and state money as 5.44% (though also represented as being in the 31st lowest subsidy of 230 schools Division I schools surveyed). Graham pointed out to the Council this is very low among division one schools and while the perception may be this shows the Athletic Department as being less than self-sustaining, it is counting the waiver of out-of-state students’ tuition differential and does not consider the money from the Athletic Department back to the University.

- General comments or questions from council members–Matt Bundrick commented he thought the Athletic Director’s statement in the November 11th The State article about the Student Athletic fee as being “a revenue source that is not tapped” could be read as students being “untapped revenue” without reflecting the value of students participation in University Athletics. The AD thanked Matt for his comment and stated this certainly was not the sentiment he was trying to portray. This fee was one of many strategies constantly being reviewed to keep Clemson competitive in the future and grew out of an evaluation of the cost of the free tickets students receive.
Sheri Webster also commented on a standard of equity she feels it is very important our female Hall of Fame inductees be given a jacket fitted for a woman. The AD promised he would pass the concern to the Letterwinner’s Association that handles the procurement of the jackets.

**THE ATHLETIC LANDSCAPE**

**Fig. 1.** Total Athletic Department revenues for Public Schools in FY14. University of Texas led the nation with ~$165.7 million while Clemson generated ~$69 million which was sixth among ACC schools.

AC Chair McCarty thanked the director of athletics for his presentation/comments and asked representatives continue to share the information received at these meetings with the rest of the University.

All committees are expected to meet during January and give reports at the next meeting.

Meeting Adjourned at 4:13pm.

Minutes taken by Tullen Burns (tullen@clemson.edu)

**Upcoming Events:**

- The next two Athletic Council meetings are **February 3** and **March 3, 2015** in the multipurpose meeting room in the IPTAY office. If you have any questions or issues you wish the Council to address, please send these to your appropriate representative.
- Committee chairs should meet/communicate with their respective members on relevant topics and be prepared to present a report at the next Council meeting.