1. **Approval of Minutes**

2. **Open Commentary**

3. **Special Order of the Day**
   A. Deb Charles & Dustin Atkins, CCIT Security & 2 Factor Authentication (2FA)

4. **President’s Reports**
   A. Athletic Council
   B. Board of Trustees – The Board met in Clemson February 2-3. Deveraux Williams submitted a report on behalf of the Senate and he also provided a verbal update on the state outreach visits (attachment).
   C. State Outreach Trip Update
   D. Other:
      1. Human Resources

5. **Treasurer’s Report, Leslie Doss.** FY17 funds as of February 13th were (a) Vending: $8,897.64; (b) Staff Senate operating: $2,412.07; (c) Staff Senate travel: $450; (d) SDP: $7,991.23; (e) Fund 12 PSA/Extension Outreach: $3,248.66.

6. **Committee Reports**
   A. **Standing Committees**
      1. Activities, Roberta Balliet.
      2. Communications, Bindu Rangaraju.
      • **Call for Officer Nominations** – Membership is accepting nominations for the offices of Vice President (President-Elect), Secretary, and Treasurer for 2017-2018. The term is for one year. Officers are installed at the Annual Banquet in April. Nomination forms must be completed and returned before the start of the regularly scheduled Staff Senate meeting on March 14, 2017. 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 21, 2017. The Executive Committee and Candidates will be notified of the results after they have been confirmed by the Membership Committee.
      • **Senator Elections** – Budget centers requiring elections for the 2017-2020 term are: PSA, Extension, AAH, CECA, CCIT, Athletics, Student Affairs, Research, Advancement, Facilities, and Financial Affairs.
   4. **Policy & Welfare, Terri Vaughan.**
      • Discussed issues related to FLSA and Kronos
      • Received feedback regarding Staff Senate’s role in pushing for full tuition assistance
      • What are some of the ways we can provide assistance to Deveraux and any future presidents in interfacing with the administration
      • How can we align Staff Senate with 2020Forward initiatives
      • Organize forums within individual departments for senators to make themselves available to staff
5. Scholarship, Dan Hofmann. **Applications Now Open For Staff Senate Scholarship** – If you have a child that will be attending Clemson as a full-time student next year, he or she is eligible to apply for the Staff Senate Scholarship. Thanks to our generous donors, TWELVE $1,500 scholarships will be awarded from the Staff Senate Scholarship Fund this year!

**Eligibility** - Who can receive the scholarship? The applicant must be a child of a currently employed full-time Clemson University staff (non-faculty) member and fit one of the two criteria:
- Academic Performance – To be eligible by academic performance, University policies state, in part, that students must have a minimum cumulative 2.5 GPA and be enrolled as a full-time undergraduate student to be considered for scholarship assistance. Official Registrar records are consulted to determine major, class, GPA and other selection criteria as of March 1.
- Financial Need – To be considered under financial need, applicants must also submit a Free Application for Federal Student Aid (FAFSA) by March 1. Contact Clemson's Office of Student Financial Aid at 864-656-2280 if you have questions about the FAFSA.

**Applying** – How do I apply for the scholarship? Eligible applicants must submit the Restricted Scholarships application each year (required). A separate letter identifying the applicant’s parent(s) as a staff member must accompany the application, including: the applicant's Clemson University ID number, his or her parent’s name(s) and address, and a statement that they would like to be considered for a Staff Senate Scholarship.

**Deadlines** - When is the scholarship application due? The application deadline is March 1, 2017. This deadline applies to:
- Submission of the Restricted Scholarships application
- Admissions acceptance (Students who wish to be considered for a Staff Senate scholarship must complete the admission process by March 1)
- Submission of the Free Application for Federal Student Aid (FAFSA) for those applying with financial need
- Submission of the letter identifying the staff parent and applicant

**Selection Process** - How are scholarships awarded? Recipients of the scholarships are selected by the University Scholarships and Awards Committee in early June. Recipients are emailed to check their iROAR account. Unused scholarships are awarded during the fall makeup period. Students who were accepted after the scholarship deadline, as well as students previously considered, will be reconsidered after October 15. Staff Senate scholarships are NOT automatically renewable. Applications must be resubmitted every year to be considered for scholarship eligibility. Of every two scholarships, one scholarship will be awarded based on academic achievement, and a second will be awarded to students demonstrating financial need.

For more eligibility and general scholarship information, visit: [http://www.clemson.edu/financial-aid/types/scholarships/clemson-restricted.html](http://www.clemson.edu/financial-aid/types/scholarships/clemson-restricted.html)

B. **University Committees**
StayMobile has locations across the country and repairs and protects cellular devices. They have non-compete agreements with CCIT & the bookstore, so they do not repair laptops nor sell phone accessories. They do, however, have a best price match guarantee. Also, a new program will be launching soon called LoudCloud, an open education resource courseware that will be available for about 10 courses that will work with Canvas and will be at no cost and optional for the professors who want to use it. The bookstore is still having some trouble with courses that are not complying with the federal law of supplying textbook information for their classes. Bookstore representatives asks everyone to use “FacultyEnlight.com” to not only order books, but just to add information even if it is to report no book is used. There was also discussion on how to get more faculty or administrators to comply.

2. Staff Development Program, Terri Vaughan and Deveraux Williams. The program will begin accepting applications for the 2017-2018 program year in March. Please watch for the announcement in the March 8 Inside Clemson or visit the SDP website for additional information beginning March 6.

7. Unfinished Business

8. New Business

9. Announcements – The Clemson Computer Store and OHR have partnered to offer a computer purchase program where employees are able to purchase computers from the campus store with at least 10% down and pay the rest over the next 6 months (12 payments via payroll deduction). See the attached flyer for additional information.

10. Adjournment

Next Meeting: Tuesday, March 14, 2017, 10:30 a.m., Madren Conference Center, Seminar Room II.
Members Present: Roberta Balliet, Mac Bevill, Laura Clay, Leigh Dodson, Leslie Doss, Billy Edwards, JoAnna Floyd, Shelly Geer, Debra Goss, Jeff Holliday, Adam Hunter, Jeff Kallin, Jan Lay, Rusty McDonald, Aubrey Miller, Meg Newton, Rhonda Powell, Cody Price, Jancee Putman, Bindu Rangaraju, Lavonne Sloop, Janine Sutter, Terri Vaughan, Michelle Voyles, Tom Warnock, Tina White, Janay Whitesel, Sue Whorton, Savannah Wigington, Deveraux Williams, and Holly Williams

Members Absent: Phillip Addington, Dan Hofmann, Beverly Lavier, Amanda Menefee, Herb Parham, Sarah Reeves, Tom Taylor, Joey Thames, Erin Thomas, and Rebecca Trutwin

Guests: Phil Brooks, Deb Charles, Laurie Haughey, Jim Kerr, Joshua Morgan, Michelle Piekutowski, and Tom Ward

1. **Approval of Minutes**: Tom Warnock moved to approve the minutes from the January 10, 2017 Staff Senate meeting as written. Tina White seconded the motion and the vote was unanimous. The minutes were approved.

2. **Open Commentary**: Joshua Morgan spoke to the senate on behalf of the LGBTQ Task Force lobbying for the addition of gender identity as a protected asset under Clemson University’s non-discrimination policies. As it currently stands, the transgendered population is not currently protected by the non-discrimination policies of Title IX. This is a very important population and demographic to protect and represent, as this group is 40% more likely to commit suicide due to social disapproval, harassment, and bullying. This is one of many issues that are very important regarding the climate of equality and diversity across campus.

3. **Special Order of the Day**
   A. Deb Charles & Dustin Atkins, CCIT Security & 2 Factor Authentication (2FA), 2 Factor Authentication is being introduced to the Clemson operating network in order to protect CU employees’ and students’ personal data. Clemson will be implementing 2FA for remote VPN access, such as options to send a “push”, “call me”, or “text me”, to authenticate for access to this and other CU resources. Initial rollout is planned for February 23, with communication rolling out around a week prior and subsequently a day prior as a friendly reminder. HR will be sending out PIN information to all faculty, staff, and student employees in the coming weeks. This PIN will be used for accessing HR resources such as “Employee Self-Service” so that personal information is not asked for. Note: this HR PIN implementation and introduction of 2FA for authentication purposes are two separate, independent developments with communication regarding each coming from HR and CCIT, respectively.

4. **President’s Reports**
   A. Athletic Council – President Clements has expressed desire for the Athletic Council to be smaller and more streamlined in size. The council previously had 2 representatives from each college and will now have 1 primary rep and 1 alternative rep from each college. Presidents from the other serving senate bodies are present on the council, including Undergraduate, Graduate, and Faculty Senates, with the omission of Staff Senate President. Deveraux has voiced his concerns with the revisions to the council and any further developments will be shared with the Staff Senate as they become available.
   B. Board of Trustees – The Board met in Clemson February 2-3. Deveraux Williams submitted a report on behalf of the Senate and he also provided a verbal update on the state outreach visits (attachment).
   C. State Outreach Trip Update – The Staff Senate Exec Outreach trip was a great success, with constituents being very appreciative of Exec efforts to reach out to staff across the state. A document containing
questions, comments, and concerns was taken and will be shared with the Policy & Welfare Committee to follow up on any possible action items, particularly those that are critical and/or time-sensitive in nature.

D. Other:

5. Treasurer’s Report, Leslie Doss. FY17 funds as of February 13th were (a) Vending: $8,897.64; (b) Staff Senate operating: $2,412.07; (c) Staff Senate travel: $450; (d) SDP: $7,991.23; (e) Fund 12 PSA/Extension Outreach: $3,248.66.

6. Committee Reports
   A. Standing Committees
      1. Activities, Roberta Balliet. Activities has tentatively planned another Dinner/Wine & Design outing for Thursday, March 30. The committee also has a strong desire to host another Military Appreciation Reception, likely located again in Cox Plaza beside Tillman in front of the University Union. Further developments on this reception will be provided to the Staff Senate upon their arrival. On another front, new efforts are in the works for a “Feed the Children” campaign hosted by the Staff Senate. Again, details will be provided upon their approval. Finally,
      2. Communications, Bindu Rangaraju. Communications is currently seeking items for the upcoming newsletter. Michelle Piekutowski praised the content and organization of the newsletter in its current state, also expressing interest in further marketing the newsletter via Inside Clemson and other Clemson University webpages, as content is very thorough and useful to a large audience of constituents.
      3. Membership, Shelly Geer & Bindu Rangaraju. Membership has asked to please talk to those in your area who might be interested in serving on the Staff Senate. Tomorrow (February 15) begins the process of sending out nomination information to the various areas of the university.
         - **Call for Officer Nominations** – Membership is accepting nominations for the offices of Vice President (President-Elect), Secretary, and Treasurer for 2017-2018. The term is for one year. Officers are installed at the Annual Banquet in April. Nomination forms must be completed and returned before the start of the regularly scheduled Staff Senate meeting on March 14, 2017. 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 21, 2017. The Executive Committee and Candidates will be notified of the results after they have been confirmed by the Membership Committee.
         - **Senator Elections** – Budget centers requiring elections for the 2017-2020 term are: PSA, Extension, Provost, AAH, CECA, CCIT, Athletics, Student Affairs, Research, Advancement, Facilities, and Financial Affairs.
   5. Scholarship, Dan Hofmann. The Scholarship Committee met last week. The Spring Soirée is scheduled for May 5, 2017 at the Fran Hanson Discovery Center, formerly known as the Wren House, at the SC Botanical Gardens. A band has been found regarding entertainment for the evening, and a sign-up sheet for volunteer duties and t-shirt sizes will become available again soon as well. **Applications Now Open For Staff Senate Scholarship** – If you have a child that will be attending Clemson as a full-time student next year, he or she is eligible to apply for the Staff Senate Scholarship. Thanks to our generous donors, TWELVE $1,500 scholarships will be awarded from the Staff Senate Scholarship Fund this year!
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**B. University Committees**

1. **Bookstore Advisory Committee, Amanda Menefee.** The Bookstore Advisory Committee met February 8, 2017. A new cell phone repair service is now located in the CU Barnes and Noble Bookstore. StayMobile has locations across the country and repairs and protects cellular devices. They have non-compete agreements with CCIT & the bookstore, so they do not repair laptops nor sell phone accessories. They do, however, have a best price match guarantee. Also, a new program will be launching soon called LoudCloud, an open education resource courseware that will be available for about 10 courses that will work with Canvas and will be at no cost and optional for the professors who want to use it. The bookstore is still having some trouble with courses that are not complying with the federal law of supplying textbook information for their classes. Bookstore representatives asks everyone to use “FacultyEnlight.com” to not only order books, but just to add information even if it is
to report no book is used. There was also discussion on how to get more faculty or administrators to comply.

2. **Staff Development Program**, Terri Vaughan and Deveraux Williams. The program will begin accepting applications for the 2017-2018 program year in March. Please watch for the announcement in the March 8 Inside Clemson or visit the SDP website for additional information beginning March 6.

7. **Unfinished Business:** None.

8. **New Business:** None.

9. **Announcements** – The Clemson Computer Store and OHR have partnered to offer a computer purchase program where employees are able to purchase computers from the campus store with at least 10% down and pay the rest over the next 6 months (12 payments via payroll deduction). See the attached flyer for additional information.

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

**Next Meeting:** Tuesday, March 14, 2017, 10:30 a.m., Madren Conference Center, Seminar Room II.
February 2017 Report

Scholarship Fund
First, I would like to thank everyone who donates to the Staff Senate Scholarship Fund. Once again, we are able to provide 12 scholarships at $1500 each to the children of staff members. Recently, we had a fundraiser at the Chick-Fil-A in Clemson to raise money by purchasing food on a particular evening. This upcoming spring, we will host our annual Soiree at the Fran Hanson Discovery Center in the SC Botanical Gardens on May 5th to benefit the scholarship program. This scholarship program has been going on for 27 years, and I hope we can continue to increase the amount of money and the scholarship awarded because we value our students, especially those that have a parent working at this university.

Tuition Assistance
When I began my term as Staff Senate President, one of my main goals was to look into tuition assistance. Last year, Clemson introduced a revision to the Employee Tuition Assistance policy that expanded course offerings available to staff as of August of 2017, but the tuition for the allowed credit hours would only be covered at 75%. I am excited that the policy has been recently modified to provide 100% tuition funding for all eligible employees desiring to further their educations. I want to thank Terri Vaughan and the Policy & Welfare Committee, along with all of the employees that were passionate enough to voice their concerns about the policy. It goes to show that we, as staff, truly have a voice and that our voice means something. I also want to thank the CU Lean Team, Michelle Piekutowski of HR, and Brett Dalton on their hard work in getting this done.

Staff Senate Road Trip to PSA REC Locations
I am excited that my Staff Senate Executive team and I will be hitting the road and visiting a number of PSA REC Facilities. We plan to meet with employees to tell them about the Staff Senate and the Staff Development Program, while hearing what concerns and suggestions they may have. I would also like to extend special thanks to Dr. George Askew for his support in making this trip possible.

Military Appreciation Event
Back on November 1st (during Military Appreciation Week), Staff Senate hosted our first Veterans Appreciation Reception by providing refreshments and a Clemson/USA lapel pin to all faculty, staff, and student veterans in attendance. This was an awesome event and I want to give kudos to Roberta Balliet and the Activities Committee for making the event a success. I feel confident that Staff Senate will host an event every year to show our appreciation to veterans.

clemson.edu/staffsenate
Campus Interaction
This spring, I plan to visit as many offices around campus as my work as an IT Consultant allows in order to meet and chat with my staff constituents, as I believe building relationships is at the core of Clemson’s values. After all, we are one big Clemson family, right?

Submitted by: Deveraux T. Williams, Staff Senate President
Procedures (continued)

- The payroll deduction form must be signed by the purchaser and is an agreement to the deduction of equal payments during each pay period for the following 12 pay periods (less if the customer is a 9-month employee).
- Generally, payroll deductions will begin on the pay period following the processed purchase.
- Payroll deductions will be taken on an after-tax basis.
- 9-month employees should confirm payment details.

Frequently Asked Questions

Can I purchase a product for a family member through payroll deduction?
Yes, but it’s important to note that your signature on your Clemson-ECP forms obligates you for the purchase.

What if I don’t have my ID card with me?
We can hold your order until you return with your ID card. We cannot process an order without a copy of your ID card.

Can I purchase more than one item?
Yes, purchases may be made up to the $2500 limit.

What if I leave the University and still owe money?
The amount due will be deducted from your final paycheck. If the amount owed is not satisfied/paid through payroll, you will have 30 days to remit payment before it is sent to collections.

Can I put a deposit larger than 10% on my purchase and pay the balance through payroll deductions?
Yes, however the remaining balance must be equal or greater than $50 per pay period.

What will I see on my paycheck?
You will see the deduction with a description of Employee Computer Purchase under the “After-Tax” Deduction section of your paystub.

Can I extend the number of pay periods that I pay for my purchase?
No. The program only permits up to 12 semi-monthly pay period deductions.

When will the first payroll deduction happen?
The timing of the initial deduction depends on the purchase date and when the paperwork is received by the University Payroll Department. Generally, the deduction will be on the next paycheck. However, if the purchase is made near the end of a pay period, it will likely be deducted from the following pay period.
Program Terms and Eligibility

The Clemson Computer Store accepts payment plan purchases made by eligible Clemson employees under the following terms:
- The buyer must be a full-time Clemson employee with a minimum of six months’ service to qualify for the Clemson-ECPP.
- A non-refundable $20.00 processing fee is due at time of purchase.
- Purchase will require the minimum of a 10 percent non-refundable down payment at time of purchase, and the remaining balance must meet a minimum of a $50.00 semi-monthly payroll deduction.
- The purchase must include a computer or tablet.
- The buyer’s take home earnings must be sufficient to cover the payroll deduction cost.
- Qualifying items are laptops, desktops and select tablets. Computer accessories may be added to the hardware purchase, but accessories are not eligible as a sole transaction.
- The purchase total (including tax) must be between $700.00 and $2,500.00.
- All devices and accessories are subject to South Carolina sales tax.
- RETURNS, EXCHANGES, or REFUNDS can be made for seven days after purchase. The 10% down payment and processing fee are non-refundable and will be forfeited.
- An employee qualifies for one Clemson-ECPP at a time.
- Early payoff of the Clemson-ECPP is not permitted.

• Termination of employment at Clemson University does not terminate an employee’s obligation to pay the balance due to the Clemson-ECPP. If an individual separates employment with Clemson University before the completion of the Clemson ECPP, the remaining amount will be deducted from the final paycheck. If there are not adequate funds to pay the full balance, the remaining balance will be due and payable within 30 days. If the full remaining amount is not paid within the 30-day period, the account will be turned over to a collection agency.

Sample Payroll Deduction Amounts (Includes the $20 processing fee)

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Procedures

- Call or stop by the Clemson Computer Store with your Tiger-1 Card.
- Hours: Monday through Friday 9 a.m. - 5 p.m.
- Phone: (864) 656-1563
- Make an appointment to confirm eligibility and set up your account.
- Provide your Employee ID number to establish a Computer Payment Plan account.
- Upon authorization you will have 10 business days to use your account to purchase products.
- After selecting computers, tablets and accessories, a single transaction will be rung up at the Clemson Computer Store register.
- A 10 percent non-refundable down payment of the total purchase price including tax will be due at time of purchase and can be made with any store accepting credit cards or personal checks.
- The remaining balance for the loan will be entered onto a payroll deduction form indicating the amount that will be deducted from the purchaser’s paychecks over the next six months and the total remaining balance the purchaser agrees to repay. The employee will then be asked to sign the agreement.
Why: Employee Referral Programs Are Effective

Employee referral programs are one of the most powerful tools in recruitment, allowing organizations to:

- improve the quality and diversity of applicant pools,
- increase the size of applicant pools, and
- expand the University’s network by leveraging existing employees’ social media networks.

Organizations that use employee referral programs:

- average retention rates 13 percent higher than organizations that only use career sites, and
- save their organizations $3000 per hire.

On average, new employees referred to organizations:

- are 3-4 times more likely to be hired than other applicants, and
- start work 26 days sooner than employees found on employee career sites and 10 days sooner than employees found through job boards.

Source:
Employee referral programs increase employee engagement:

• The program’s rewards include a one-time, lump-sum award of $500 for the eligible Clemson employee that successfully refers a new hire into an FTE position.

• The University-authorized program vendor, Employeereferral.com, uses easy-to-use social media tools that will increase employee participation when employees can quickly and effectively share job referrals throughout their networks.
Launch Plans

• A December 2016 *Inside Clemson* announced the program.

• A January 11, 2017 email sent from OHR to all employees will offer program details.

• **Program rollout is January 17, 2017.**

• Throughout 2017, OHR will be partnering with [Employeereferrals.com](http://www.employeereferrals.com) to offer this award program.

• [Employeereferrals.com](http://www.employeereferrals.com) will send employees easy-to-use program registration instructions.
Clemson Tigers
ADVANCE

Transforming The Institution Through Gender Equity, Retention, and Support
Clemson Tigers
ADVANCE

Increase the number of women and underrepresented minorities in science, technology, engineering and math, and create a more inclusive environment for faculty in all disciplines.

ADVANCE Website:
www.clemson.edu/inclusion/tigers-advance

ADVANCE Leadership Contacts:
- Faculty Leads (Please refer to website for contact information)
- Sez Atamturktur, Ph.D and ADVANCE Director (sez@clemson.edu)
- Tan Davis, ADVANCE Coordinator & Associate Director (montand@clemson.edu)
Tigers ADVANCE Goals

Increase the number of women and underrepresented minorities in science, technology, engineering and math, and create a more inclusive environment for faculty in all disciplines.

**Goal 1**
Transforming The Culture

**Goal 2**
Increasing the Representation of Women in STEM Disciplines

**Goal 3**
Ensure Equitable Workload Distribution

**Goal 4**
Enhance Faculty Leadership Development

**Goal 5**
Implement Family-Friendly Policies
Tigers ADVANCE Team

Patrick Rosopa, Ph.D., ADVANCE Research Team
Melissa Vogel, Ph.D., ADVANCE Tiger Advocates
Tom Zagenzyck, Ph.D., ADVANCE Research Team
Sez Atamturtur, Ph.D., ADVANCE Director
Bob Jones, Ph.D., Provost, ADVANCE, Steering Committee & Pathway Program
Cynthia Sims, Ph.D., ADVANCE Trailblazers
Denise Anderson, Ph.D., ADVANCE Retention Relationship Building
Julia Frugoli, Ph.D., ADVANCE Faculty Leadership Development
Tan Davis, ADVANCE Coordinator & Associate Director
Lena Hofrova, ADVANCE Graduate Assistant
Lisa Benson, Ph.D., ADVANCE Working Group for Policy Changes
Arelis M. DE Peralta Ph.D., ADVANCE Evaluation Team
Sarah Winslow, Ph.D., ADVANCE Research Team, & Tigers Time
Mark Small, Ph.D., ADVANCE Research Team & Evaluation
**ADVANCE Goal 1 - Transforming The Culture**

**Opportunities and Resources**

### Raising Awareness & Bias Reduction
Informative and interactive, one-hour researched-based information workshop provided to departments.

Faculty Lead: Patrick Rosopa, Ph.D.

### Tiger Advocates
A cohort of highly regarded and accomplished Clemson men faculty empowered to intervene when micro and macro-level biases occur. The cohort will receive specialized training and support for their roles as Tiger Advocates.

Faculty Lead: Melissa Vogel, Ph.D.
ADVANCE Goal 2 - Increase the Representation of Women
Opportunities and Resources

Pathfinders Program
Recruit women and minority faculty while in the final 2 years of their doctoral/postdoctoral studies to tenure-track position at Clemson.
Faculty Lead: Ellen Granberg, Ph.D.

Pathway Program
Develop a 2-year Provost’s Research Fellows program in fields in which a post-doctoral appointment is customary before moving to a tenure–track position.
Faculty Lead: Ellen Granberg, Ph.D.

Retention Through Relationship Building
Establish a university-wide informal NetWorkshop of women faculty (campus listserv).
Faculty Lead: Denise Anderson, Ph.D.
Tigers Time
Allow faculty to track their time allocations through the completion of time diaries, increasing awareness of actual time expenditures and the context that may be constraining and facilitating their time use.
Faculty Lead: Sarah Winslow, Ph.D.

Towards Equitable Workloads
Department chairs will participate in implicit bias awareness and reduction workshops organized at the college level. The workshop will emphasize implicit bias in the workplace and strategies to mitigate the effects on time use, institutional policies for workload allocation and performance reviews.
Faculty Lead: Patrick Rosopa, Ph.D.
**ADVANCE Goal 4 – Enhance Faculty Leadership Development**

**Opportunities and Resources**

**Trailblazers**

Provide cohort-based experiential leadership training systemically available to all departments and focus on the unique challenges of leadership in STEM disciplines.

Faculty Leads: Cynthia Sims, Ph.D.

**Working Groups for Policy Changes**

Trailblazers convene working groups of faculty in each college to identify important issues and potential roadblocks promoting gender equity and best practices.

Faculty Lead: Lisa Benson, Ph.D.

**External Networking**

Implement an external networking program that supports career development events for women faculty of all ranks by funding support to invite nationally recognized speakers/scholars in their discipline for on-site Clemson events.

Faculty Lead: Sez Atamturktur, Ph.D.
**ADVANCE Goal 5 – Implement Family-Friendly Policies**

**Opportunities and Resources**

**Modified Duty Family Support**
Implement a policy that allows department chairs to devise a short-term, modified workload/schedule for faculty without a salary reduction to allow the faculty member to remain a full-time member of the university during critical life transitions.

Faculty Lead: Ellen Granberg, Ph.D.

**Dual –Career Hiring**
The Tigers ADVANCE Team will identify and develop dual-career hiring policies through working groups of stakeholders. The working groups will support the collection of best practices across the colleges and departments, solicit input form all stakeholders, and create a robust policy to support dual-career hiring.

Faculty Lead: Ellen Granberg, Ph.D.