1. Approval of August 14th Minutes

2. Open Commentary

3. University Committees
   A. Rhondda Thomas – President’s Commission on Black Faculty and Staff Chair’s Report (Attachment A).

4. Special Order of the Day
   A. Moryah Jackson – Diversity, Equity, & Inclusion at Clemson University (Attachment B).

5. President’s Reports
   A. Board of Trustees – The Fall Quarterly is scheduled for October 19th and 20th. A report will be submitted on behalf of the Staff Senate. The report is due to the Office of the VP/CFO on September 24th. Please submit ideas/items to be considered for the report to Dan Hofmann by September 17th.
   B. Flagging/Freedom of Speech

6. Treasurer’s Report, Savannah Bock. FY19 remaining budget as of September 7th (a) Vending: $11,777.75; (b) Staff Senate operating: $5,174.12; (c) Staff Senate travel: <$996.16>; (d) SDP: Budget not populated, current expenditures $1,463.26; (e) Fund 12 PSA/Extension Outreach pending approval and funding.

7. Committee Reports
   A. Standing Committees – Update on Goals
      1. Activities, Roberta Balliet & Kayla Cleveland.
      2. Communications, Jan Lay
      3. Membership, Meg Newton & Tom Warnock
         a. Happy Birthday to all of our September Staff Senators – Glenda Cotton, Donna Duncan, Dan Lewis, and Mallory Warrick!
      4. Policy & Welfare, JoAnna Floyd & Sue Whorton – P&W attended a meeting with representatives from HR and the Graduate School to discuss formally recognizing Clemson staff members who earn an associate’s, bachelor’s, master’s and/or doctoral degree on annual basis. The meeting was very productive with all present supporting recognition of staff earning one or more of these degrees. Chief HR officer, Emily Watrous, and Associate Provost and Dean of the Graduate School, Jason Osborne, will be presenting the idea of an annual staff graduate recognition event at a future ELT meeting. There will also be a request to begin recognizing staff earning a Clemson degree at the commencement ceremonies. At the August meeting, Director of the Office of Scholarships, Jeff Holliday, presented a model for funding Staff Senate student scholarships in the future and potentially increasing the number and/or amount of scholarships offered. A priority of the committee is to explore the possibility of creating a policy that allows staff to volunteer on university committees and/or participate in on-campus professional development opportunities without having to take annual leave. Associate Chief Human Resources Officer, Ale Kennedy, will be attending the September P&W meeting to listen to the discussion and answer questions.
      5. Scholarship, Beth Perry.
B. University Committees Continued
   1. President’s Commission on Women, Julia Brumaghim. Clemson Child Development Center Update, (Attachment C).
   2. President’s Commission on Accessibility – October will be CU’s 3rd annual celebration of National Disability Employment Awareness Month. On Tuesday, October 23, Clemson will host Vilissa Thompson as she presents on “Pay Me What I’m Worth: Valuing the Work of Disabled People” (Attachments D&E).

8. Unfinished Business

9. New Business
   A. Graduate Student Government Research Events, Jaime Idarraga-Mora & Shraddhaa Narasimha.

10. Announcements

11. Adjournment

Next Meeting: Tuesday, October 9, 2018, 10:30 a.m., Madren Conference Center
Clemson University Staff Senate
September 11, 2018, 10:30 AM, Madren Conference Center

Minutes

Members Present: Kim Arp, Roberta Balliet, Savannah Bock, Ashley Burns, Laura Clay, Glenda Cotton, Lindsay Davis, Leigh Dodson, Leslie Doss, Christal Douglas, Donna Duncan, Melinda Fischer, Dan Hofmann, Jeff Holliday, Dionne Holt, Barrett Kendjoria, Kerri Kwist, Sarah-Jo Lawrence, Jan Lay, Dan Lewis, Aubrey Miller (Adobe), Josh Morgan, Meg Newton, Janeen Putman (Adobe), Bindu Rangaraju (Adobe), Lavonne Sloop, Tonyia Stewart, Janine Sutter, Rebecca Trutwin, Tom Warnock, Janay Whitesel, Sue Whorton, and Holly Williams

Members Absent: Mac Bevill, Kayla Cleveland, JoAnna Floyd, Rebecca Godley (Excused – Closure of County Offices), Celeste Hackett, Tim Nix, Beth Perry, Cody Price, C.J. Smith, and Mallory Warrick

Guests: Julia Brumaghim, Dr. Jan Holmevik, Jaime Idarraga-Mora, Moryah Jackson, Dr. Chris Miller, Allison Monyei, Chief Greg Mullen, and Shraddhaa Narasimha

1. Approval of August 14th Minutes: Tom Warnock moved to approve the Minutes from the August 14, 2018 Staff Senate meeting as written. Janine Sutter seconded the motion and the vote was unanimous. The Minutes were approved.

2. Open Commentary: None

3. University Committees
   A. Rhondda Thomas – President’s Commission on Black Faculty and Staff Chair’s Report (Attachment A).
      There has been the perception for some time now that there is a metaphorical “gap” between the Staff and Faculty here at the university, and this is where the Commission on BFS, along with Rhondda Thomas, are looking to improve on things, which starts with looking for better ways to equitably communicate and disseminate information/opportunities around campus. The 3-pronged focus of the President’s Commission on BFS is: Communication Effectiveness, Community Building, & Constitution Revision. On a similar note, the primary Staff-related concerns are: 1.) Professional Development & Leadership Training, 2.) Equity in Distribution of Bonuses, 3.) Access to Job Advancement Opportunities, 4.) Basic Math, Literacy, and Computer Skills Workshops, and 4.) Better Wages for Custodial and Other Low-Wage Staff (Please see Attachment A in “Box” for further details, including contact information for Rhondda & the Commission on BFS).

4. Special Order of the Day
   A. Moryah Jackson – Diversity, Equity, & Inclusion at Clemson University (Attachment B).

5. President’s Reports
   A. Board of Trustees – The Fall Quarterly is scheduled for October 19th and 20th. A report will be submitted on behalf of the Staff Senate. The report is due to the Office of the VP/CFO on September 24th. Please submit ideas/items to be considered for the report to Dan Hofmann by September 17th.
   B. Flagging/Freedom of Speech – CU Police Chief Greg Mullen gave an in-depth explanation on safety & free speech within your legal rights, particularly as they pertain to the campus of a public university such as Clemson. This issue has been reintroduced after the CU Undergraduate Student Government passed a new resolution touching on the Confederate Battle Flag and its use/representation on campus. One point that Chief Mullen touched on in regards to central-campus were the “Free-Speech Zones” by which outside entities may reserve space/time via the standard Facilities procedures in order to use that space during that specific time to freely express their freedom of speech. However, Karon Donald suggested...
perhaps keeping a university-wide “master schedule” of these free-speech zones so that it is easier to track when & where an individual and/or group might want to gather in order to spread their message/information; Chief Mullen loved this idea and will look into what it takes to get this established.

6. Treasurer’s Report, Savannah Bock. FY19 remaining budget as of September 7th (a) Vending: $11,777.75; (b) Staff Senate operating: $5,174.12; (c) Staff Senate travel: $996.16; (d) SDP: Budget not populated, current expenditures $1,463.26; (e) Fund 12 PSA/Extension Outreach pending approval and funding.

7. Committee Reports
A. Standing Committees – Update on Goals
   1. Activities, Roberta Balliet & Kayla Cleveland. Activities is now 1/3 of the way through their 2018-19 Committee Goals with the August First Responders event now in the books. This reception was very well-received, with Bert, Karon, and other Staff Senators receiving many compliments & thanks for the effort that was displayed on their behalf. On a related note, HR has asked to partner with Staff Senate on this year’s Military Appreciation Reception, with Staff Senate emphasizing that we would not like to solicit the veterans/military personnel in attendance for anything (information or otherwise), as we want to keep this a simple, appreciative event for our servicemen & women. It was posed that HR help with funding for the refreshments, so any further developments on this front will be shared as they become available.
   2. Communications, Jan Lay. Communications met just prior to today’s meeting & realigned/discussed their 3 Standing Committee Goals for the 2018-19 year, including means by which to accomplish these specific goals related to communication.
   3. Membership, Meg Newton & Tom Warnock
      a. Happy Birthday to all of our September Staff Senators – Glenda Cotton, Donna Duncan, Dan Lewis, and Mallory Warrick!
   4. Policy & Welfare, JoAnna Floyd & Sue Whorton – P&W attended a meeting with representatives from HR and the Graduate School to discuss formally recognizing Clemson staff members who earn an associate’s, bachelor’s, master’s and/or doctoral degree on annual basis. The meeting was very productive with all present supporting recognition of staff earning one or more of these degrees. Chief HR officer, Emily Watrous, and Associate Provost and Dean of the Graduate School, Jason Osborne, will be presenting the idea of an annual staff graduate recognition event at a future ELT meeting. There will also be a request to begin recognizing staff earning a Clemson degree at the commencement ceremonies. At the August meeting, Director of the Office of Scholarships, Jeff Holliday, presented a model for funding Staff Senate student scholarships in the future and potentially increasing the number and/or amount of scholarships offered. A priority of the committee is to explore the possibility of creating a policy that allows staff to volunteer on university committees and/or participate in on-campus professional development opportunities without having to take annual leave. Associate Chief Human Resources Officer, Ale Kennedy, will be attending the September P&W meeting to listen to the discussion and answer questions.
   5. Scholarship, Beth Perry. No report.

B. University Committees Continued
   1. President’s Commission on Women, Julia Brumaghim. Clemson Child Development Center Update, (Attachment C). Julia Brumahim, a representative from the President’s Commission on Women, gave a thorough, yet concise, update on the status of the new Childcare Facility, particularly regarding the numbers as produced by the survey-results from a few years prior gauging community/campus interest in this potential Childcare Facility. It was also very interesting to learn that Clemson is one of
the absolute last major institutions in the state and in the country that do not have a dedicated facility for Child/Infantcare, as this has been a development nearly 40+ years in the making!

2. President’s Commission on Accessibility – October will be CU’s 3rd annual celebration of National Disability Employment Awareness Month. On Tuesday, October 23, Clemson will host Vilissa Thompson as she presents on “Pay Me What I’m Worth: Valuing the Work of Disabled People” (Attachments D&E). Staff Senators are encouraged to please look into the attached documents for further information regarding this special presentation from honored guest Vilissa Thompson.

8. **Unfinished Business**: None

9. **New Business**
   A. Graduate Student Government Research Events, Jaime Idarraga-Mora & Shraddhaa Narasimha. Some very hardworking, talented Clemson University Graduate students will have the opportunity to present their research in an informative, charismatic way intended to educate a handful of judges whom are not professionally familiar with the subject matter, all within a 3-minute window, and they are in need of some staff-rep judges! A Google Doc link is located at the bottom of the graphic contained within “Box” for these Research Events, so please share this with your areas/constituents in order to garner more staff judges and ultimately more support/data points to optimize the research of these talented students. Once a revised graphic is provided by Jaime (i.e. original typo/error regarding the “start time” for the 2nd session), we will upload this to Box w/the previously mentioned link to register contained within. Please, we encourage all Staff Senators to support this excellent, educational effort by either participating directly or sharing within your areas!

10. **Announcements**: None

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

**Next Meeting**: Tuesday, October 9, 2018, 10:30 a.m., Madren Conference Center
Standing Committees’ Goals
2018-2019
Goal: To increase and improve engagement of the Staff Senate within Clemson University and the surrounding communities. This will be accomplished by hosting 3 internal and external events and/or charitable giving.

- External – In partnership with Athletics, Activities hosted the First Responders & Emergency Personnel Appreciation Reception. The event was to express our gratitude for their dedication and service. This event took place in Littlejohn Coliseum on Wednesday, August 22nd. Refreshments and a tiger paw pin were provided.
- Internal - As part of Military Appreciation Week, active and retired military will be invited to a reception in Military Heritage Plaza on Tuesday, November 13th. Refreshments will be provided and a small gift as a token of our appreciation will be distributed.
- Charitable Giving – Pickens County Humane Society has been selected as the charitable organization for 2018-2019. A donation drive or event to raise awareness and financial support is still being discussed.
Communications Committee

Chair – Jan Lay

Organizational
Create three teams: Newsletter, Website, and Social Media with a liaison from each team matched to a corresponding SS Committee member to gather up-to-date information for our website and social media venues. This will ensure that each team member has a well-defined and active role and that information is gathered in a timely fashion.

Website
Redesign Staff Senate Landing Page with dynamic elements and create more up-to-date Committee pages. The purpose is to deliver up-to-date/timely information to our staff members and to give the CU staff community information on why Staff Senate exists and what each Committee does.

Social Media
Develop a social media presence for Staff Senate to deliver up-to-date/timely information to our staff members on an additional platform(s)
Membership Committee
Co-Chairs – Meg Newton & Tom Warnock

Build a sense of community within Staff Senate with a particular emphasis on helping new Senators assimilate.

- Staff Senate Retreat(s)
- Birthday Recognition

Increase awareness of Staff Senate functions, events and opportunities on the campus at large as a potential recruitment tool.

- Table at Spring Benefits Fair
Allowing Staff Volunteer Hours (e.g. to serve on university committees/to participate in professional development/to work on university diversity issues/etc.)

Evaluation of TLP Positions (e.g. process for hiring and forms required/recognition of service time should be same as for FTEs/why TLP assigned instead of FTE?)

Staff Appreciation and Recognition (e.g. recognizing staff at graduation/recognizing staff who earn advanced degree/recognize all staff for years of service)
Scholarship Committee
Chair – Beth Perry

Host 2019 Spring Scholarship Event – venue and planning for event.

Amazon Smile – percent of sales to go towards Scholarship fund.

Promote and increase payroll deduction.
CHAIR’S REPORT
TO THE STAFF SENATE

SEPTEMBER 11, 2018
STAFF ON BFS COMMISSION

1. Rosa Grayden, Administrative Assistant, College of Behavioral, Social and Health Sciences
2. Jerry Knighton, Director of Office of Access & Equity
3. LaToya Maddox, CAAH Chief Business Officer
4. Alesia Smith, Title IX Coordinator & Executive Director of Equity Compliance
5. Kendra Stewart-Tillman, Director of Gantt Multicultural Center
6. Kesha Williams, Public Information Director
3-PRONG FOCUS FOR 2018-19

- Communication Effectiveness
- Community Building
- Constitution Revision

Meet 1st Tuesday of each month
10:00 – 11:30 AM
President’s Conference Room in Sikes
STAFF CONCERNS

- Professional Development and Leadership Training
- Equity in Distribution of Bonuses
- Access to Job Advancement opportunities
- Basic Math, Literacy, and Computer Skills Workshops
- Better Wages for Custodial and other Low-wage Staff
Q&A

CONTACT:
Rhondda R. Thomas, PhD
BFS Commission Chair
Calhoun Lemon Professor of Literature
Department of English
812 Strode Tower
rhonddt@clemson.edu
HELLO

IT'S NICE TO MEET YOU.
“We need to focus on diversity. Our goal is to hire people who all look different, but think just like me.”
Race
Gender
Age
Ethnicity

Physical Abilities/Qualities
Parental Status
Military Experience
Religious Beliefs
Geographic Location
Education

Native born/non native
Work Background
Thinking Styles
Culture
Smoker/Non smoker
Socio-economic Status
Functional Specialty

Beliefs
Values

Sexual Orientation

Marital Status
Strategic Plan Framework

Strategic Priorities

Education & Training
Climate & Infrastructure
Recruitment & Retention
Research & Scholarship
Strategic Partnerships
Leadership Support & Development

UNIVERSITY-WIDE COMMITMENT
Pillars

- **Education & Training**: Education and training experiences to build cultural competencies across the organization.
- **Climate & Infrastructure**: Creating academic and work environments that effectively support the success of all faculty, staff, and students.
- **Recruitment & Retention**: Active and aggressive recruitment and retention of a diverse faculty, staff, and student body.
- **Research & Scholarship**: Building and enhancing opportunities for research and scholarship in diversity fields.
- **Strategic Partnerships**: Building and supporting strategic partnerships that respect diversity, include diverse groups, and supports the advancement of diversity and inclusion for both.
- **Leadership Support & Development**: Top-down support for diversity & inclusion and the creation of a pipeline of culturally competent academic leaders.
10 Ways Staff Senate Can Help...

- Review the curriculum for the Staff Development Program
- Participate in New Employee lunches to foster community and help with retention
- Sign up to participate in GOOD TALK
- Share feedback that you receive about Clemson’s campus climate
- Sign up to facilitate a workshop for the certificate program
- Write an article for the inclusion and equity newsletter
- Share best practices that you’ve learned about from other institutions
- Mentor a student who has a different background than you
- Go to lunch with someone new once a month
- Attend a external conference/workshop/presentation on diversity, equity and inclusion and share what you learned
Clemson Child Development Center Progress

Julia Brumaghim, Chair of the Child Care Committee
September 11, 2018
For the past 45 years, Clemson University faculty, staff, and students have expressed a strong desire for an on-campus child care center.

**November 2012:** From survey of faculty, staff, and graduate students:
- 86% agreed that it is very important that Clemson have child care;
- 85% agreed that child care has a “considerable effect” on productivity;
- 51% of respondents had current or predicted future child care needs.

**June 2014:** Child development center business plan was presented to Brett Dalton, Executive Vice President for Finance and Operations.

**August 2014:** President Clements attends a meeting of President’s Commission on the Status of Women and states that after 40 years, the time has come to make child care at Clemson a reality.

**October 2017:** Phase I approval of Clemson child development center.

**May 2018:** Phase II approval of Clemson child development center.
What Will Child Care Look Like at Clemson?

View of the Clemson University child development center from Highway 93 as proposed in the feasibility study (Bodreaux Group)
What Will Child Care Look Like at Clemson?

- As currently planned, Clemson’s child development center maximum enrollment will be ~130 children from six months to five years old.
- It will be located at the corner of Route 93 and Seneca Creek Road (near the Y beach).
- Project funds (~$5 million) have been earmarked by Clemson.
- Upon opening, the center will work towards national accreditation by (NAEYC) National Association for Education of Young Children - the only such non-Head Start center in the area.
- A third-party child care provider will assume responsibility for all center operations (to be selected in Summer 2019).
- A liaison, likely from the Human Resources Department, will monitor operation and the university’s satisfaction with the services.

Design and construction is now in Clemson’s hands.
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<th>End Date</th>
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**Project manager**
Sam Zanca

**Women’s Commission**
- Julia Brumaghim, committee chair
- Sandy Linder
- Linda Li-Bluel
- Ashley Fisk
- Megan Che

**Projected opening**
August 2020
Any questions or comments?

Contact me:
brumagh@clemson.edu
Please Join Us

Vilissa Thompson Presents

Pay Me What I’m Worth: Valuing the Work of Disabled People

Watt Family Innovation Center Auditorium
October 23, 2018 | 4:30-6:00 PM

For access requests or additional information, email priscih@clemson.edu or call 864-656-3553
Vilissa Thompson is a Licensed Master Social Worker (LMSW) from Winnsboro, SC. Vilissa is the Founder & CEO of Ramp Your Voice!, an organization focused on promoting self-advocacy and strengthening empowerment among people with disabilities. Being a Disability Rights Consultant, Writer, & Activist affords Vilissa the opportunity to be a prominent leader and expert in addressing and educating the public and political figures about the plight of people with disabilities, especially Black women and femmes with disabilities.

She created the #DisabilityTooWhite viral hashtag in 2016 that addressed the lack of diversity within the disability community, and how a lack of representation impacts disabled people of color and their ability to feel fully included and accepted within the community. Demanding that diverse disabled experiences be seen within media and the collective community is a mission for Vilissa’s activism focus, and she seeks to make this a permanent reality.

She has been featured in ESSENCE for its “Woke 100 Women” 2018 list; spoke about her entrepreneurship and activism work for Forbes; invited to be a panelist for the Know Her Truths conference at Wake Forest University; and appeared in Huffington Post, NY Times, Buzzfeed, Bitch Media, Upworthy, Daily Dot, Daily Beast, and The Atlantic. In addition to her activism, she co-hosts the Wheelin' & Dealin' podcast, which dissects politics from an intersectional lens.

Everything she does revolves around being unapologetically herself - Black, disabled, and making good trouble to shake up the status quo.

Website: http://rampyourvoice.com
Twitter: @VilissaThompson, @RampYourVoice, & @WheelDealPod
Facebook: @RampYourVoice
We also need staff members as judges!

CONTACT US:
Shraddhaa (shraddn@g.clemson.edu)
Jaime (jidarra@g.Clemson.edu)

3MT® Preliminary Rounds
Date: October 25th and 26th, 2018
Time: 9:00am - 5:00pm
Location: Main Campus in Fluor Daniel 132

You are invited!

3MT® Finals
Date: Friday, November 2nd 2018
Time: 3:00pm - 6:00pm
Location: Watt Center Auditorium

Please sign up at https://goo.gl/forms/vAwCnwg2dch7J7tH3
More info at https://gsg.people.clemson.edu/initiatives/3mt.php