Agenda

1. Approval of Oct. 10 Minutes: As there was not a quorum at the Nov. 14, 2017 Staff Senate meeting, approval of the Oct. 10, 2017 minutes as written has been moved to the Dec. 12, 2017 Staff Senate meeting. Notes from the Nov. 14 Staff Senate meeting are available in Box for review.

2. Open Commentary
   A. Ami Hood, Payroll Director

3. Special Order of the Day
   A. Tigers Together for Suicide Prevention, Kristi Bussell (Attachment).

4. President’s Reports
   A. Other:
      1. Human Resources

5. Treasurer’s Report, Leslie Doss. FY18 funds as of December 10\textsuperscript{th} were (a) Vending: $10,723.48; (b) Staff Senate operating: $2,939.03; (c) Staff Senate travel: $308.60; (d) SDP: N/A [budget not populated yet]; (e) Fund 12 PSA/Extension Outreach: $6,885.29.

6. Committee Reports
   A. Standing Committees
      1. Activities, Roberta Balliet.
      2. Communications, Bindu Rangaraju.
         a. Vote on Bylaw Changes (Attachment)
   4. Policy & Welfare, JoAnna Floyd. The P&W Committee met on November 28, 2017. (1) Guest Speaker: Vivian Morris, HR, discussed current staff perks and perks available for staff retirees. Current employee perks and discounts can be found at: http://media.clemson.edu/humanres/onboarding/Faculty_Staff_Discounts.pdf. Staff retiree perks include the benefits outlined in the attached handout (Attachment). (2) Comp/Overtime Policy: On November 1, 2017, the University implemented a policy eliminating comp time and moving to overtime only with no exceptions. Comp time accruals should have stopped November 1\textsuperscript{st}. Any accrued comp time must be used or paid out by end of calendar year 2018. A communication will go out on December 12\textsuperscript{th} to employees with accrued comp time with more information. (3) IT Accessibility Policy: Dan Lewis has been working with CCIT leadership, General Counsel, and the Office of University Compliance on an IT accessibility policy for the university. Karon has provided the policy to staff senators. Dan would like your feedback, including any challenges you see in implementing the policy and resources that would be beneficial, by December 15\textsuperscript{th}. You can provide feedback online at the link provided with the policy or you can contact Dan directly at jdanl@clemson.edu. (4) Newsletter: The P&W Committee will be featured in the December staff senate newsletter, so make sure you read all about it! (5) Hiring Policies and Procedures: A team from HR will be the guest speakers at the January 16\textsuperscript{th} P&W meeting. The topic will be “HR Hiring Policies and Procedures.” If you have any questions or issues that you would like for us to share with the HR team on this topic, please send those to floyd5@clemson.edu by Wednesday, January 10\textsuperscript{th}.
         a. Staff Feedback on New Comp-Time Policy
b. IT Accessibility Policy, Dan Lewis (Attachment).

5. Scholarship, Tonyia Stewart.
   a. Spring Soiree

B. University Committees
1. President’s LGBTQ Commission – Sarah Decker and Kateland Dittig have worked with Athletics to put together the following video “You Can Play” as part of the Athlete Ally campaign: https://youtu.be/S6s5THpzXGg
   The President’s LGBTQ Commission is also currently working on scheduling open forums as a free and inclusive opportunity for constituents to voice their questions, comments, and concerns. Further information on these open forums is incoming as details become available.

7. Unfinished Business

8. New Business

9. Announcements:
   A. The President’s Office will present the Martin Luther King Jr. Awards for Excellence in Service at next year’s MLK Commemorative Service on Jan. 16, 2018. Three awards are given annually in these categories:
      · Clemson University student (undergraduate or graduate)
      · Clemson University employee (faculty or staff)
      · Clemson Area community member (Anderson, Oconee or Pickens counties)

   Please help by nominating deserving individuals who exhibit excellence in service in one or more of the following areas involved in advancing Dr. King’s vision of the “Beloved Community”:
      · Service to Clemson University or the surrounding community
      · Advocacy for social or environmental justice
      · Service above and beyond direct employment

   Dr. King’s definition of the “Beloved Community” will be helpful in considering your nominations. He said it is “a community inclusive of all people, regardless of race, gender, class, ethnicity … a community that recognizes people as individuals first, each with a unique set of life experiences that shapes their particular perspectives … a community where varied perspectives are brought together in a collective effort to achieve goals for the common good.” The recipient of the student award will receive a $500 cash stipend. Other winners will be able to direct a grant of $500 to the campus or community organization of the recipient’s choice. Each will also receive a personal plaque, and be recognized on a permanent plaque showing past winners. An online nomination form is available. All nominations should be submitted using the online form no later than Dec. 15, 2017.

10. Adjournment

Next Meeting: Tuesday, January 9, 2018, 10:30 a.m., Madren Conference Center
Members Present: Roberta Balliet, Savannah Bock, Kayla Cleveland, Glenda Cotton, Leigh Dodson (Adobe Connect), Leslie Doss, Billy Edwards (Adobe Connect), JoAnna Floyd, Shelly Geer, Debra Goss, Celeste Hackett, Dan Hofmann, Jan Lay, Dan Lewis, Amanda Menefee, Meg Newton, Rhonda Powell, Cody Price (Adobe Connect), Janeen Putman, Bindu Rangaraju, Tonyia Stewart, Janine Sutter, Rebecca Trutwin, Rebecca Ulmer (Adobe Connect), Michelle Voyles, Tom Warnock, Sue Whorton, Deveraux Williams, and Holly Williams

Members Absent: Dustin Atkins, Mac Bevill, Jeff Bright, Laura Clay, Michael Gilstrap, Jeff Holliday, Dionne Holt, Barrett Kendjoria, Aubrey Miller, Tim Nix, Beth Perry, Lavonne Sloop, Amy Smedberg, and Janay Whitesel

Guests: Kristi Bussell, Ami Hood, Matt Rector, Jackie Todd, and Tom Ward

1. Approval of Oct. 10 Minutes: As there was not a quorum at the Nov. 14, 2017 Staff Senate meeting, approval of the Oct. 10, 2017 minutes as written has been moved to the Dec. 12, 2017 Staff Senate meeting. Notes from the Nov. 14 Staff Senate meeting are available in Box for review. Roberta Balliet moved to approve the minutes from the Oct. 10, 2017 Staff Senate meeting as written. Janeen Putman seconded the motion and the vote was unanimous. The minutes were approved.

2. Open Commentary
   A. Ami Hood, Payroll Director

3. Special Order of the Day
   A. Tigers Together for Suicide Prevention, Kristi Bussell (Attachment).

4. President’s Reports
   A. Other:
      1. Human Resources
         • Staff Senate President Leigh Dodson’s preliminary report to the BOT is due by January 6, 2018, so if any senate subcommittees have anything that they would like to submit and/or have included, please do so no later than January 2.
         • HR Director of Operations & Communication Director Laurie Haughey explained that supervisors at the university had just received communication regarding the need for their employees to submit leave or work extra time in order to make up the work days missed during Hurricane Irma. All of that information has just been released regarding how to rectify the discrepancy for employees making up that lost time.

5. Treasurer’s Report, Leslie Doss. FY18 funds as of December 10th were (a) Vending: $10,723.48; (b) Staff Senate operating: $2,939.03; (c) Staff Senate travel: $308.60; (d) SDP: N/A [budget not populated yet]; (e) Fund 12 PSA/Extension Outreach: $6,885.29.

6. Committee Reports
   A. Standing Committees
      1. Activities, Roberta Balliet. Roberta and the entire Activities Committee would like to thank those that helped out with the Military Appreciation Reception. The Committee and fellow staff senators received very positive feedback for their efforts to recognize our veteran population on campus.
Looking forward, Activities would love to participate in Golden Harvest again, but would like to wait until after the holidays to look into which specific avenue to take.

2. Communications, Bindu Rangaraju. No report.

   A. Vote on Bylaw Changes (Attachment) – Staff Senator Sue Whorton offered some editorial revisions to the Bylaw changes, calling for more time to tweak and edit the proposal. Therefore, no vote was held. Membership will redistribute the proposed Bylaw changes about a week prior to the next monthly senate meeting once the final revisions have been made. This will allow senators to be well-informed and familiar with the final working version of the proposed changes, allowing a vote to be held at that meeting (Jan. 9, 2018).

   (1) Guest Speaker: Vivian Morris, HR, discussed current staff perks and perks available for staff retirees. Current employee perks and discounts can be found at: http://media.clemson.edu/humanres/onboarding/Faculty_Staff_Discounts.pdf. Staff retiree perks include the benefits outlined in the attached handout (Attachment).  
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   (3) IT Accessibility Policy: Dan Lewis has been working with CCIT leadership, General Counsel, and the Office of University Compliance on an IT accessibility policy for the university. Karon has provided the policy to staff senators. Dan would like your feedback, including any challenges you see in implementing the policy and resources that would be beneficial, by December 15th. You can provide feedback online at the link provided with the policy or you can contact Dan directly at jdanl@clemson.edu.  
   (4) Newsletter: The P&W Committee will be featured in the December staff senate newsletter, so make sure you read all about it! 
   (5) Hiring Policies and Procedures: A team from HR will be the guest speakers at the January 16th P&W meeting. The topic will be “HR Hiring Policies and Procedures.” If you have any questions or issues that you would like for us to share with the HR team on this topic, please send those to floyd5@clemson.edu by Wednesday, January 10th.
   A. Staff Feedback on New Comp Time Policy – Staff Senate and P&W are collecting personal stories from constituents on a wide scale in order to voice concerns over the newly introduced “over-time only” policy. The Staff Senate as a whole needs to formulate a uniform message to send out in order to direct constituents to the feedback portal on the Staff Senate homepage. P&W would also like to ask that this information and the subsequent request for feedback be inserted into the monthly Staff Senate newsletter in order to garner even further comments, stories, and feedback regarding how this policy is viewed and how it directly affects constituents. Regarding university-wide policy changes, HR offers a “change log” in which you can view policy implementations, merges, changes, etc…With this being said, P&W will try to use some of the same language that HR used for their verbiage in their communication that was sent out to campus notifying constituents of this change in compensation policy.
   B. IT Accessibility Policy, Dan Lewis (Attachment). The general idea behind IT Accessibility is that the university wants those with various disabilities to be able to fully navigate and contribute to Clemson University’s web content. This new IT Accessibility Policy comes with an aggressive timeline that calls for current ICTs to be revised within 12 months in order to become equally accessible, while all new ICTs must be accessible right from their introduction. ICTs is short for “Information & Communications Technology(s)”, which are
basically any of the ever-evolving technological sources/avenues of communication and information. Also, there has been a single coordinator position created in order to provide a clear source for help and information regarding the accessibility of ICTs and the conversion of current ICTs toward being equally accessible. With that being said, please make sure to provide any questions/comments/concerns/general feedback to Dan Lewis or use the feedback portal provided in the Dec. 12 meeting documents email (that was sent out to staff senators prior to that meeting). At the conclusion of today’s senate meeting, Dan will have collected a considerable amount of very creative and useful feedback to take back to the other individuals and/or parties involved in the ICT Accessibility process (legal/CIO/ELT/etc.)

5. Scholarship, Tonyia Stewart.
   A. Spring Soiree – The 2018 Spring Soiree is tentatively scheduled for May 18. Scholarship chair Tonyia Stewart is scheduled to meet with Event Rentals immediately following today’s senate meeting in hopes of getting any combination of tables/chairs/tents/etc. donated for the event, likely setting up Event Rentals as a primary event sponsor. The committee is also strongly leaning toward having the CU Jazz Quartet serve as the music and entertainment for the soiree, which will also help with any excess expenses. Jeff Bright, now also a sitting CU Staff Senator, has graciously agreed to DJ & MC the event once again free-of-charge. Other than this, there will be more information to share after the January Scholarship Committee meeting.

B. University Committees
   1. President’s LGBTQ Commission – Sarah Decker and Kateland Dittig have worked with Athletics to put together the following video “You Can Play” as part of the Athlete Ally campaign: https://youtu.be/S6s5ThpzXGg
      The President’s LGBTQ Commission is also currently working on scheduling open forums as a free and inclusive opportunity for constituents to voice their questions, comments, and concerns. Further information on these open forums is incoming as details become available.

7. Unfinished Business: None.

8. New Business: None.

9. Announcements:
   A. The President’s Office will present the Martin Luther King Jr. Awards for Excellence in Service at next year’s MLK Commemorative Service on Jan. 16, 2018. Three awards are given annually in these categories:
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that recognizes people as individuals first, each with a unique set of life experiences that shapes their particular perspectives … a community where varied perspectives are brought together in a collective effort to achieve goals for the common good.” The recipient of the student award will receive a $500 cash stipend. Other winners will be able to direct a grant of $500 to the campus or community organization of the recipient’s choice. Each will also receive a personal plaque, and be recognized on a permanent plaque showing past winners. An **online nomination form** is available. **All nominations should be submitted using the online form no later than Dec. 15, 2017.**

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

**Next Meeting:** Tuesday, January 9, 2018, 10:30 a.m., Madren Conference Center
Potential Changes

**Article III – Section 2 (Elections)**

For Budget Centers that do not have staff interested in running for staff senate positions:

1. Any prior or currently retiring senator who was not re-elected can be appointed to a 1yr up to 3-year special appointment for that budget center as an “at large” designation. After each year 1 and year 2, the budget center will be able to hold elections with all other budget centers filling vacant seats. In the event that someone from the budget center runs for election, the special appointment for the at large senator will end for the senator that is outside that budget area. In the event that the budget center has no interested Staff again, the currently serving specially appointed at large senator will carry out the duties of that budget center (max 3-year term to match current senate bylaws).

2. In the event of any special unforeseen circumstances that arise with the specially appointed at large situations, the executive committee reserves the right to discuss and vote to finalize a decision to fill all staff senate seats needed.

**Article VI – Section 1 (Membership)**

The purpose of the Membership Committee is to assess representation in each of the constituent budget centers, conduct all Senate representative and officer elections, implement new member orientation and evaluate excessive absences.

**Article III - Section 4 (Absences)**

B. If it is determined by the Executive Committee upon the recommendation of the Membership Committee that a dismissal action should be initiated, then a notification letter from the Staff Senate President will be sent to the Senator informing her/him of the committee’s recommendation.

**Article IV – Section 1 (President & Immediate Past President)**

Put space between “-” and “shall”

Should we remove part of the statement under Immediate Past President “shall serve as liaison to the Board of Trustee for one (1) year following their term as President.” – Rationale: That is what the acting President currently does and should move statement to the President portion for Duties (Section 1)
Article VIII, part A, section 1 “Meeting Schedule”: delete the extra T at beginning – “The Senate…”

Article VIII, part A, section 1 “Agenda”:
regarding numbering at number 6 “Committee Reports” – either indent sub numbers 1-3 or change numbers to letters a-c. Seeing numbers 1-6 then 1-3 then 7-10 is confusing (at least to me)
regarding Executive Session: as a proper noun, shouldn’t it read Executive Session?

Article VIII, part B, section 2 “Administrative Assistant”: change “paid support staff” to “full-time support staff...”; change “appointed” to employed; capitalize administrative assistant (2nd line – Administrative Assistant); change “annually evaluating...” to “...responsibility of evaluating this position annually.”

Article VIII, part B, section 3 A: change “…then” (....”assign the issue...”) to either (“assign the issue...”) and delete “if appropriate.”

Article VIII, part B, section 3 B 1: delete “along with copies” and change to read “…copies of the present and proposed revised policy...”

Article VIII, part B, section 3 C: change “....resolve” to decision

Article VI, section 4 B: delete the apostrophe after members (“...members’ attendance....members’ list.”) The use of an apostrophe makes this plural possessive, which is unnecessary. Change to read “...completed assignments and letters, a list of committee members and their attendance at meetings.”

Article VI, section 5: delete the period at the end of the statement: “... of An Elected Senator and An appointed member.”

Article V, section 1: change “...will” to shall; use capital S and C for Standing Committee

Article 1V, section 2f: rewrite to read: “Elections will take place by the currently serving Senators by either online voting prior to or paper ballot at the April meeting.”

Article III, section 1, part C 1: change to read “...connection to the budget center (delete the comma) either in physical location (add or be) a former employee of that budget center...”

Article III, Section 1, part A: why is 2007 the “base year”? (Had discussion with Karon about this statement; will remove “2007 base year”)
Policy Title: Information and Communication Technology Accessibility

Policy Statement:

Definitions

*Information and Communication Technology (ICT)*
ICT means any electronic resources used for instruction, information distribution, or communication. ICT resources include, but are not limited to, instructional systems, online instructional lessons, Web-based services, software applications, electronic documents, computers, hardware systems, telecommunication products, video and multimedia products, mobile devices, information kiosks, transaction machines, and online events.

*University Business*
University business refers to business and academic activities, the delivery of content, or the interaction with individuals for administrative, instructional, or informational purposes.

*New ICT*
ICT that has been created, purchased, or developed since the effective date of this policy.

*Revised ICT*
ICT that has been revised, updated, modified, or replaced since the effective date of this policy.

*Active ICT*
ICT that was created, purchased, or developed prior to the effective date of this policy and is currently used to conduct University business.

*Legacy ICT*
ICT that was created, purchased, or developed prior to the effective date of this policy and is not currently used to conduct University business, but may still be available for historical purposes.

*ICT Accessibility Standards*
The University will meet the standards and guidelines outlined in the [Web Content Accessibility Guidelines (WCAG) 2.0 Level AA](https://www.w3.org/WAI/wcag2aa) for all Web-based ICT. Further, it will follow the [Guidance on Applying WCAG 2.0 to Non-Web Information and Communications Technologies (WCAG2ICT)](https://www.w3.org/TR/WCAG2ICT/).

*Equally Effective*
Equally effective alternate access to ICT for persons with disabilities is based on timeliness of delivery, accuracy of translation, and delivery in a manner and medium appropriate to the disability of the person. To be equally effective, alternate access is not required to produce the identical result or level of achievement for disabled and non-disabled persons, but must afford disabled persons equal opportunity to obtain the same result, to gain the same benefit, or to reach the same level of achievement, in the most integrated setting appropriate to the person’s needs.

*Undue Burden*
Undue financial and administrative burdens may be created when a proposed course of action causes significant difficulty or expense. Because an institution must consider all resources available when reviewing claims of undue financial and administrative burdens, the decision to invoke undue financial and administrative burdens will be carefully weighed and sufficiently documented.

**Fundamental Alteration**
A fundamental alteration is a change to a service, program, or activity that fundamentally alters the nature of the service, program, or activity, which includes academic courses or technology.

**Scope**
This policy applies to all ICT used to conduct University business or used for historical purposes.

**Standards**
The ICT Accessibility Standards establish the minimum requirements for the accessibility of ICT necessary to meet the University's goals and ensure compliance with applicable law.

The IT Accessibility Review Board will review the standards annually to ensure compliance with applicable law.

**Timeline**
All New ICT must be in compliance at time of purchase, creation, or development with the standards described in this policy.

All Revised ICT must be updated at the time of modification, replacement, update, or revision to be in compliance with the standards described in this policy.

All Active ICT must be updated to be in compliance with the standards described in this policy within 12 months of the effective date of this policy.

Active ICT must be updated to be in compliance with the standards described in this policy, or must otherwise be made available in an equally effective alternate format, in a timely manner, to any individual requesting access.

Legacy ICT must be updated to be in compliance with the standards described in this policy, or must otherwise be made available in an equally effective alternate format, in a timely manner, to any individual requesting access.

**Training and Resources**
To facilitate faculty and staff meeting the responsibilities described in this policy, the University will make training and resources readily available to faculty and staff, including a campus website devoted to providing information regarding accessible ICT. The training and resources will include the following:
• Specific information for faculty and staff who are responsible for creating, selecting, or maintaining ICT in any university program, service, or activity
• How to make ICT accessible
• How to both manually check and use automated tools to ensure the accessibility of content
• How to get assistance

IT Accessibility Coordinator

The University will appoint and maintain an IT Accessibility Coordinator, reporting to the Chief Information Officer, who is responsible for:

• Oversight for accessible IT, coordinating campus efforts to provide accessible ICT
• Outreach, promoting awareness of the need for accessible ICT and effecting systemic change
• Research, keeping abreast of emerging assistive, information, and instructional technologies and solutions
• Policy, establishing policies and standards related to the university's providing accessible ICT
• Procedures, including an audit process and a procedure for resolving accessibility issues

IT Accessibility Review Board

The University will establish and maintain an IT Accessibility Review Board, chaired by the IT Accessibility Coordinator. The Chief Information Officer, in consultation with the Chief Diversity Officer, will appoint board members. The review board will meet at a minimum of twice a year and is responsible for the following:

• Review and granting of any exceptions to this policy
• Periodic review and updating of this policy and the ICT Accessibility Standards
• Determining the content and frequency of trainings

Resolving IT Accessibility Issues

Users who encounter an IT accessibility problem should contact the IT Accessibility Coordinator. The IT Accessibility Coordinator will work with relevant University units to provide reasonable solutions.

Compliance

University units are responsible for any ICT purchased, created, or modified within their departments. Upon the recommendation of the IT Accessibility Coordinator, the Chief Information Officer, in consultation with the Chief Diversity Officer and the Director of University Compliance, may direct that non-compliant ICT will be removed until it is in compliance with this policy, or will be brought into compliance by designated staff or contractors and the expense of that work may be charged to the unit that is responsible for assuring its accessibility.

Exceptions

The following circumstances may qualify as exceptions to this policy:
1. Where compliance is not technically possible or may cause an undue burden to the University due to the nature or intent of the information resource, application or service. Lack of funding for any particular college, department, program, or unit of the University, in and of itself, is not sufficient to support an exemption.

2. Where compliance would result in a fundamental alteration of the resource, application, service, course, or program and not satisfy the original intent.

3. Where ICT is procured through third party vendors or contractors and no alternative accessible products are available.

4. Where the product is not currently in compliance, but proven efforts are underway to fix the defects by a defined date.

Units seeking an exception to this policy must submit a written request to the IT Accessibility Coordinator, detailing why compliance is not feasible and how the unit will make ICT available to individuals with a disability in an equally effective manner. Exceptions will be handled on a case-by-case basis by the IT Accessibility Review Board.

Purpose:

Clemson University is committed to ensuring equal access to its educational services, programs, and activities in accordance with federal and state laws. Providing accessible information and communication technology (ICT) resources is the responsibility of all University administrators, faculty, and staff. This policy establishes standards for the accessibility of ICT considered necessary to meet this goal.

Responsible Department/Division (Contact Person):

Chief Information Officer, CCIT

Approval Dates:

Executive Leadership Team:

President:

Other: if appropriate

Reviewed/Revised Dates:

Monitoring Procedures and Exemptions (if applicable):

Published Location(s):
### OPTIONS FOR CONTINUING BENEFITS, PERKS, AND VOLUNTARY DEDUCTIONS

<table>
<thead>
<tr>
<th>OTHER PERKS</th>
<th>When Employment Ends</th>
<th>What You Need to Do to Continue Benefits, Perks, Voluntary Deductions</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>LIBRARY</td>
<td>NA</td>
<td>Purchase a retiree TigerOne Card for $30. Same process as when employed.</td>
<td>Retirees have access to same library privileges after retirement with the retiree TigerOne card.</td>
</tr>
<tr>
<td>EMPLOYEE ASSISTANCE PROGRAM (EAP)</td>
<td>Retirees have access to benefits under the EAP for 6 months. Retirees may join IPTAY, purchase 2 season tickets and receive a discounted rate; free admission to non-revenue generated sporting events with a retiree ID.</td>
<td></td>
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<tr>
<td>ATHLETIC EVENTS</td>
<td>Members of the Emeritus College have access to many of the same computer services they had as a regular Clemson University faculty member.</td>
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<tr>
<td>COMPUTER</td>
<td>Retirees may purchase a retiree TigerOne card for $30.</td>
<td>In order to receive a retiree card you must be listed as a &quot;Retiree&quot; in the CBORD system. You must bring a driver's license or government issued photo ID to pick up your card.</td>
<td>Card Features:</td>
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<tr>
<td></td>
<td></td>
<td>- General admission seating to Women's basketball and home baseball games.</td>
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<tr>
<td>TIGERONE CARD</td>
<td>Retirees can add funds to their TigerOne card by visiting the Online Card Office (<a href="https://t1onlinelg.b.edu/">https://t1onlinelg.b.edu/</a>).</td>
<td>Make sure you are registered with the site.</td>
<td>Card Features:</td>
</tr>
<tr>
<td>TIGER STRIPE</td>
<td>Retirees can add funds to their TigerOne card by visiting the Online Card Office (<a href="https://t1onlinelg.b.edu/">https://t1onlinelg.b.edu/</a>).</td>
<td></td>
<td>- TigerStripe funds may be added to the card to be used at any of our on-campus Dining/retail locations and any participating off-campus merchants. To deposit TigerStripe funds onto your card please visit the Online Card Office (<a href="https://t1onlinelg.b.edu/">https://t1onlinelg.b.edu/</a>).</td>
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<tr>
<td>PERKSCARD</td>
<td>discounts.perksconnection.com</td>
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<tr>
<td>FIKE</td>
<td>Current or Retired employees are eligible for the employee membership rates. Payroll deduction is not an option.</td>
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</table>
Tigers Together to Stop Suicide
Clemson University’s Campus Suicide Prevention Initiative

Kristi Bussell
Assistant Director for Suicide Prevention & Mental Health Initiatives
Healthy Campus, Clemson University
kbussel@clemson.edu
Prevalence Rates

Causes of death among college students?
Suicide is the 2nd leading cause of death

Number of college student deaths by suicide per year?
Approximately 1,100 deaths per year in the United States
Approximately three students per day

Clemson:
28% felt so depressed it was difficult to function in past year
3% seriously considered suicide in past year

1 WISQARS Leading Causes of Death Reports, 1999-2013
2 American Association of Suicidology
Rationale for Advocacy Training

81% of people who die by suicide did not visit a mental health professional in preceding month (68% did not in the past year) \(^1\)

Natural helpers and community leaders are more likely to have regular contact with students who may be considering suicide

\(^1\) Louma, Martin, & Pearson, 2002
Suicide Prevention Advocacy Training

**Goal:** To train key staff, faculty and students to be suicide prevention advocates

- **Data/Facts:**
  - Risk factors
  - Warning signs (i.e. red flags)
  - At-risk groups

- **Experiential Exercises:**
  - Active listening
  - How to ask THE Question

- **Crisis Situation Protocol:**
  - Non-Urgent situations
  - Urgent situations

90 Minutes
How to Request a Training

1. Go to Healthy Campus’s Main Page
   → www.clemson.edu/healthy-campus

2. Select “Request a Program” on the right-hand column

3. Select “Request Tigers Together Suicide Prevention Training” at the top of the page

4. Select “Request a Workshop” and fill out form

   A member from Healthy Campus will be in contact with you!

*Upcoming training: February 1st, 10:30am–12pm
Questions?

Kristi Bussell
Assistant Director for Suicide Prevention & Mental Health Initiatives
Healthy Campus, Clemson University
kbussel@clemson.edu

Thank you!