MINUTES
of the
FACULTY SENATE
of
Clemson University

May 1977 through April 1978
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*Comm. Chrm. KEY: Admissions and Scholarship (A); Policy (P); Research (R); and Welfare (W). Advisory Committee members are listed in italics.
MINUTES OF THE FACULTY SENATE

May 17, 1977

Olin Hall Auditorium

1. Call to Order

President Noblet called the meeting to order at 3:36 p.m.

2. Approval of Minutes

The minutes of the April meeting were approved with minor corrections.

3. Special Reports - None

President Noblet announced that he plans to invite Mr. Purvis Collins or someone from SCRS to address the Senate in the fall.

A suggestion was made that Dean Hurst be invited to discuss the evaluation system.

4. Committee Reports

   a. Admissions and Scholarship - No report
   b. Research - No report
   c. Policy - No report
   d. Welfare - Senator Melsheimer - See Attachment A
   e. Ad Hoc Committees
      i. Ad Hoc Committee on Faculty Evaluation - Senator Melton See Attachment B
      ii. Ad Hoc Committee on Intercollegiate Athletics - Senator Melsheimer stated that this committee's report has been submitted and that they are waiting on a response.
   f. University Councils and Committees
      i. Golf Course Planning Committee - Senator McInnis reported that state and federal funds might be available for construction of the course; however, the course would have to be available to the general public.
5. President's Report

1. The Advisory Committee met on April 18 and the following actions were taken.
   a. Assignments to University Councils and Committees were made and recommended to Dean Hurst.
   b. The following dates for Faculty Senate meetings were approved:
      May 17, 1977
      June 21, 1977
      July 19, 1977
      August 23, 1977
      September 20, 1977
      October 18, 1977
      November 15, 1977
      December 13, 1977
      January 17, 1978
      February 21, 1978
      March 28, 1978
      April 18, 1978
   c. Assignments to the standing committees were also approved. The makeup of these committees is shown in the 1977-1978 roster.
   d. The Ad Hoc Committee on Intercollegiate Athletics was restructured as follows:
      S. S. Melsheimer - Chairman
      T. McInnis
      J. Maxwell
      R. L. Saunders
      W. E. West
   e. Approval of the Senate is requested to again form an Executive Committee comprised of the officers and Chairmen of the standing committees. This committee will terminate at the April meeting in 1978. The purpose of the committee will be to plan and coordinate Senate activities. Senator Palmer moved for adoption, there was a second, and there was a unanimous vote of approval.

2. The following are members of the Ad Hoc Committee to Monitor the Faculty Evaluation Process.
3. The final form for use in evaluation of academic administrators has been sent to the administration and is being circulated among the Deans for comments and possible constructive suggestions.

4. Dean Hurst reports that grade summaries will be out within 30 days.

5. Dean Hurst also stated that the Forgivable F will be dealt with at the next meeting of the Educational Council. The withdrawal policy is scheduled to be voted on by the Deans at their next Council meeting.

6. Old Business

a. FS-77-3-1 - Vote of Confidence for Department Heads
   After considerable discussion, this resolution was referred back to the Policy Committee for further study.

b. FS-77-3-7 - Resolution on Smoking
   This resolution was tabled during the March meeting. The motion to remove from the table was made, seconded and passed. Senator Melsheimer moved for adoption. The motion received a second and during the ensuing discussion the resolution was amended as follows:

   WHEREAS, smoking has been shown to be a health hazard not only to smokers, but also to non-smokers, and

   WHEREAS, smoking in public buildings subjects non-smokers to an unnecessary hazard, be it hereby

   RESOLVED, that smoking should not be allowed in any public area of any university building, unless otherwise designated by proper university authority.

   The resolution passed as amended.
c. FS-77-3-8 - Resolution on Raises
Senator Melsheimer, as chairman of the Welfare Committee, introduced the resolution, moved that it be adopted and explained that it requests that the General Assembly give Clemson University the authority to distribute raises on a merit basis, and it requests that Clemson University distribute the raises on a merit basis.

WHEREAS, across-the-board "cost of living" increases reward those faculty members who perform at minimum levels at the expense of those faculty members who do work far and beyond that required for continued employment, and

WHEREAS, no merit raises within rank were awarded in 1976-77, be it hereby

RESOLVED by the Clemson University Faculty Senate that it encourages the South Carolina General Assembly to give University Administrators the power to distribute funds for faculty salary increases on a merit basis, and be it further

RESOLVED that the Faculty Senate wishes the Clemson University administration to distribute salary increase funds on a merit basis to the extent permitted by the legislature.

The motion received a second, there was no further discussion, and it was approved unanimously.

d. FS-77-3-9 - Resolution on Legal Aid for Faculty
This resolution was introduced by Senator Melton who moved its adoption:

WHEREAS, it is becoming increasingly common for student grievances against university faculty members and administrators to result in lawsuits or threats of lawsuits, and

WHEREAS, academic personnel need advice and information concerning their legal rights and responsibilities to students, be it hereby

RESOLVED, that the University should engage an attorney to research the area of academic malpractice and to act as advisor to academic personnel concerning such matters.

The motion received a second, and after a period of discussion it was approved unanimously.
e. FS-77-3-10 - Opposition to Legislated Teaching Loads
   This resolution was left over from the March meeting. Information on hand indicates that LTL has been dropped from the Budget Bill. President Noblet read the resolution, and during the ensuing discussion Senator Burt moved that it be referred to the Welfare Committee for further study. After a second the motion passed.

f. FS-77-3-11 - Performing Arts Center for Clemson University
   This resolution was introduced and the motion for adoption was made by Senator Palmer of the Research Committee:

   WHEREAS there is a need for a well-balanced liberal educational environment at Clemson University, and

   WHEREAS this need has been documented and officially expressed by students and faculty alike in the form of a petition for a Performing Arts Center, as well as letters and editorials in the Tiger and daily newspapers in the area, and

   WHEREAS the Administration of Clemson University has also recognized the need for a Performing Arts Center, and

   WHEREAS the main obstacle standing in the way of the construction of such a Center is lack of adequate funds, and

   WHEREAS the Student Senate has adopted a resolution (R-76-77-25) urging renewed efforts to secure funds and make plans for such a center.

   BE IT RESOLVED that the Clemson University Faculty Senate concurs with the intent of the Student Senate resolution and recommends the following:

   1) A committee be formed consisting of the Vice President for Student Affairs, Vice President for Development, Campus Master Planner, Dean of the College of Liberal Arts, Head of the Music Department, Faculty representative of the Speech and Drama Department, President of the Clemson Players, President of Mu Beta Psi, Program Director of the Student Union, President Student Body, Chairman of Speakers Bureau, a representative of the Faculty Senate appointed by the Senate President, and a representative of the Student Senate appointed by the Senate President. The committee shall elect its own chairman.

   2) This committee immediately begin drawing up a specific plan for a Performing Arts Center.

   3) A strong effort be directed to the State Legislature to obtain the bulk of the funds for the Performing Arts Center.
4) Area corporations and foundations for the humanities also be considered as possible avenues for funding.

The motion received a second. There was no discussion, and it was adopted unanimously.

g. FS-77-4-1 - Final Exam Policy for Seniors

WHEREAS the senior year of undergraduate work is just as important as the other three years and final examinations in the senior year serve just as important a purpose as final examinations in any other year,

BE IT RESOLVED that the Clemson University Faculty Senate strongly recommends no change in the present final examination policy for seniors.

The above resolution was adopted unanimously.

h. FS-77-4-2 - Revision of Constitution and By-Laws

WHEREAS the Constitution and By-Laws of the Faculty and Faculty Senate have proven to be obstacles to effective action by the Senate; and

WHEREAS it is possible to draft a document which can assist the Senate better to represent the Faculty;

BE IT RESOLVED that the Ad Hoc Executive Committee of the Faculty Senate coordinate this task and submit a draft of a new Constitution and By-Laws to the February meeting of the Faculty Senate.

The above resolution was adopted unanimously. President Noblet requested that Senator McInnis serve in a coordinating capacity.

7. New Business

a. Resolutions

1. Senator Fiste brought forward the following resolution from the Welfare Committee:

FS-77-5-1 - Correction of Salary Schedules

WHEREAS, the April 1 Newsletter for faculty and staff lists salary schedules stated to be on a "nine-month basis" and
WHEREAS, the salaries listed for professional librarians are on a twelve-month basis, be it hereby

RESOLVED that the Faculty Senate believes that the salary schedule for librarians should be corrected by either (at the discretion of Dean Hurst's office)

1) adding an explanatory note that these salaries are on a twelve-month basis, or by

2) converting them to a nine-month basis using the same ratio as was applied to other twelve-month contracts and issued in the next Newsletter.

The resolution was approved unanimously.

ii. President Noblet discussed the proposed selection procedure for the President of Clemson University. It is his opinion that the faculty of Clemson University should be represented on the Selection Committee as well as on the Screening Committee. FS-77-5-2 was introduced and a motion for adoption was made. The motion received a second and after a period of discussion the final paragraph was amended to read "as mandated in the current faculty manual." The amendment and the resolution passed unanimously.

FS -77-5-2 - Resolution of opposition to Proposed Selection Procedure for the President of Clemson University

WHEREAS the Faculty Manual recently approved by the Board of Trustees of Clemson University stipulates that "when a President of the University is to be selected, the Board of Trustees will recognize the interests of the faculty by appointing the President of the Faculty Senate as a full-fledged participant in the selection process" and

WHEREAS input to the Board of Trustees from the faculty throughout the selection process is essential in choosing the chief executive officer of a great academic institution as envisioned by Thomas Green Clemson, be it therefore

RESOLVED that the Faculty Senate requests the Board of Trustees to give the faculty full participation in the selection process, including the Faculty Senate President, or his designate, serving on both the Screening and Selection Committees, as mandated in the current faculty manual.
A general discussion on the Selection Process involved the following topics: the committees should operate openly rather than secretly; faculty should be given an opportunity to submit names of candidates; each faculty member is urged to peruse the Report on Selection Process for the President from "The Special Committee to Develop a Selection Process" of the Board of Trustees, Clemson University, and submit comments and suggestions to President Noblet as soon as possible.

b. Faculty Self Evaluation

Senator Fleming submitted a form to be used for self evaluation by faculty. It is his opinion that the process of evaluation should be originated by the individual faculty member as this helps everybody know what is expected and also lets everybody else know what is being done. He admitted that it is less objective and that it is very difficult to eliminate the subjective aspects of the evaluation form.

The form was referred to Senator Melton's Ad Hoc Committee on Faculty Evaluation.

c. Other New Business

i. Professor Joe Young, substituting for Senator Drummond, moved that the Senate hold its meetings in the Student Union rather than in Olin Hall. The motion received a second and during the ensuing discussion it was referred to the Ad Hoc Executive Committee for study.

ii. The Policy Committee has been charged with responsibility of setting up a time table on the Revision of the Constitution and By-Laws of the Faculty Senate. These revisions should be completed by February 1978.

8. Adjournment

The meeting adjourned at 5:19 p.m.

Respectfully submitted,

T. R. Adkins, Jr.
Acting Secretary

Senators Absent:

D. B. Smith  W. E. West
C. E. Hood  D. H. Van Lear
A. R. Mazur  E. Burch
R. W. Drummond (J. L. Young, substituting)  W. C. Whitten
C. L. Addison  F. L. Day
R. S. Lambert  J. Luedeman
W. C. Whitten  F. L. Day
R. S. Lambert  J. Luedeman
ATTACHMENT A

The Welfare Committee had its initial meeting of the 1977-78 Senate year on May 5, 1977. A meeting schedule for the year was approved as follows:

- May 24, 1977
- June 28, 1977
- July 26, 1977
- Aug. 30, 1977
- Sept. 27, 1977
- Oct. 25, 1977
- Nov. 22, 1977
- Jan. 10, 1978
- Jan. 24, 1978
- Feb. 28, 1978
- Apr. 4, 1978

Each meeting is tentatively scheduled in the Library classroom at 3:30 p.m.

The committee agreed to focus its initial efforts for the year in three general areas to be addressed by subcommittees (Chairman in parentheses)

1) Retirement System (P.B. Burt) - both improvements of the State System and campaign for alternatives.

2) Academic Year Faculty Fringe Benefits (S.S. Melsheimer) - special emphasis on status of nine-months faculty employed for summer at Clemson.

3) Calendar Year Faculty Fringe Benefits (T.R. Adkins) - will also study same possible benefits of value to all faculty and staff.

Any suggestions by Senators or other faculty members of specific items for study by the Welfare Committee will be welcomed by the committee. All meetings are open to the faculty.
ATTACHMENT B

The Faculty Senate Ad Hoc Committee on Faculty Evaluation met on April 28, 1977. The Committee would like to make the following recommendations.

First:
The Committee would urge that every faculty member receive a copy of the Numerical Evaluation Form that will be used next year in August or September if possible.

Second:
We would like to suggest that the Senate invite President Edwards and Dean Hurst to meet with us in the early fall in order to discuss the ramifications of the Numerical Evaluation Form.

Third:
The Committee is trying to obtain as many types of faculty evaluation forms as possible, so that we may suggest an alternate form to the Numerical Evaluation Form for the future.

Fourth:
The Committee welcomes any and all comments from Senators and the Faculty at large concerning the Numerical Evaluation Form. We also urge Senators to discuss this form with the members of their respective colleges and relay opinions to any member of our committee.
REPORT OF THE MEETING OF THE FACULTY SENATE

June 21, 1977

Olin Hall Auditorium

1. Call to order

Since there was not a quorum of the Senate present at the appointed time, nor thereafter, the Senate could not be called into session for the conducting of business.

2. Approval of Minutes

The minutes of the May meeting were not approved and will be considered at the July meeting.

3. Special Reports

The customary monthly President's report, having been distributed to the Senators present, was commented upon briefly by the President. Some discussion ensued, but no conclusions were reached for lack of quorum.

4. Committee Reports

The President asked for committee reports even though no action could be taken.

a. Admissions and Scholarship - No report

b. Policy - No report

c. Research - No report

d. Welfare - This committee had a resolution the propose, but this lack of a quorum prevented its introduction.

e. Ad Hoc Committees - No report

f. University Councils and Committees

i. Senator Burt, a member of the Traffic Committee, had submitted a memo to the President of the Senate regarding the deliberations of that Committee. A copy of that memo is attached.
5. Miscellaneous

The President commented on FS-77-3-7, the Resolution on Smoking passed by the Senate at the meeting of May 17, 1977. This resolution had been discussed with Dean Hurst and the administration is considering means of implementation of this resolution.

With regard to FS-77-3-9, Resolution on Legal Aid for Faculty, the President of the Senate has had some discussions with Mr. McDevitt. A new attorney has been hired and he will be assigned the responsibility for researching this matter.

6. Those present included the following:

Noblet  Prince
Whitten  Walker
McInnis  DeHaven
Van Lear  Fennell
Melton  Dickey
Komo  Melsheimer
Bishop  Hood
       Day

The following substitutes:

Witcher (for Adkins)  Henry (for Fleming)
Dillman (for Dan Smith)  B. R. Smith (for Palmer)
Waddle (for Burch)  LeBourgeois (for Lambert)
MEMO:
FROM: P.B. BURT
TO: RAY NOBLET
SUBJECT: TRAFFIC COMMITTEE

Since I will be absent from the Faculty Senate June and July meetings, I am sending you this information in lieu of a report to the Senate.

1. Traffic Committee approved plans to close Physical Plant parking lot to students 24 hours per day for the first five (5) days of each semester. Space on the cinder track will be available for students during this period.

2. Suspension of graduated fines system for time zones was discussed and rejected.

3. The subcommittee to review the Student Traffic Review Board made its report. The report will be studied by the full committee and specific recommendations acted on at the next meeting of the Traffic Committee.

4. Due to construction, resident student parking west of the stadium was eliminated.

5. A subcommittee was appointed to study policy on midcampus parking at night.

6. A yellow caution light, formerly at the crosswalk at Sikes Hall, will be replaced.
MINUTES OF THE FACULTY SENATE

July 21, 1977

Olin Hall Auditorium

1. Call to Order

The meeting was called to order by President Noblet at 3:43 p.m.

2. Approval of Minutes

The minutes of the May 1977 meeting were approved following one minor correction.

3. Special Reports - None

4. Committee Reports

a. Admissions and Scholarship Committee - No Report

b. Policy Committee - Senator Steirer, Chairman, reported that the committee had initiated activity toward a study of revision of the Constitution and By-Laws of the Faculty and the Faculty Senate. The following Senators have been named chairman of the following sub-committees:

   - Melton on Committees
   - McInnis on Preamble and Purpose
   - West on Membership Qualifications
   - Burch on Elections and Tenure
   - Dickey on Reapportionment

Further reports will be forthcoming.

Senator Steirer also raised the subject of Resolution FS-77-3-1 concerning the proposed vote of confidence on academic administrators by faculty. This resolution was referred back to the Policy Committee for further study and recommendations. Several alternatives have developed but as yet no consensus has emerged within the committee.

c. Research Committee - Senator Van Lear, Chairman, reported that the committee had met on July 7 to develop an agenda for action. Several decisions were decided at that time: (1) to complete the report on indirect costs of research, (2) to schedule meetings with Dr. Farrell Brown, Assistant Dean of the Graduate School and with Dr. Henningson, Assistant Dean, University Research, to go over in detail the functions of, and policies guiding, the University Research Council and the Faculty Research Committee.

d. Welfare Committee - Senator Melsheimer reported the following actions: (1) The Committee received a request by a faculty member for a review of the grounds for his termination.
Inspection of the facts revealed his situation to be non-renewal rather than termination, thus out of the purview of the Welfare Committee since no violation of academic freedom has been alleged. However, the facts of this case indicated a need for improvements in University procedures for non-renewal, and the committee will address this area. (2) Ron Herrin (Financial Management) has been looking to the possibility of developing a group life insurance plan for Clemson employees. Senators Adkins and Melsheimer heard a presentation from Prudential that indicates that an attractive plan may be developed. The committee will review this and other proposals to ensure faculty input in the development of any plan to be offered. (3) The new travel reimbursement schedule has been referred to Senator Adkins' subcommittee for review and recommendations, with particular emphasis on the meal allowances. (4) The July meeting of the Welfare Committee will be changed from Tuesday, July 26, to Monday, July 25.

e. Ad Hoc Committees - No Report

f. University Councils and Committees - No Report

5. President's Report

1. The University has purchased a total professional liability insurance coverage effective July 11, 1977.

At present the Senate President is unaware as to the extent to which the professional liability insurance coverage purchased by the University, effective date of July 11, 1977, will cover the professional actions of faculty; but he will ascertain and report on that coverage later.

2. The Faculty Activity and Outcome Survey has been reviewed by the Ad Hoc Executive Committee and the Ad Hoc Committee on Faculty Evaluation. Both groups strongly urged that this form not be implemented at Clemson. This opinion has been conveyed to the administration.

   No decision has been reached by the administration as yet on implementing this survey.

3. Faculty Evaluation forms to be used during the coming academic year are now being printed.

4. The University Copyright policy is currently being studied by the Council of Academic Deans. The policy with their suggested changes will be sent to the Faculty Senate for review by the Research Committee.

5. In the July 11th issue of The Chronicle of Higher Education a table of Average Faculty Compensation at more than 2000 institutions was published. At the University level Clemson ranked in the 20th percentile for the ranks of Assistant, Associate and Full Professor and in the 40th percentile at the rank of
instructor. In comparison, using the same rating scale, the Citadel ranked in the 80th percentile at the ranks of assistant, associate, and full professor.

6. The Board of Trustees met on July 15th and 16th and the following actions of interest were approved by the Board.
   a. The President of IPTAY will be invited to the meetings of the Board and will attend committee meetings when appropriate.

   Discussion developed with regard to this action of the Board of Trustees. Some senators expressed surprise and wonder why this particular organization was singled out for what seemed to be special treatment.

   b. Following the report and recommendations of the Faculty Senate Ad Hoc Committee on Athletics the Administration, in concurrence with the faculty members of the Athletic Council, has decided that faculty membership on the Council be increased. Three ex-officio members of the faculty will be added as follows:

   1) In 1977, the Immediate Past President of the Faculty Senate shall be reappointed for 2 years. 2) In 1978, the Immediate Past President shall be reappointed for 2 years, thereafter the Immediate Past President shall be reappointed for 2 years. 3) The Faculty Chairman of the Scholarships and Awards Committee.

   c. The Board also voted unanimously to approve and include a Tribute to Coach Frank Howard, a WSPA editorial, in the proceedings of the meeting.

   d. The Selection process for the next President of Clemson University was approved. The procedure as finalized contains several changes from the original draft. The most notable of these changes are as follows: 1) The inclusion of Vice-President Barnette, a female representative, and the Chairman of the Board (ex-officio) on the Screening Committee and 2) inclusion of the President of the Faculty Senate, President of the Student Body and the Chairman of the Board (Ex-officio) on the Selection Committee.

   The amended selection process will be made public, and distributed later.

   Also a candidate would need a two-thirds majority in the Selection Committee rather than unanimous approval. A mechanism whereby the process would be reopened if necessary has been included.

   e. Chairman Paul W. McAlister was re-elected to a two year term as Chairman of the Board of Trustees.

   f. A detailed statement entitled "Clemson University: What
Makes it Unique?", has been prepared as information for the Commission on Higher Education.

g. The Board also approved Emeritus Status for Mr. Melford A. Wilson.

6. Old Business

Resolution FS-77-3-10, concerning legislative mandates on teaching loads; Senator Jacobus suggested that the resolution was moot since the Legislature defeated such a proposed resolution before adjournment. Senator Melsheimer said that the Welfare Committee is examining this resolution (FS-77-3-10), but feels that it may be appropriate to inform the legislature of our opposition. Some discussion ensued in which it was suggested that co-ordinated action with faculties of other state schools might be appropriate. Melsheimer moved postponement; it was seconded and approved unanimously.

Senator Steirer asked about the status of the alteration, recommended by the Senate, on the policy of withdrawal from classes. President Noblet pointed out that this was discussed extensively in May at the Meeting of Council of Academic Deans. He believes that it may be considered again in August.

Senator Steirer noted that the Senate, in February 1977, had questioned the administration on the failure to carry out the faculty evaluation process as outlined in the Faculty Manual, and that the Senate had had no reply. President Noblet indicated that he believes that the administrative view is that a new procedure has been adopted, though not yet implemented, and the old "prose-type" evaluation is just not acceptable and would just be pointless. Nevertheless, he will seek a written explanation from Dean Hurst.

7. New Business

A question was raised by Senator Palmer as to the status of the Faculty Club. It was noted that the Clemson Alumni Association had pledged a matching grant of $5,000 toward provision of a Faculty Club. Concern was expressed with regard to the inaction after the offer of the Alumni Association.

The Senate President addressed himself to the subject. He also pointed out that Dr. Edge, when he was President, had asked the Physical Plant to give some estimates as to cost of refurnishing the Tiger Tavern in the Clemson House for use as a Faculty Club. The estimates were about $40,000. The size of this estimate had, itself, had a chilling effect on implementing the Faculty Club.

Discussion ensued on this estimate (above). The question was asked: is it not possible to get bids from outside sources on renovating the Tiger Tavern? No answer possible. The question will be pursued.
The Senate President noted that Mr. Nicholas, Vice-President for Development, will meet with the Senate in August to discuss the subject of "fund-raising." He also noted that Mr. Barnette, the new Vice-President for Business and Finance, will meet with the Senate soon. With regard to inviting Mr. Purvis Collins, Executive Director of the South Carolina Retirement System, to meet with the Senate and discuss the retirement system with us, President Edwards wants a conference with the Senate President and the Welfare Committee before such an invitation is issued.

Mr. Rochester, Director of the Physical Plant, had met recently with the Council of Academic Deans and submitted some proposed changes in the operation of the Motor Pool, and had asked for their comments on these changes. It was suggested that faculty might convey constructive comments regarding Motor Pool operation of their deans.

Senator Palmer stated that he believed that the University is acquiring some adverse public relations because of the Motor Pool autos being identified as belonging to the University. He believes that state citizens see these autos all over the state, and not realizing the extent of work their occupants are doing, believe that the autos are being used unjustifiably for private use. Senator Palmer asked if it were possible for employees to use their own autos as an alternative. The President reminded the Senate of current policies regarding such use.

Senator Luedeman suggested that someone might take the initiative to organize on the campus some seminars in Cardio-Pulmonary Resuscitation (CPR) and Emergency Medical Services (EMS). There are individuals on campus with the skills to instruct such seminars and, if allowed the time to do so, would be available. Such seminars might provide trained personnel in the case of emergency medical needs.

The meeting was adjourned at 4:55 p.m.

Respectfully submitted,

William C. Whitten, Jr.
William C. Whitten, Jr.
Secretary
MINUTES OF THE FACULTY SENATE

August 23, 1977 University Union Auditorium

1. Call to Order

The meeting was called to order by President Noblet at 3:32 p.m. A motion was made, seconded, and approved unanimously to alter the normal order of business so that a special guest could address the Senate.

2. Special Reports

Mr. Stanley G. Nicholas, Vice President for Development, who had been invited by the Senate President to address the Senate noted that there were a couple of matters which he wanted to talk about. First was a Performing Arts Center which the Student Senate had petitioned, and to which the Faculty Senate had added its endorsement. Pursuant to these resolutions, an ad hoc planning committee had been appointed and had made an initial study. A copy of this study was filed with the Senate for its records.

Mr. Nicholas next addressed the Senate on his main function, "fund raising." He pointed out that the portion of the faculty contributing funds to the development of Clemson University is quite low and this is a handicap to him when he solicits funds from others. He believes that foundations, corporations, etc., would be favorably impressed by a high proportion of faculty giving to the institution. Dr. James Strom, Assistant to Mr. Nicholas, distributed some data on numbers of faculty making gifts for the last five years and the dollar totals. The number went up sharply in 1973 due to a mail campaign by the Development Office; however, little growth has developed since then. Thus, some new approach seems desirable. Mr. Nicholas asked the Senate to consider initiating a program of personal contact within the faculty.

3. Approval of Minutes

The minutes of the July 1977 meeting were approved after several corrections.

4. Committee Reports

a. Admission and Scholarship Committee - Senator Luedeman, Chairman, reported that this committee will meet each month on the Tuesday following the Senate meeting in Martin Hall, Room 0-104.

He reported that the committee had begun to consider a number of subjects on which they will file reports later. These subjects are:

1) GPR required in student's major to graduate,
2) Policy on withdrawal from classes,
3) Grade-distribution reports,
4) Foreign student policy,
5) Graduate School changing rules,
6) Approval of courses for transfer credit,
7) Pass-fail for Practicum courses,
8) Admissions policies.

b. Policy Committee - Senator Steirer, Chairman, noted that the committee would propose two resolutions at the time for new business. He said that the committee was still debating the resolution concerning a vote of confidence on department heads, but promised action by September. He asked senators to convey any thoughts or suggestions relating to the revision of the Constitution and By-Laws of the Faculty and the Faculty Senate to the senators who are chairmen of the pertinent subcommittees and to do it soon. Senator Steirer noted that there was concern with regard to the time lag involved in the flow of information from the Senate to the Faculty and that they would have recommendations.

c. Research Committee - No report.

d. Welfare Committee - Senator Melsheimer, Chairman, noted two actions: First, the committee investigation into mechanisms for providing faculty review prior to non-renewal of non-tenured faculty revealed that the Faculty Manual presently has such a provision. The relevant section is page 48, "Procedures for Appointments and Promotions." Dean Hurst concurred with the committee opinion that this section does require a faculty advisory committee to review questions of renewal/non-renewal, as well as tenure and promotion, prior to administrative action. He stated that he would take immediate action to bring this and other requirements of this section to the attention of appropriate administrators.

The Welfare Committee urges all Senators, and the faculty in general, to bring to its attention any violations of the "Procedures for Appointments and Promotions."

Second, Resolution FS-77-8-3, "Resolution on Reimbursement for Subsistence Expense," was introduced by the Calendar Year Faculty Subcommittee. It was approved by the Welfare Committee with minor revisions for inclusion on the August Senate Agenda.
e. Ad Hoc Committee - Senator Melton, Chairman of the Ad Hoc Committee on Faculty Liability, commented that we now have insurance that covers most areas of concern (see the President's Report for further details). She thanked those who had contributed to a successful committee effort. President Noblet added his thanks to the committee.

Senator Melton, Chairman of the Ad Hoc Committee on Faculty Evaluation, commented briefly on the new faculty evaluation procedure. She urged senators to direct to her any comments, criticisms, or suggestions about the program as it develops.

f. University Councils and Committee - No reports.

President Noblet commented that there were reports that Central Services had acquired new duplication equipment which is producing copies which the Graduate School finds unacceptable for theses. Senator Jacobus, Senate representative on the Graduate Council, was asked if he knew of any related information from that Council. He had not. The matter will be investigated.

5. President's Report

1. Mr. Jack Wilson, Assistant Vice President for Facilitating Services, has prepared the following comparative summary of the new employee liability insurance coverage.

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<th>COVERAGES</th>
<th>PREVIOUS POLICY</th>
<th>CURRENT POLICY</th>
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<tr>
<td>False arrest, detention or imprisonment, or malicious prosecution</td>
<td>Yes</td>
<td>Yes</td>
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<tr>
<td>Libel, slander, defamation, violation of right of privacy</td>
<td>Yes</td>
<td>Yes</td>
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<tr>
<td>Wrongful entry or eviction or other invasion of right of privacy occupancy</td>
<td>Yes</td>
<td>Yes</td>
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<tr>
<td>Discrimination including admissions and employment practices</td>
<td>No</td>
<td>Yes</td>
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<tr>
<td>Violation of civil rights</td>
<td>No</td>
<td>Yes</td>
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<tr>
<td>Violation of other constitutional rights</td>
<td>No</td>
<td>Yes</td>
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<tr>
<td>Humiliation</td>
<td>No</td>
<td>Yes</td>
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</table>
Alleged faculty negligence or inadequate instruction and/or curriculum

No Yes

Liability for damage arising out of the use of University owned mobile equipment (non-highway licensed)

No Yes

Blanket errors and omissions

No Yes

Second party liability

No Yes

2. The new Faculty Evaluation Forms have been printed and distributed to some colleges. In connection with this, the Southern Region Educational Board (SREB) is sponsoring a Symposium on Faculty Evaluation Problems entitled "Faculty Evaluation for Improved Learning" on September 22 and 23 in Fredericksburg, Virginia. Dean Landrith and I will attend as Clemson representatives.

3. The Senate President, Vice President, Dean Hurst, and Dr. W. C. Godley, Director of the South Carolina Agricultural Experiment Station, will visit the various branches of SCAES on September 1 and 2 to meet with these off-campus faculty members to discuss their problems and concerns.

4. The faculty members of the Athletic Council have drafted a reply to the Report of the Faculty Senate Ad Hoc Committee on Intercollegiate Athletics. As soon as their report is approved by the Athletic Council, it will be distributed to the members of the Faculty Senate.

5. An Ad Hoc Committee to Review Faculty and Staff Housing policies is being appointed to study current practices and procedures and make necessary recommendations. The Faculty Senate President will serve on this committee. The members of this committee are: W. N. Lomax, Chairman, R. Noblet, Jack Wilson, James L. Strom, John W. Young, Jr., and Ben W. Anderson. Please submit to me any ideas or opinions on Faculty and Staff housing which you would like to have considered by this committee.

6. The Cabinet has approved a new diploma design. Old English lettering on the diploma case will be replaced with black letters similar to those on the Diploma.

7. The Council of Academic Deans met on August 1 and the following actions of interest to the Senate transpired.
a) It was announced that the withdrawal policy will be acted on in the near future.

b) Dean Hurst referred to page 40 of the Faculty Manual relative to "Procedures for Appointments and Promotions." He instructed the Deans to urge all Department Heads to adhere to the stipulation that they utilize a faculty advisory committee to assist them in reviewing the qualifications of their faculty, particularly in reference to renewal of appointments, and that they keep the advisory committee informed as recommendations and decisions are made.

c) Current changes underway in the library were reviewed. Work is presently underway to complete construction of the double stacking in the Science, Agriculture, and Technology Division. Two new positions, Associate Director of the Library, and Head of Circulation, have been created.

8. A subcommittee of the Ad Hoc Committee to Monitor Faculty Evaluation chaired by Senator Luedeman has designed two forms to obtain the opinions of faculty and administrators concerning the "job description" meetings between faculty and department heads in the new Faculty evaluation process.

9. Appreciation is extended to Senators Palmer, Adkins, McInnis, Steirer and Mazur for their assistance in New Faculty Orientation on August 18.

10. Status of Faculty Club - Dean Hurst is pursuing the matter with President Edwards, particularly in regard to the questions raised in the August Senate meeting.

11. Dean Hurst is also looking into the matter of setting up the meeting with the Faculty Senate Welfare Committee and President Edwards prior to inviting Mr. Purvis Collins of the S. C. Retirement System.

Senator Jacobus asked about the grade summary sheets for which the Senate had made previous requests. President Noblet assured the Senate that he would question Dean Hurst about this on August 24.

6. Old Business - None.

7. New Business

Senator Steirer moved approval of FS-77-8-1, a copy of which is appended. The motion was seconded and approved unanimously.
Senator Steirer moved approval of FS-77-8-2, a copy of which is appended. The motion was seconded and, after considerable discussion, was approved.

Senator Melsheimer moved approval of FS-77-8-3, a copy of which is appended. The motion was seconded and, after some discussion, was approved.

Senator Steirer moved approval of FS-77-8-4, a copy of which is appended. The motion was seconded and, after brief discussion, was approved.

Senator McInnis raised the question which was picked up by President Noblet: What is the pleasure of the Senate with regard to the request of Mr. Nicholas (above)? Senator Young raised the question if the contributions could be payroll-deductible. The President promised to look into the matter. He also asked if it was appropriate for the Senate to act as a catalyst in establishing a mechanism designed to encourage a larger percentage of non-alumni faculty members to contribute financially toward Clemson University development. A motion was made, seconded, and approved that the President try to establish such a mechanism.

The meeting was adjourned at 5:08 p.m.

Respectfully submitted,

William C. Whitten, Jr.
Secretary
Faculty Senate Resolution FS-77-8-1

WHEREAS, it has been proposed to previous Senates, that the interests of Clemson's faculty would be advanced by joining with other faculties of state-supported colleges and universities in promoting matters of common interest;

AND WHEREAS, previous Senates have agreed that this might prove advantageous to the Clemson faculty;

BE IT RESOLVED, that the Faculty Senate initiate a meeting with the representatives of Faculty Senates of state-supported colleges and universities in order to determine the best modes of cooperating on matters such as optional retirement plans; the possibility of legislated work-loads; and other fringe benefits. The first meeting should be held before November 1, 1977. Representatives from this Senate should include the President, Vice-President, and Welfare Committee Chairman.

Faculty Senate Resolution FS-77-8-2

WHEREAS, the Faculty Senate recognizes the need to have various legitimate interests represented before the Board of Trustees;

AND WHEREAS, the Board has invited the President of IPTAY to serve in a capacity similar to the Presidents of the Faculty Senate, Student Body, and Alumni Association;

AND WHEREAS, the interest of IPTAY are specialized to intercollegiate athletics as contrasted to the broader interest of the Welfare of Clemson University evidenced by the other represented groups;

BE IT RESOLVED, that the Faculty Senate considers this action of the Board of Trustees to be an ill-advised action that offends the Faculty of Clemson University. The Faculty Senate asks, therefore, that the Board of Trustees reconsider both the action and the assumptions which lay behind the action on this occasion, particularly those which seem to deemphasize the relative importance of the academic part of the University.

Faculty Senate Resolution FS-77-8-4

WHEREAS, the University administration is in the process of designing a copyright policy that would cover certain faculty member writings;

AND WHEREAS, this process has been undertaken without any participation by the Faculty Senate, a participation that in the case of the patent policy included in the Faculty Manual (pages 54-56) was both friendly and complete;

BE IT RESOLVED, that no copyright policy for Clemson University be included in the Faculty Manual until the Faculty Senate, on behalf of the Faculty, shares in the drafting of such policy.
Resolution on Reimbursement for Subsistence Expense

WHEREAS: The cost of meals has increased due to inflation and other factors, and

WHEREAS: Maximum reimbursement for meals on single calendar day trips has remained unchanged since 1975 ($9.00), and reimbursement for lunch has remained unchanged since 1969 ($2.50), and

WHEREAS: The rule for arriving home after 8:30 p.m. for dinner reimbursement is unreasonable, therefore

BE IT RESOLVED: That a new schedule of reimbursement for subsistence be instituted which would more realistically reflect the cost of meals, i.e.

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<td>Breakfast</td>
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<td>Dinner</td>
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BE IT FURTHER RESOLVED: That dinner reimbursement arrival time be changed to 7:00 p.m.
Resolution on Reimbursement for Subsistence Expense

WHEREAS: The cost of meals has increased due to inflation and other factors, and

WHEREAS: Maximum reimbursement for meals on single calendar day trips has remained unchanged since 1975 ($9.00), and reimbursement for lunch has remained unchanged since 1969 ($2.50), and

WHEREAS: The rule for arriving home after 8:30 p.m. for dinner reimbursement is unreasonable, therefore

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$12.00

BE IT FURTHER RESOLVED: That dinner reimbursement arrival time be changed to 7:00 p.m.
MINUTES OF THE FACULTY SENATE

September 20, 1977 University Union Auditorium

1. Call to Order

Vice-President McInnis called the meeting to order at 3:35 p.m.

2. Approval of Minutes

The minutes of the August meeting were approved as previously distributed.

3. Special Reports - None

4. Committee Reports

a. Admissions and Scholarship - Senator Luedeman, Chairman, reported that the committee had met on September 13 and discussed several matters. Senator Dan Edie, after a conference with the Graduate School, reported that there would be no "out-of-state" tuition charged to graduate students because of the complexity of determining "non-residency."

With regard to foreign students, there have been some instances in which the University has incurred some losses because of foreign students defaulting on payments. As a consequence, previously existing rules are being applied requiring foreign students to deposit with the University a sum sufficient to cover the fees and housing charges for one year's residence. The student can draw on this deposit during the first semester an amount equal to one-half the sum deposited in order to cover the semester's expenses. During the second semester, the student can draw on the remaining deposit to cover the charges for that semester. During later years residency, no prior deposit is required. Nevertheless, these rules are subject to negotiation with Mr. Otis Nelson, Foreign Student Advisor, in the event of unusual circumstances.

The Committee is pursuing talks with Department Heads in order to get a listing of "required courses in their majors." This is preliminary to the preparation of a resolution requiring candidates for graduation to have a 2.0 GPR in their major field to graduate. A question was raised questioning the feasibility of this because of the possibility of different departments having differing "requirements for graduation."

b. Policy - Senator Steirer, Chairman, reported that the work on constitutional revision has been proceeding very well. Suggestions on this subject are still welcome. The committee will have a resolution to introduce under "New Business".

c. Research - Senator Palmer reported in the absence of Senator Van Lear, Chairman, as follows:
The Research Committee of the Faculty Senate met on September 12. A first draft of a report prepared by the committee on the indirect costs of research was discussed. The report is now being revised and, when completed, will be discussed with the Associate Dean of University Research. The report should be ready for submission to the Faculty Senate by the November meeting.

The Committee began preparing for their work on the University copyright policy which will be sent to the Faculty Senate soon. A copy of the report of the University Research Council on a proposed copyright policy was distributed to committee members for review.

The Secretary of the Senate was asked to copy the report on copyright policy and distribute it to the entire Senate.

d. Welfare - Senator Melsheimer, Chairman, reported that the committee had met on August 30 and approved a resolution which will be introduced under "New Business." They also met with President Edwards on September 6 at which time the subject of the retirement system at Clemson was discussed. President Edwards reiterated his interest in this matter and pledged the continuing cooperation of the administration in the further deliberations of the committee.

e. Ad Hoc Committees-
Ad Hoc Committee on Faculty Evaluation-
Senator Melton, Chairman, noted that the committee had met and was continuing its deliberations, and would have a request to make at the time of new business.

f. University Councils and Committees - Senator Smith, D.B., a member of the Recreation Advisory Committee, reported that, by a 2 to 1 vote, a resolution was passed recommending that state legislators be permitted to become members of Fike Recreational Center (upon payment of the $40 membership fee). Another resolution was then passed recommending a similar privilege for approved campus ministers.

Senator Hood, a member of the Computer Advisory Committee, noted that a search committee had been appointed to find a new head of the computer center. Any advice would be welcome.

Senator Luedeman, as member of the Undergraduate Council, announced that Dean Green, Chairman of that Council, had appointed an Ad Hoc Committee on the Use of ROTC Credits. Along with the study of the use of ROTC credits, almost surely, the requirement for ten hours of free electives will arise. Professor Baron, Civil Engineering is Chairman of that committee.

Vice President McInnis noted that he had met with an Ad Hoc Committee studying university housing policies as a substitute for President Noblet. This committee is undertaking a complete study of policies regarding rental of university-owned housing. Any comments or suggestions may be directed to the Faculty Senate President.
5. President's Report

1. Inquiries by Faculty Senate members concerning the "Grade Summaries by Faculty Members" have resulted in a memorandum from Dean Vickery to Administrative Programming Services requesting that this project be completed and tested so that it can go into effect at the end of this semester.

2. The Athletic Council met on September 1 and the report of Athletic Council Faculty Members to the Faculty Senate was adopted. Dean Vickery stated that after the minutes of this council meeting are approved (September 15) the report will be sent to the Faculty Senate President for distribution. The motion to adopt the report requested that the faculty members of the Athletic Council be invited to attend the Faculty Senate meeting and present the response and also attempt to answer any questions from the Senate. Due to the limited time before the September meeting, the Athletic Council response will be scheduled for our next regular meeting on October 18.

3. A recent issue of the Chronicle of Higher Education contained an article of interest on the drop of SAT scores in recent years. The article will be distributed as information.

4. Dean Hurst has asked that an Ad Hoc Committee with the Faculty Senate President as chairman be formed to work with Mr. Stan Nicholas on initial planning of the Faculty Club. I am requesting Senate approval of the following individuals:
   - Dr. Ray Noblet - Present of the Faculty Senate
   - Dr. Tom McInnis - Vice President Faculty Senate
   - Dr. Edward W. Page - Electrical and Computer Engineering
   - Dr. Billy Edge - Civil Engineering

5. The next scheduled meeting of the Board of Trustees will be held in early January. I have requested that the Faculty Senate be allowed to meet with the members of the Board of Trustees at that time. This proposed meeting will most probably be informal as was the one held during the past spring semester.

6. An inquiry concerning the proposed new copyright policy has been directed to Dean Henningson. Dean Hurst has stated that the proposed policy would be sent to the Faculty Senate for our input and to make any desired changes.

7. The Board of Trustees met on September 9 and 10 and the following events of interest occurred:
   a). The contract for the enlargement and improvement of Memorial Stadium (Phase II) was awarded to Gilbert Engineering Company of Statesville, North Carolina.
   b). The decision to renovate the Outdoor Theatre was made and is scheduled to be carried out during the break between semesters by the Physical Plant.
   c). A briefing on the proposed Continuing Education Center was presented to the Board on September 10 by President Edwards.
d). Clemson University has received its notification of "Preliminary 1978-79 Budget Allocations." These preliminary allocations are essentially the same as was the 1977-78 budget.

Vice-President McInnis amplified on two of the items in the President's report. First, he assured the Senate that the Grade Summary Reports will be assembled this semester. Second, he assured the Senate that the copyright policy was not in a final form until the Senate had had an opportunity to make suggestions.

Vice-President McInnis briefly reported on the trip made by Hurst, Godley, Noblet, and McInnis to the experiment stations in early September. The purpose of the trip was to listen to the views and concerns of those faculty members. They expressed much the same concerns as on-campus faculty; specifically about salaries and the evaluation process. With regard to the latter, they expressed confusion about being evaluated by the leader at the experiment station and also by the department head on campus. They seemed to express a preference to be evaluated by the department head on campus, and were assured that that person would have major input.

At the Pee Dee Station, in particular, the Senate officers received considerable critical comments for the Senate action in passing a resolution on smoking: FS-77-3-7.

Some of the discussion at the experiment stations led to the thought that the College of Agricultural Sciences might try to work out an arrangement which would permit the elections of one Senator to be from the off-campus staff.

Secretary Whitten reported briefly on his attendance at the September 19 meeting of the Council of Academic Deans. Senator Steirer asked if the policy on student withdrawal from classes was discussed. The answer was in the negative.

Senator Young asked about paragraph 2 of the President's Report. Senator Melsheimer clarified the matter to Senator Young's satisfaction.

Vice President McInnis reported that he and Senator Melsheimer had met with Dean Walter Cox about Emergency Medical Service (EMS) on Campus. According to Dean Cox, the problem is primarily one of knowing whom to contact when there is an emergency. Redfern Infirmary is the proper place to contact. Dean Cox will distribute guidelines which will be of assistance in emergencies.

The question was raised of having an ambulance, and staff, on campus. Dean Cox stated that this possibility had been studied repeatedly and at length, and the conclusion was that the infrequent need was not worth the cost.

Senator Smith cited, as information, an emergency which occurred on campus between the end of summer school and the beginning of the fall semester while Redfern Infirmary was closed.
6. Old Business

Senator Steirer, Chairman of the Policy Committee, moved the approval of FS-77-3-1 which his committee had been studying. The motion was seconded. After considerable discussion and after several suggested changes were accepted by the committee making the motion, the question was called and the motion approved. A copy of the approved resolution is appended.

7. New Business

Senator Melsheimer, Chairman of the Welfare Committee, moved approval of Faculty Senate Resolution -77-9-1. The motion was seconded and approved unanimously. A copy is appended.

Senator Melton asked approval of the Senate to appoint Professor Ralph Brown to the Ad Hoc Committee on Faculty Evaluation. Because of possible legal ramifications relating to faculty evaluations, it was thought desirable to have one with legal training on the committee. The Senate approved the request.

An oral motion was made to move the Senate meeting place back to the auditorium of Olin Hall. The motion was seconded and, after some discussion, the motion was defeated.

The meeting adjourned at 5:00 p.m.

Respectfully submitted,

William C. Whitten, Jr.
Secretary
Faculty Senate Resolution - FS-77-3-1

Whereas: The department head system of administration by which Clemson University is governed provides no limit on the tenure of a department head in that office, and

Whereas: a department head has considerable responsibility and authority for an individual faculty member in terms of scheduling, evaluation, promotion, tenure and salary, and

Whereas: a department head system of administration, which makes a department head responsive principally to those above him and secondarily to those below him, is not in keeping with the growing professional qualification of the Clemson faculty, nor with the growing academic stature of Clemson.

Be it resolved: that department heads shall be subject to a vote of confidence by their faculty every two years.

a) A vote of confidence shall consist of two thirds of all the possible votes within a department.

b) For the purpose of this vote, all faculty members (excluding instructors with less than 3 years consecutive service at Clemson) shall have one vote. No visiting faculty member shall have a vote.

c) The department head shall not be present for the discussion preceding a vote of confidence except to answer questions as he is specifically asked by his faculty, and under no circumstances shall he be present at the time the vote is taken or counted.

d) Voting will be only by secret ballot.

e) The vote shall be held the third week of January every two years. The meeting should be called and chaired by the senior ranking faculty member in the department. The senior ranking faculty member will also be responsible for collecting a list of grievances to be forwarded.

Be it further resolved: that if a department head fails to win a vote of confidence, a second vote of confidence, under the same rules as the first, shall be taken not sooner than 9 months or longer than 12 months following the initial vote of no confidence. The department head shall receive a list of grievances within 30 days following the initial no confidence vote. If a department head should fail to win the second vote as well, the results should be forwarded to the Academic Vice President through the College Dean for resolution.

Be it further resolved: that for current department heads who have held that office for more than two years, the first vote of confidence shall be taken within two years of implementation of this policy.
Faculty Senate Resolution-77-9-l

Payroll Deductions for Alumni Fund Contributions

Whereas many alumni and non-alumni faculty and staff contribute to the Clemson Alumni Loyalty Fund, and

Whereas a payroll deduction plan for such contributions would ease the burden of contribution and facilitate even greater participation in this fund which supports many programs of benefit to Clemson University, be it,

Resolved that the Faculty Senate requests the administration of Clemson University to implement a voluntary payroll deduction plan for Alumni Fund contributions.
MEMORANDUM

TO: Faculty Senator

FROM: Bill Whitten, Secretary of Faculty Senate

DATE: December 19, 1977

SUBJECT: October Minutes of Senate

As you recall, at the Senate meeting on Tuesday, Dec. 13, Senator Burt called to our attention that there was still an error in what was supposed to be the final minutes of the October meeting of the Senate.

I am sending you another copy of page 1 with these corrections made. They are in the next-to-the-last paragraph. In fact, you may miss them if you aren't careful; evidently I did.

Do not throw away page 1 of your present minutes as it has page 2 on the reverse side.

kfg

Enclosure
1. Call to Order

The meeting was called to order by President Noblet at 3:34 p.m. A motion was made to suspend the regular order of business in order to permit the special reports first. The motion was seconded and approved unanimously.

2. Special Reports

a. Mr. M. E. Barnette, Vice-President for Business and Finance was introduced. He expressed appreciation for the opportunity to "visit" with the Senate and to share views. He noted the frequency of problems and indicated his complete intent to solve these problems, and indicated an appreciation of the advice and counsel of the Faculty Senate.

One problem Mr. Barnette cited which had recently come up, and which was of interest to the Senate, was the new rules formulated by the state with regard to travel advance funds. These rules are very encumbering and burdensome, much more so than our own rules. He will try to get the state to permit the University to continue the use of its own travel advance rules. Senator Palmer, noting that the funds for travel advances had been supplied by the Clemson Alumni Association, asked why the state should formulate rules regarding their use. Mr. Barnette replied that this had been his first thought and he had written to Columbia to that effect.

A question was asked about the possibility of departments using outside suppliers and contracts rather than using the services of the Physical Plant. Mr. Barnette said that this was entirely permissible if savings were possible. However, he emphasized that the work must be done in compliance with certain standards, such as fire and safety.

Senator Adkins asked if it was correct that funds included in research grants to cover indirect costs (or overhead) are now required to be remitted to Columbia. Mr. Barnette said that was correct; such funds are remitted to Columbia and become part of the total state general education fund which can be allocated as are all other such funds. However, the effect of this requirement is to reduce the University budget by the amount of those indirect costs which could formerly be employed at the University. Mr. Barnette also stated that research proposals will first go to Columbia before being submitted to Federal Funding agencies.

President Noblet thanked Mr. Barnette at the conclusion of his remarks.
b. The Senate had received a report from the Faculty Members of the Athletic Council which was in the form of a reply to the report of the Senate Ad Hoc Committee on Inter-Collegiate Athletics.

A copy of this report is appended to these minutes as Appendix A. Professors Reel, Vaughn, Skelton, B. J., Gahan, and Briscoe, faculty members of the Athletic Council, were present to discuss their report orally if desired.

Professor Reel reviewed the background leading up to the preparation of their report; this included the formation of the Ad Hoc Committee from the Senate, their majority and minority reports. The Faculty Members of the Athletic Council had met several times in order to reply to the Senate. Senator McInnis asked if the report was agreed upon by all faculty members of the Council. Professor Vaughn replied that the statement was submitted to the Athletic Council and approved.

Discussion developed with regard to the "advisory authority" of the Athletic Council. Council does not feel that it should advise on all matters involving the operation of the Athletic Department; for instance, they do not feel they should advise on personnel matters. Professor Reel discussed this matter relative to the initiation of organized intercollegiate women's sports. The Council feels that they have a responsibility to advise on certain matters but not on something such as the selection of coaches.

Senator Luedeman asked if faculty members of the Athletic Council receive free tickets to athletic contests. Professor Reel answered in the affirmative, to games at home, and pointed out that this is a normal practice at other institutions. It was suggested that this causes a conflict of interest. In the first place, members of other University Committees lack the opportunity for such a perogative; in the second place, it might compromise the independence of the members of the Council.

Each part of the report (appended to these Minutes) was discussed. The Senate was appreciative of the report and the efforts of those involved; but the feeling was expressed by a number of Senators that the Athletic Council was too much of an "assenting" body and too little of an "advising" body.

3. Approval of Minutes

The minutes of the September meeting were approved after several slight corrections.

4. Committee Reports

a. Admissions and Scholarship, Senator Luedeman, Chairman, reporting. The committee met in Room E-202, Martin Hall on Tuesday, September 27. Three members were present. The following topics were discussed: (1) The possibility of establishing general education requirements; (2) the requirement of a 2.0 GPR in major field. The committee is still without a statement from many departments as to what constitutes "the major field."
Senator Luedeman reported that, since the last committee meeting, he had received a copy of the original run of faculty grade summary reports. These appear to be exactly what the Senate wanted after a few changes are instituted. Dean Vickery has promised the grade reports for the last three semesters by January.

The Faculty Senate resolution on the withdrawal policy (FS-76-11-1) has been returned to the Undergraduate Council by Dean Hurst. Dean Green has appointed a committee to attempt to devise a policy acceptable to all concerned. Senator Judith Melton chairs this committee and Senator Luedeman is a member.

b. Policy Committee; Senator Steirer, Chairman, indicated that the committee plans to bring a new proposed Constitution and By-Laws of the Faculty and Faculty Senate to the floor of the Senate at the November meeting.

c. Research Committee; Senator Van Lear, Chairman, reported that a second draft report on the indirect costs of sponsored research has been completed and is now being reviewed by committee members. The report should be ready for presentation to the Senate by the November meeting.

The Committee is continuing to study the proposed copyright policy statement. A revised copy of this statement will be distributed to the faculty at the next Senate meeting. Senators are urged to send their comments in writing to the Research Committee as part of the Senate's contribution to the policy statement.

d. Welfare Committee; Senator Melsheimer, Chairman, made a report as follows:

The Welfare Committee met on 9/27/77. The Retirement Subcommittee reported that collection of data on other state retirement systems in the South was nearly complete, and that evaluation of these and formulation of recommendations for improvements in the South Carolina system was beginning. The Academic Year Faculty Subcommittee reported on a meeting with Dean Sam Willis concerning leave policies for summer faculty. A clarification of the Sick Leave Policy for academic faculty members employed in the summer is now being prepared.

A resolution on the numerical evaluation form was unanimously approved for introduction at the October Senate meeting.

e. Ad Hoc Committees -

Ad Hoc Committee on Intercollegiate Athletics, Senator Melsheimer, Chairman, reported that a meeting was held on 10/13/77 to review the Athletic Council response to the April 1977 Ad Hoc Committee Report. The response was judged to require further action by the Ad Hoc Committee leading to a second Committee Report to the Senate, with recommendations for action by the Senate deemed likely. No timetable was set pending the opportunity to clarify certain Athletic Council positions at the October Senate meeting.
f. University Councils and Committees; Senator Burt, a member of the Traffic Committee, pointed out that a study was underway to try to make sure that at the beginning of next year (August 1978) there will not be the similar parking problems as occurred at the beginning of this year (August 1977).

Senator Prince reported that the Patents Committee had met recently and had considered two requests from faculty members with respect to patent applications. The committee recommended patent searches be carried out in each case.

5. President's Report

1. President Edwards has appointed the following committee to develop plans for necessary alterations in the Tiger Tavern to accommodate a Faculty Club. This includes planning and recommendations for interior furnishings. This committee will begin work immediately.

   Dr. Ray Noble - Chairman
   Mr. Jerry Boyer
   Dr. Billy Edge
   Mr. Robert D. Eflin
   Dr. T. M. McInnis, Jr.
   Dr. E. W. Page
   Mr. George Moore
   Mr. Roy Rochester

   Any ideas or suggestions for this committee are requested and will be considered.

2. The committee to promote Faculty participation in the Alumni Loyalty Fund and the Clemson University Fund is now being organized and more information will be forthcoming in the immediate future.

3. A University Committee is now being organized to consider the types and amounts of Group Life Insurance plans for Clemson employees. Dr. T. R. Adkins (Welfare) will represent the Faculty Senate on this committee.

4. Dean Hurst has offered to purchase locking filing cabinets and provide space for filing cabinets and work area for Faculty Senate. The need for a permanent office or space for storing Faculty Senate records, files, reports etc., has been recently discussed and this arrangement would accommodate our needs.

5. An affirmative action packet including a revised application form for employment at Clemson has been assembled by University Administrators responsible for affirmative action matters. This packet will be distributed to the Senate as information and for our reaction.

6. The Faculty Senate resolution concerning withdrawal policy has been referred to the Undergraduate Council for further study.
7. As detailed in a recent resolution (FS-77-8-1), a meeting with key members of the University of South Carolina Faculty Senate is being scheduled for early November. The exact date will be confirmed during the week of October 17-21.

8. The Search Committee for a new Director of the Computer Center is composed of the following individuals:

   Dean A. E. Schwartz - Chairman  
   Dr. Warren Menke (College of IM and TS)  
   Dr. J. C. Peck (DISD and Math. Dept.)  
   Dr. Mike Westall (Computer Center and Math. Dept.)  
   Dr. Darrell Hickman (Budget Director)  
   Col. Woody Marx (Admissions and Registration)  
   Dr. Ray Noblet (President of the Faculty Senate)

9. Former Faculty Senator, Dr. Brad Russell, is currently updating the report on tax-sheltered annuities through Mr. Ron Herrin's office. This report was prepared by the 1976-77 Faculty Senate Welfare Committee.

10. Certain Faculty members have experienced difficulties in obtaining their service pins which are presented to employees after 10, 20, 30 etc., years of service. The printout of names for recipients of these pins originates in Columbia, and if difficulties arise the Clemson Personnel Department will handle these problems.

11. The Ad Hoc Committee on Faculty/Staff Housing has met three times and will have a revision of the housing policies prepared prior to our next meeting. This policy will be made available to the entire Faculty Senate for study and suggestions.

12. The Educational Council removed the policy of the "Forgivable F" at the October 3 meeting to go into effect May 21, 1979. At this same meeting, President Edwards announced that the Commission on Higher Education will meet at Clemson on November 4.

13. Dean Walter Cox received a letter dated September 28, 1977 from Mr. L. M. Boulware inviting Clemson Students and Faculty to use the Chickasaw Point Golf Course. Golf carts are available and green fees are approximately $4.00/day for weekdays and $5.00/day for weekends.

14. The Senior Professor chosen to serve in the Presidential Selection Process will be elected by his peers in a meeting called by Dean Hurst for that purpose.

15. The distribution of the Faculty Activity Survey will begin in late October.
16. Senate Vice-President McInnis and Bert Brantly, head of RPA, attended a conference on the subject of Faculty Evaluation recently. McInnis was asked to report orally. He pointed out that the conference dealt with evaluation techniques. Thirty institutions from the Southeast will be invited to participate in an SREB project to work out evaluation techniques, suggestions and procedures, with faculty contributions in the development process.

17. The Senate President and Vice-President will make a trip to Hobcaw Barony the week of October 24 to talk to the faculty at that off-campus facility. The visit is similar to that made to the experiment stations in early September. They will accompany members of the administration. President Noblet noted, and displayed a copy of the University Standards on Safety, that Dean Hurst had sent to the Senate. This set of Standards includes a statement on smoking (a subject to which the Senate recently addressed itself).

Senator Luedeman inquired as to the security checks made in and around campus buildings during the hours of darkness. The question was precipitated by the recent suicide by a student whose body was undiscovered for 6 or 7 hours.

A motion was made to adjourn and was seconded.

The meeting adjourned at 6:10 p.m.

Respectfully submitted,

William C. Whitten, Jr.
Secretary
MINUTES OF THE FACULTY SENATE

November 15, 1977

1. Call to Order

The meeting was called to order by President Noblet at 3:37 p.m.

2. Approval of Minutes

The minutes of the October meeting were approved after several minor changes were made. A question was asked: Why the minutes had not been showing the absent Senators? The Secretary indicated that he had had no instructions to do so. A motion was made, seconded, and approved that the minutes show those Senators who are absent from any meeting.

3. Special Reports - None

4. Committee Reports

(a) Admissions and Scholarship Committee - No Report.

(b) Policy Committee - Senator Steirer, Chairman, noted that the Committee had distributed several proposals related to constitutional revision which will be discussed under "New Business."

(c) Research Committee; Senator Van Lear, Chairman, noted that the committee had been unable to schedule a meeting with Dr. Henningson. However, the Committee will send the final copy of their indirector cost report to Dr. Henningson soon and try to schedule a meeting with him. They will also attempt to get the copyright policy statement at that same time.

(d) Welfare Committee; Senator Adkins reported that the Committee met on October 25.

The Academic Year Faculty Subcommittee reported on continued efforts to clarify and improve the status of academic faculty employed for the summer. The Calendar Year Faculty Subcommittee is studying reported policies setting limits on faculty salaries below administrative salary levels.

A resolution supporting the student initiative to obtain a campus ambulance was unanimously approved for Senate introduction. A resolution calling for the granting of faculty privileges to emeritus faculty was presented. After considerable discussion, it was unanimously approved for Senate introduction.
Ad Hoc Committees -

The Faculty Senate Ad Hoc Committee on Athletics; Senator McInnis reporting, submitted a reply to the report of the Faculty Members of the Athletic Council for comment.

University Councils and Committees - Senator Luedeman reported on the deliberations of the Undergraduate Council. That Council voted to recommend that in each curriculum a student be allowed to submit toward graduation as many as ten hours of ROTC credit. This is essentially a continuation of current practice.

5. Presidents Report

1. The meeting date for members of the Clemson and University of South Carolina Faculty Senates as detailed in FS-77-8-1 will be Monday, December 5, at 2:00 p.m. in the Faculty House at USC. The President, Vice President, Chairman of the Welfare Committee, and the Chairman of the Policy Committee will attend.

2. The search committee for the Director of the Computer Center is arranging final selection interviews with the top candidates.

3. Dr. Edwards has received a letter of acknowledgement of Clemson's application to participate in the Faculty Evaluation project of the Southern Regional Educational Board. Announcement of the participating institutions will be made by December 5.

4. A meeting of the Board of Trustees has been scheduled for January 13 and 14. A reception for the Board by the Faculty Senate is tentatively scheduled for Friday January 13, at 5:00 p.m.

5. The Ad Hoc Group Life Insurance Committee is made up of the following individuals:
   Mr. Ron T. Herrin, Chairman       Dr. Brad Russell (Ex-officio)
   Dr. J. C. Acton                   Mrs. Rachel Scott
   Dr. T. R. Adkins - Faculty Senate
   Mr. Claude W. Rothell             Mr. Richard F. Simmons
   Dr. Samuel M. Willis

6. The General Faculty Meeting will be held at 10:00 a.m. Wednesday, December 21 in Tillman Hall Auditorium. College meetings should be scheduled at 9:00 that same morning.
7. The local members of the Athletic Council met on October 27 and discussed the report of the Faculty members on the Council to the Faculty Senate. The consensus of opinion seemed to be that the meeting was worthwhile and that communication should be maintained.

8. The committee to promote Faculty participation in the Alumni Loyalty Fund and the Clemson University Foundation has been partially organized and distribution of information is now underway.

9. The annual employee, commuter, and resident parking utilization study was conducted from August 29 through September 27 by the Campus Master Planning Office. The two primary trends that have been occurring over the past three years are: 1) Each year there are more cars of all categories on campus than in the previous year, 2) East Campus parking demands tend to increase and this year's demand meets or exceeds supply on East Campus.

10. The Faculty Club Planning Committee met on November 10 at 1:00 p.m. in Room 300 Sikes Hall. Vice-Presidents Barnette, Hurst, and Nicholas were present in addition to the other members of the committee. The committee met again on November 11 in the Tiger Tavern. The Administration has offered enthusiastic support of a Faculty Club and plans are now being developed by the committee for a facility. More information will be forthcoming shortly.

11. The Faculty Senate visit to the Belle W. Baruch Forest Science Institute at Hobcaw Barony near Georgetown, S.C. was held on October 24 and 25. President Noblet, Vice President McInnis, Senator Van Lear, Dr. Bob Allen, and Deans Hurst, Green, and McGregor participated in the visit. The visit was informative and enjoyable and revealed that the Forest Science Institute at Hobcaw has an outstanding, efficiently administered research program.

A question was raised about the disposition of the Senate Resolution on Evaluating Academic Administrators (FS-77-3-1). President Noblet read the reply which Dean Hurst had sent to him and which had been distributed to the Senate Executive Council.

A motion was made, seconded, and approved that Dean Hurst's reply be included in the minutes of the Senate.

Senator Steirer asked the wishes of the Senate with regard to FS-77-3-1. Considerable discussion ensued. Senator Jacobus moved that Policy Committee not continue deliberations
on FS-77-3-1. The motion was seconded and carried.

Senator Burt moved the creation of an Ad Hoc Committee to pursue FS-77-3-1. The motion was seconded and after considerable discussion the motion was defeated.

6. Old Business

(a) FS-77-10-1; a motion was made that this resolution be approved; the motion was seconded and defeated.

(b) Other old business; a resolution had been distributed to the members of the Senate prior to the October meeting concerning the search committee for a director of the computer center, but which was not considered at that meeting. A motion was made to disregard that resolution; seconded and approved.

7. New Business

(a) FS-77-11-1, a Resolution on Privileges for Emeritus Faculty; adoption was moved and seconded. Senator Steirer suggested that the last privilege, voting membership in the Faculty, might cause some problems—apportionment and otherwise; he moved deletion of this item; seconded and approved. The original motion, as amended, was then approved.

(b) FS-77-11-2, a Resolution on Ambulance Service; adoption was moved; seconded, and approved.

(c) Senator Steirer, Chairman of the Policy Committee, rose to discuss the preliminary draft of certain sections of the Constitution of the Faculty which the Committee had distributed to the Senate. Senator Bishop moved that the Senate sit as a committee of the whole for a period not to exceed forty-five (45) minutes. Motion seconded and approved.

(d) FS-77-11-4, a Resolution on the Clemson Loyalty Fund; Senator Luedeman moved approval; the motion was seconded, and defeated.

(e) FS-77-11-3, a Resolution on Free Electives, Senator Luedeman moved approval, Senator Steirer moved to table; the motion to table was seconded and approved.
The meeting adjourned at 5:45 p.m.

Respectfully submitted,

William C. Whitten, Jr.
Secretary

Senators absent were:

K. DeHaven
S. S. Melsheimer
R. W. McLellan
E. Burch
H. B. Bryant
R. H. Hilderman

J. Palmer (C.N. Nolan substituting)
D. B. Smith (J. W. Hubbard substituting)
O. S. Hipps (alternate present)
MEMORANDUM

TO: Dr. Raymond Noblet
President of the Faculty Senate

FROM: Victor Hurst, Dean of the University

SUBJECT: Faculty Senate Resolution FS-77-3-1

October 26, 1977

I question the statement, "Whereas: The department head system of administration, which makes a department head responsive principally to those above him and secondarily to those below him . . ." This is not a statement of fact. The fact that a department head is an administrator with the responsibilities and authority as enumerated by you does not characterize his role. Although one must always admit to exceptions, as a faculty member I always felt that each of the three department heads under whom I served attempted with all his power to gain favorable scheduling for members of our department, sought promotions which were not always favorably acted upon by the dean, sought tenure for his faculty, and fought very hard for salary monies.

If a department head were deposed under this system after every three years, which is a possibility because the whole tone of the resolution seems to be directed toward collecting grievances rather than applauding constructive action, it would appear that under the process of obtaining a new department head that some departments at least would be without a head every fourth year. Departments without heads would either go begging at the dean's table or promote active participation on the part of the dean in running a department. Neither situation is favorable.

One would presume from this resolution that deans either do not wish or will not remove department heads for whatever reason. I do not wish to cite specific instances, but department heads have been removed from their positions primarily because they have not been able to work well with their faculties.

Administrating a department as a head is an extremely difficult task. The department head must be responsive not only to those above him but also to faculty, graduate students, and undergraduate students in his department. I expect that there are many days when he does not satisfy either the administration or the faculty. Our problem today has become one of recruiting and holding department heads.
Even though it may be presumed that our department heads remain in their positions forever, I submit that even under our present concept of retaining a department head until he is no longer responsive to the administration/faculty/students, or some combination thereof, that of the current heads now on campus, only nine have held their positions for a period of ten years or more. At the same time, 39 have held their positions for eight years or less, with the number of years most frequently served amounting to five. We have four heads who have served for one year and four who have served for less than one year.

I can appreciate the fact that the faculty at times has some concerns regarding department heads. The administration also has concerns and when our joint concerns are that great, we remedy the situation by requesting a resignation.

VH/ep

cc: The Academic Deans
Dean C. B. Green
Dean S. M. Willis
Dean A. E. Schwartz
Dean F. B. Brown
Dean R. W. Henningson
WHEREAS the Faculty Senate has disapproved the quantitative evaluation procedure proposed for the faculty and
WHEREAS the administration has persisted in implementing this procedure,
be it therefore
RESOLVED that the Faculty Senate recommends that the faculty decline to participate in the numerical portion of the faculty evaluation program.
Resolution on Privileges for Emeritus Faculty

Whereas Emeritus Faculty are so designated as a result of long, devoted, and distinguished service to Clemson University, and

Whereas emeritus status exists as a result of the mutual desire of the University and the faculty member to continue their association beyond official retirement, and

Whereas the Emeritus Faculty often continue to make significant contributions to the University and their academic disciplines, and constitute a valuable resource of the University, be it therefore

Resolved that Clemson University accord the Emeritus Faculty the privileges due the holders of this honored rank, including

* Inclusion in the catalog listings of the Faculty

* Invitation to all meetings of the Faculty

* Inclusion of local Emeritus Faculty in the University Directory

* Assignment, where desired and when possible, of departmental office and laboratory space

* Faculty library privileges

* Faculty parking privileges

* Faculty athletic ticket privileges

* Faculty intramural athletic privileges

* All other Faculty privileges which do not exert an undue financial burden on the University

be it further

Resolved that this statement of privileges be incorporated in the Faculty Manual and that Emeritus Faculty, upon retirement, be notified in writing of these privileges and the procedures necessary to maintain them.
FS-77-11-2

Resolution on Ambulance Service

Whereas the University community represents a sufficiently large population to justify an on-campus emergency vehicle and
Whereas the cost of operating such a service would be a small fraction of current expenditures for student health services, be it therefore Resolved that the Faculty Senate supports the Student Government in its initiative to procure such a service for the University community.

FS-77-11-4

Resolution on the Clemson Loyalty Fund

Whereas contributions by the faculty of Clemson University to the Clemson Loyalty Fund has many benefits for both the faculty and the university, be it therefore Resolved that the Faculty Senate encourages each faculty member to contribute yearly a minimum of 10% of his/her annual raise, over and above the national cost of living increase, to the Clemson University Loyalty Fund.

FS-77-11-3

Resolution on Free Electives

Whereas the university has a "folklore rule" that each curriculum must contain ten credit hours of free unrestricted electives, and Whereas a university is a place for students to broaden their education, be it therefore, Resolved that the university require each undergraduate curriculum to contain ten credit hours of free unrestricted electives.
MINUTES OF THE FACULTY SENATE

December 13, 1977

1. Call to Order

The meeting was called to order by Vice-President McInnis at 3:35 p.m.

2. Approval of Minutes

The minutes of the November meeting were approved after several corrections.

3. Special Reports - None

4. Committee Reports

a. Admissions and Scholarship; Senator Luedeman, Chairman, reported as follows:

The Admissions and Scholarship Committee of the Faculty Senate met at 3:00 p.m. on November 29, 1977. Present were Senators Hipps, McLellan, and Luedeman. The committee discussed the tabled resolution on Free Electives and revised its wording. Senator Edie had submitted a resolution concerning course deletions by the Graduate Council. This resolution was discussed and reworded and will be submitted under new business. The committee also discussed the lack of attendance from some committee members.

The next meeting of the Admissions and Scholarship Committee will be at 3:00 p.m. in E202 Martin Hall on January 10, 1978.

b. Policy Committee

Senator Steirer, Chairman, reported that his committee had been working diligently on the proposed constitution which should be ready for submission in January.

c. Research Committee

Senator Van Lear, Chairman, briefly discussed the report on the indirect costs of sponsored research. Indirect costs are a real cost incurred by the university. Clemson University's rates on indirect costs are in line with other institutions, and are subject to yearly audits by both private and government agencies. The report was distributed to the Senate.

The administrative redraft of the proposed university copyright policy was distributed. The background on the development of the proposed policy was discussed. Faculty input was requested.
d. Welfare Committee - No Report.

e. Ad Hoc Committees

Ad Hoc Committee on InterCollegiate Athletics; Senator Melsheimer, Chairman, referred to the preliminary report of this committee on the Athletic Council and its functions which was distributed to the Senate at the November meeting. The report was distributed in order to give all members of the Senate an opportunity to study it. Comments with regard to the report are solicited. The ad hoc committee will meet with the Athletic Council later to discuss the report.

f. University Councils and Committees

Senator Adkins reported briefly on the deliberations of the Ad Hoc Committee on Group Life Insurance. He said that they have narrowed their investigation down to two companies; and that he hoped to have a more complete report in January.

Dr. Billy Edge, past president of the Senate, and a present member of the Athletic Council, having been invited to discuss the recent actions of the Athletic Council and the Athletic Department, spoke on the deliberations of the Council during November and December, and of actions of the Athletic Department in that same period with regard to tickets to the Gator Bowl game and parking at basketball games. He discussed the ticket distribution procedure and noted that it was decided in November to follow the past allocation procedures. Numerous questions were asked, and much discussion ensued. It was obvious that much dissatisfaction existed.

Professor Baron, a non-member of the Senate, asked permission of the Senate to make a statement with regard to ticket distribution. He expressed views largely in accord with those expressed by certain Senators.

Senator Luedeman moved that the rules be suspended in order to take up the resolution on Faculty Athletic Ticket Priorities (FS-77-12-3). The motion was seconded and approved. Senator Palmer presented the resolution, and moved its approval; the motion was seconded. Senator Young moved an amendment to the Resolution: That the University President, the Dean of Students, and the Director of Athletics be requested to meet with the Senate to discuss the position of Faculty in Athletic Priorities. After being seconded, considerable discussion and suggestions for amendment ensued.

Senator Steirer suggested that the motion had become over-weighted with too many separate and distinct proposals and should be defeated and a new start made. Senator Palmer then asked to withdraw his motion. Senator Jacobus moved a ten-minute recess. The motion was seconded and approved.
When the Senate re-convened a motion was made that the President of the Senate be instructed to go immediately and request the President of the University to come and address the Senate on the subject of the distribution of tickets to the Gator Bowl game. The motion was seconded and, after brief discussion, was defeated.

Senator Burt moved: Be it resolved that the President of the Senate approach Dean Hurst prior to the General Faculty Meeting on December 21, and ask him to communicate to the President of the University that the Senate requests the President to explain to the Faculty at that time the full story on the Gator Bowl ticket allocation procedure. The motion was seconded and unanimously approved.

Senator Palmer proposed a Resolution on Athletic Ticket Priorities (FS-77-12-3), a copy which is appended. The motion was seconded and approved.

Vice-President McInnis (presiding) inquired of Senator Addison, who has been Chairman of an Ad Hoc Committee on Fringe Benefits, the present status of his report. Senator Addison replied that the report was currently at the typist and that he hoped to have it ready in January.

5. President's Report

1. President Edwards has appointed a "Magnolia Tree Committee" to thoroughly review the historic significance of the row of Magnolia trees located immediately east of Johnstone Hall. Recommendations concerning the placement of an historic marker, for saving trees that appear to be dying, retaining the beauty of the trees were requested. The committee consists of the following individuals:

   Mr. Roy Rochester - Chairman
   Mr. Robert D. Eflin
   Mr. John P. Fulmer
   Mr. Robert H. Love
   Mr. James C. Suber
   Ms. Elaine Swearingen
   Dr. David Van Lear

2. The Southern Regional Education Board has turned down Clemson's proposals to participate in the development of a Faculty Evaluation Procedure. The Faculty Senate Ad Hoc Committee on Faculty Evaluation should consider this.

3. The Council of Academic Deans met on November 21 and Mr. Jack Selter, Director of Cooperative Education addressed the Deans relative to his concept of Cooperative Education and what he hoped to accomplish at Clemson. He emphasized that Cooperative education is designed to provide students with the opportunity to blend theory and practice; a program that will complement—not supplement—their total educational experience. Mr. Selter plans to visit each college and make
a presentation to the department heads to familiarize them with the program and to develop ways of working with each department to increase student interest and participation in cooperative education. He stated that his goal is to have 400 students enrolled in the program within the next three years. Mr. Selter distributed informative materials to the deans.

4. Dr. Walter Johnston and Dr. Fred Sias also addressed the deans regarding a study recently completed by a sub-committee of the Computer Advisory Committee on the subject of Computer Assisted Instruction (CAI). Dr. Johnston and Dr. Sias stressed that they were not there to promote CAI, but rather that, since the university would be affected sooner or later by CAI, they felt they should pass along the results of the sub-committee's study to determine if there was any interest among the colleges. Only 30% of the Faculty responded and 62% of the respondents gave a positive response.

5. Two tables presenting data on FTE Student Enrollment and Appropriations for current operations at S.C. Institutions are appended to this report.

6. The meeting of the Clemson and U.S.C. Faculty Senate delegations was postponed by the U.S.C. group until the first week of January.
<table>
<thead>
<tr>
<th>Institution</th>
<th>Fall 1977 Forecast</th>
<th>% Increase Over 1976</th>
<th>Fall 1977 Actual</th>
<th>% Increase Over 1976</th>
<th>Fall 1978 Forecast</th>
<th>% Increase Over 1976</th>
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<td>2,837</td>
<td>-2.0</td>
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<td>3,986</td>
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<td>2,046</td>
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<td>1,315</td>
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<td>1,400</td>
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<td>1,359*</td>
<td>9.5</td>
<td>1,450</td>
<td>6.7**</td>
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<td>2,404</td>
<td>4.4</td>
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<td>56,231</td>
<td>1.3</td>
<td>57,895</td>
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*Excludes 45 from extended registration period
**Including the 45, this percentage is 3.3
### SOUTH CAROLINA PUBLIC COLLEGES AND UNIVERSITIES
### APPROPRIATIONS FOR CURRENT OPERATIONS

<table>
<thead>
<tr>
<th>Institution</th>
<th>1977-78</th>
<th>1978-79</th>
<th>Recommended 1978-79</th>
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<td>$6,850,815</td>
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<td>S. C. State</td>
<td>8,679,751</td>
<td>8,720,648</td>
<td>8,924,593</td>
</tr>
<tr>
<td>Winthrop</td>
<td>7,831,406</td>
<td>7,766,015</td>
<td>8,411,799</td>
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<td>College of Charleston</td>
<td>8,684,307</td>
<td>8,673,826</td>
<td>9,699,093</td>
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<tr>
<td>Francis Marion</td>
<td>4,300,621</td>
<td>4,398,452</td>
<td>4,708,074</td>
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<tr>
<td>Lander</td>
<td>3,163,615</td>
<td>3,174,694</td>
<td>3,459,802</td>
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<td>U.S.C.-Aiken</td>
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<td>1,890,764</td>
<td>2,559,461</td>
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<td>3,556,999</td>
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<td>3,469,853</td>
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<td>Clemson (Educational and General)</td>
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<td>29,739,845</td>
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<td>All Except Medical University and U.S.C. Medical School</td>
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<td>$131,166,997</td>
<td>$138,740,273</td>
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<td>Medical University</td>
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<td>54,678,767</td>
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<td>$185,884,698</td>
<td>$196,457,974</td>
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<td>Increase over 1977-78</td>
<td>$ 4,184,764</td>
<td>$ 4,184,764</td>
<td>$ 14,758,040 (8.1%)</td>
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</table>
Vice-President McInnis appended remarks to the President's report on two subjects. He indicated that the resolutions (from November) on emeritus faculty privileges and on proposed ambulance service had been referred to certain departments and committees for study and recommendations.

6. Old Business

There was a motion to recall from the table a resolution which was tabled at the last meeting. (FS-77-11-3). The motion was seconded and defeated.

Senator Burt noted that there were some errors on page 1 of the final compy of the October minutes and pointed them out specifically. He asked the Senate to approve that correction. The motion was seconded and approved.

7. New Business

a. Senator Steirer, Chairman of the Policy Committee, moved approval of FS-77-12-1, a copy of which is appended. The motion was seconded and, after brief discussion, was approved.

b. Senator Steirer moved approval of FS-77-12-2, a copy of which is appended. The motion was seconded and approved unanimously. The Secretary was instructed that the minutes should show that this resolution had the approval of the Welfare Committee as well as the Policy Committee.

c. Senator Steirer moved approval of FS-77-12-4, a copy which is appended. The motion was seconded and carried.

d. Senator Bishop moved that FS-77-12-3, the Resolution on Faculty Athletic Ticket Priorities, be read verbatim at the General Faculty Meeting, December 21. The motion was seconded and approved unanimously.

A motion was made to adjourn. The motion was seconded and approved. Meeting was adjourned at 5:45 p.m.

Respectfully submitted,

William C. Whitten, Jr.
Secretary

Members absent:

R. Noblet
K. DeHaven
J. H. Walker
F. L. Day
H. W. Fleming
O. S. Hipps

R. H. Hilderman
E. Burch (substitute present)
D. B. Smith (substitute present)
Whereas, open lines of communications within the University are important to the proper operation of the Faculty Senate, and whereas, the Tiger by its coverage of the Faculty Senate could provide such communications, BE IT RESOLVED, that the TIGER be invited to cover Faculty Senate Meetings.

Whereas the administration of Clemson University violated the provisions of the Faculty Manual for faculty participation in the selection of academic administrators in the recent appointment of an Associate Director of the Library in the following particulars:

1. Improper constitution of the search committee (Item 7, page 50);
2. Addition of candidates to the list recommended by the search committee, and attempts to force the committee to endorse these additions (page 49);
3. Appointment of an individual not recommended by the search committee.

Whereas the Faculty Senate cannot condone such unilateral abrogation of the Faculty Manual despite the explanation offered by the administration that external pressures imposed by affirmative action considerations caused the action taken, be therefore

Resolved, that the Faculty Senate condemns the Dean of the University and Dean of Undergraduate Studies for the abrogation of the particular provisions of the Faculty Manual, and asks that the Dean of the University provide assurances that in the future selection committees will be constituted properly and permitted to function without interference.

Be it resolved, that the Faculty Senate censures the Director of the University Library for his actions throughout the process of selecting an Associate Director, asks that he take immediate steps to restore the morale of the librarians, and asks that the responsible administrators monitor the situation carefully.

Resolution on Faculty Athletic Ticket Priorities

Whereas the Faculty of Clemson University is essential to the overall purpose and mission of the University; and

Whereas the Faculty has consistently supported the University's total athletic program during both good and bad times; and
Whereas the Athletic Department in the issuance of tickets for the Gator Bowl has shown a total lack of consideration for the faculty and staff of Clemson University; and

Whereas faculty, including season ticket holders, who are not also large IPTAY contributors have been denied by the Athletic Department both Gator Bowl tickets and parking previously assigned to basketball season ticket holders; Therefore,

Be it resolved that the Faculty Senate of Clemson University:

(a) protests the latest action by the Athletic Department regarding Gator Bowl ticket allocation and basketball season ticket parking;

(b) calls on the President and Athletic Director to address the Faculty Senate in January concerning these and other related issues,

(c) requests that the athletic ticket priority status presently used for faculty and staff be evaluated;

(d) requests that an audit of the Gator Bowl ticket allocation be conducted and the report published in the Faculty and Staff Newsletter; and

(e) calls upon the University Administration to consider the Faculty and its role in the success or failure of all University endeavors.

FS-77-12-4

LIBRARY HOURS EXTENSION

Whereas, the Faculty Senate has examined the proposal of the Student Senate to extend Library hours from 11:00 p.m. to 1:00 a.m. Sundays through Thursdays on a trial basis and finds that proposal practical and desirable,

Be it resolved that the University Library put the plan suggested by the Student Senate into effect on the trial basis suggested.
1. **Call to Order**

   The meeting was called to order by President Noblet at 3:35 p.m.

2. **Approval of Minutes**

   The minutes of the December meeting were approved after deletion of one paragraph.

3. **Special Reports - None**

4. **Committee Reports**

   a. Admission and Scholarship Committee; Senator Luedeman, Chairman, reported as follows:

   The Admissions and Scholarship Committee of the Faculty Senate met on January 10 at 2:00 P.M. in E202 Martin Hall. Senators Bryant, Edie, Jacobus, Luedeman, and McLellan were present. The Committee conducted the following business:

   (1) Discussed the reply from the Committee to the attached letter from H. Fleming presenting a complaint concerning the Faculty grade summary reports.

   (2) Invited Dean K. Vickery to meet with the Committee on January 25 at 1:00 P.M. in E202 Martin Hall to discuss transfer credits, admissions policies, and a change in the grading system to allow "plusses".

   (3) Discussed and approved the description of the concerns of the Academic Policy Committee proposed in the new Constitution of the Faculty Senate.

   (4) Grade Distribution Reports for 1976-77 have been distributed through the Department Head level. College summaries are as follows:

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<th>College</th>
<th>No.</th>
<th>Grades</th>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>W</th>
<th>F</th>
<th>I</th>
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</table>
November 21, 1977

MEMORANDUM

TO: Ray Noblet, President
The Faculty Senate

FROM: H. W. Fleming

RE: "Grade Summaries by Faculty Members," as reported to the
Faculty Senate, September 20, 1977

One of my colleagues in the College of Liberal Arts has inquired
as to the propriety of publishing and distributing grade summaries
by department and individual faculty members. You will recall
that such a summary was introduced and circulated at our meeting
of September 20, 1977.

It is this colleague's opinion that such publication of grade
summaries by individual faculty members breaches the privacy of
the grading process, represents an "attack" upon the faculty's
professionalism and subjects the faculty member to a kind of
administrative and public scrutiny that is inappropriate. Students,
should they have access to such a summary, could easily conclude
that one instructor or another is desirable because he gives
"better" grades and thus might schedule course work accordingly.
Others might draw similar conclusions. Yet the grade summaries do
not provide a true picture of the grading philosophy of the
individual faculty member concerned.

Would you please consider this matter and let me have the benefit
of your thoughts.
b. Policy Committee; Senator Steirer, Chairman, noted that the Committee plans to bring the proposed Constitution of the Faculty of Clemson University to the floor of the Senate at the time for "Old Business," and has no other report at this time.

c. Research Committee; Senator Van Lear, Chairman, reported as follows:

The Research Committee met on January 12 to continue study on the proposed University copyright policy. The Committee has written for copies of copyright policies at other universities and to the federal government for background materials.

d. Welfare Committee; Senator Melsheimer, Chairman, reported as follows:

The Welfare Committee met January 10, 1978 and will meet again on January 24, 1978 in the Library Classroom at 3:30 PM.

1. The committee heard reports from subcommittees regarding continued efforts in regard to the retirement system, summer faculty status, and the relation of faculty and administration salaries.

2. The committee considered the question of the recently released grade summary report being an invasion of academic freedom. The consensus reached was that publication of this information is not violative of academic freedom; indeed, the report was prepared at the request of the Faculty Senate.

3. The committee began a review of the question of equitable treatment of faculty in athletic ticket distribution.

e. Ad Hoc Committees--

Ad Hoc Committee on Inter-Collegiate Athletics; Senator Melsheimer, Chairman:

The committee met with the on-campus members of the Athletic Council on January 6, 1978. The committee proposal for revisions of the selection procedures and duties of the Athletic Council was discussed. Although the Council did not endorse the proposal, useful suggestions were made by Council members and agreement in principle was reached in several key areas. A Resolution requesting administrative adoption of the proposal is on the agenda today.

President Noblet spoke briefly concerning the deliberations of the Committee on University Housing Policies and stated that he will distribute a copy of the proposed policies to the Senate by inter-office mail right away.
Senator Adkins, Chairman of the Ad Hoc Committee on Group Life Insurance indicated that the Committee had recommended to the University Administration one particular company to provide group life insurance. The proposal will now be studied by the Administration.

f. University Councils and Committees--

Senator Dickey, Senate representative on the Honors Council noted that Council had given consideration to a proposal for an "Honors Dormitory." He solicited ideas which are feasible for recognizing academic excellence and thereby promoting an atmosphere of academic excellence on campus. These ideas can be transmitted to any member of the Honors Council.

5. President's Report

1. The Ad Hoc Committee appointed for the purpose of studying faculty and staff housing policies has completed its work and recommends that certain revisions in the general policy be adopted. The major changes are summarized as follows:
   a. A statement of purpose was developed reflecting how faculty and staff housing will be utilized for maximum benefit to the University.
   b. A deposit of $50.00 will be required with all applications. (not required in the past).
   c. Priority for assignment will be given to incoming faculty and staff and priority of married couples and heads of household over single applicants.
   d. Occupancy will be limited to 5 years. (It is intended that the 5 year limit not be imposed on those presently occupying University housing. All other provisions will apply to both present and future occupants.)
   e. Provisions are made for widows or widowers of active employees to occupy University housing for one year after the spouse's death.
   f. Rent will be paid through payroll deduction.

If approved, it is recommended that the new policies with the exception of the payroll deduction method of paying rent be made effective as soon as possible. It is suggested that the payroll deduction method of rent payment be made effective July 1, 1978.

2. The following recommendation was made to the Council of Academic Deans by the Graduate Council and was defeated at the December meeting.
   "That the last sentence under Final Examination on page 33 of the 1977-78 Graduate School Announcements be amended to read, "Failure of the second examination will result in the student being declared ineligible for an advanced degree at Clemson University." (This is consistent with the statement found on page 37 of the Announcements describing the qualifying examination for the doctorate degree.)"

The Admissions and Scholarship Committee is examining the matter and will report back to the Senate.
The Undergraduate Council presented the following recommendation:
"The Undergraduate Council recommends that each college shall accept a
minimum of ten semester hours in Aerospace Studies or Military Science
toward the baccalaureate degree in any curriculum."

After discussion the motion was tabled and Dean Green was asked to obtain
information from other institutions and present it to the Academic Deans
Council.

3. The Board of Trustees met on January 13th and 14th and the following
actions of interest were taken:

The Board approved the recommendation of the administration that the
contract for the Service and Support Facility be awarded to the low
bidder, Triangle Construction Company. Likewise, the Board approved
the recommendation that the contract for the renovation of Sirrine Hall
be awarded to Fiske-Carter Construction Company of Spartanburg, S. C.

The Board also approved the formation of a Computer Science Department
in the College of Sciences, effective July 1, 1978.

Trustee Holmes reported that an ambulance service on Campus should be
operational within 90 days. Students trained as Emergency Medical
Technicians will operate the ambulance service.

President Noblet added some oral notes to his report. The
Board of Trustees asked him to convey their thanks to the Senate
for the reception on Friday, January 13. President Edwards had
indicated to him that he had spoken to the General Faculty in
December and to the press, regarding the matter of tickets to
the Gator Bowl game on December 30, 1977, and that he really
had no more to add to those remarks.

With regard to the audit of Gator Bowl ticket distribution,
President Edwards thought that would establish an unfortunate
precedent and declined to authorize such an audit.

President Noblet indicated that the local chapter of the American
Association of University Professors had sent a letter to the
Board of Trustees making certain recommendations concerning the
selection process for a new University President. The Board
indicated to them that their recommendations should be referred
to the Faculty Senate.

Senator Lambert asked when the election process was to be
initiated with regard to election of a full professor to the
Selection Committee for a new President. President Noblet
indicated that he thought that this would be taken care of in
the immediate future.
A question was asked about the process in which an Associate Director of the Library was recently appointed, and about which the Senate had passed a resolution (FS-77-12-2).

Senators Noblet, Steirer, and Melsheimer sought to answer the question, indicating that the decision was irreversible and all agreed that assurances had been received of desired corrective measures.

6. Old Business

a. President Noblet indicated that resolution FS-77-11-3 had been on the table for some time, and asked if there was any wish to recall that resolution from the table. Senator Edie moved to recall FS-77-11-3 from the table. The motion was seconded and carried. After considerable discussion, particularly about whether the perogative of deciding curriculum requirement belonged to individual colleges and departments or to some other body, the motion to approve the resolution was defeated.

b. Senator Steirer, Chairman of the Policy Committee, moved approval of the proposed Constitution of the Faculty of Clemson University which had been distributed to the Senate at the December meeting. The motion was seconded, and paragraph-by-paragraph debate followed for approximately one hour and forty-five minutes. A considerable number of motions were made to amend the proposed constitution; some of them were minor in nature, some were major in nature. A summary of the outcome of these proposed amendments is as follows:

one motion voted on and approved, twelve motions accepted by the Policy Committee and incorporated, five motions voted on and rejected.

Senator Melsheimer moved that a mail referendum be held with regard to approval or disapproval of the proposed constitution, and that arrangements be made to schedule one or more meetings at which faculty members can ask questions and selected members of the Senate will attempt to answer. The motion was seconded and approved.

7. New Business

a. Resolution FS-78-1-1 was introduced and its approval moved. The motion was seconded and after some debate was approved. A copy is appended.

b. Resolution FS-78-1-2 was introduced and its approval moved. The motion was seconded. Since the matter had been under discussion in the Senate for several months, the motion was approved unanimously after short debate. A copy of the approved motion, along with a Faculty Senate Statement on the Clemson University Athletic Council is appended.
c. Resolution FS-78-1-3 was introduced, seconded, and approved unanimously. A copy is appended.

d. Resolution FS-78-1-4 was introduced, seconded, and approved unanimously. A copy is appended.

A motion to adjourn was approved at 6:15 p.m.

Respectfully submitted,

Wm. C. Whitten
Secretary

Members Absent:

C. L. Addison
R. W. McLellan
O. S. Hipps
R. H. Hilderman

J. Palmer (substitute present)
D. B. Smith (substitute present)
W. E. West (substitute present)
P. J. Bishop (substitute present)
E. Burch (substitute present)
WHEREAS many graduate courses which are necessary for a strong and flexible graduate program are offered on an irregular basis depending upon the interests of graduate students currently in residence, and

WHEREAS the Graduate School Announcements are intended to inform the prospective graduate student of the capabilities of the faculty of Clemson University, and

WHEREAS arbitrary administrative regulations requiring deletion of infrequently offered courses constitutes an infringement of both the Department's right to regulate its graduate offerings and of the academic freedom of the general Faculty,

BE IT RESOLVED that such a policy of arbitrary deletion by the Dean of the University of infrequently offered courses be discontinued. Moreover, be it resolved that the decisions regarding course deletions from the Graduate Catalog be the sole perogative of the various Colleges.
Resolution on the Athletic Council

Whereas the Athletic Council was established by the Board of Trustees to serve "in an advisory capacity to the Vice President for Student Affairs in matters pertaining to athletic affairs of the University other than routine administration," and

Whereas NCAA and ACC regulations require a controlling or advisory board to ensure institutional control and responsibility for the conduct of intercollegiate athletics, and

Whereas the Clemson University Athletic Council has not participated in a number of important decisions relating to intercollegiate athletics in the recent past, calling into question the University's compliance with Board of Trustees, NCAA and ACC intents regarding the Council's purposes, and

Whereas some aspects of the current method of selecting members call into question the effectiveness of the Council in representing the legitimate interests of the Faculty in the conduct of intercollegiate athletics, be it therefore

Resolved that the Faculty Senate requests the administration of Clemson University to adopt the attached statement on the Clemson University Athletic Council as enhanced and clarified operational guidelines for this body within the charter provided by the Board of Trustees.
FACULTY SENATE STATEMENT

on the

CLEMSON UNIVERSITY ATHLETIC COUNCIL

Purpose

The Athletic Council was established by the Board of Trustees to serve as an advisory council to the Vice President for Student Affairs on all matters related to intercollegiate athletics other than routine administration. NCAA and ACC regulations require that such an advisory or controlling board exist to ensure institutional control of intercollegiate athletics. The Council is predominantly composed of representatives of the university academic community to keep athletics in the proper perspective within the University.

Membership

The Athletic Council consists of eighteen members representative of various segments of the university community.

1. Ten members from the Faculty
   Six members from the faculty shall be appointed by the President of the University from nominations submitted by the Faculty Senate. Senate members are not eligible for nomination. The terms of service will be three years, staggered to ensure a continuous rotation of members. Vacancies will be filled for the unexpired term.
   In addition, the Faculty Senate President and the two immediate past Faculty Senate Presidents, and the Faculty Chairman of the University Scholarships and Awards Committee, will be members ex-officio.

2. Three members from the student body
   The President of the Student Body, the President of the Graduate Student Association, and the President of the Block C Club, ex-officio.

3. Four members from the broader university community
   The President and immediate past President of the Clemson Alumni Association and the President and immediate past President of IPTAY, ex-officio.

4. The Dean of Admissions and Registration.

   The Chairman and Secretary of the Council shall be appointed annually by the President of the University. The Chairman will be a Faculty member.

   Faculty members having served three years on the Council shall not be eligible for appointment until a full intervening term has elapsed. However, the Chairman of the Athletic Council may be reappointed at the discretion of the President of the University for a maximum of four successive Council terms.
Duties

The primary function of the Athletic Council is to provide advice to the Vice President for Student Affairs on matters concerning intercollegiate athletics. The areas of concern of the Athletic Council will include, but are not limited to, the following:

* The well-being of the student athlete.
* NCAA and ACC regulations regarding the conduct of intercollegiate athletics.
* Advice on the selection, term of appointment, and dismissal of Athletic Department administrator (e.g. head coaches, Athletic Director).
* Review of the athletic department budget, and recommending revisions where judged desirable.
* Review of proposed athletic scheduling.
* All matters of athletic policy.

In addition, the members serve as a communications medium to and from the University constituency they represent. Also, Council members will represent the academic community of the University at intercollegiate athletic events, NCAA and conference meetings, and media events related to athletics.
Resolved, that the Faculty Senate congratulates Coach Pell, the members of the coaching staff, and the members of the 1977-1978 Clemson University football team for their accomplishments during the 1977-1978 season.

Whereas the Athletic Department has recently recognized the priority of students for tickets to athletic events, and, whereas intercollegiate athletics are primarily undertaken to benefit students, and, whereas a major portion of the Athletic Department support derives from student generated sources, be it
Resolved, that students be given first priority to all athletic events.
The Senate approved these minutes as printed; however, there was an omission which was overlooked. On p. 7, Resolution FS-78-2-3 was moved, seconded, and carried. The printed minutes in the Newsletter will carry the correction.

Wm. C. Whitten, Jr.
Secretary of the Faculty Senate
1. **Call to Order**

The meeting was called to order by President Noblet at 3:35 p.m. A motion was made, seconded, and approved to change the normal order of business to permit Special Reports to be taken up first.

2. **Special Reports**

Mr. Richard C. Robbins, Academic Advisor, Office of the Vice-President for Student Affairs, addressed the Senate on the operation of his office which came into existence in 1965 as a result of a study recommending such establishment.

Mr. Robbins discussed the regulations under which he operates - University, Atlantic Coast Conference, NCAA, etc. He also summarized the evolution of these rules since 1962 noting in particular the changes in entrance requirements. He emphasized that the decision on entrance to the University is not made by the Athletic Department but by University entrance officials. He cited numerous examples of student-athletes who predicted poorly but had been successful students and emphasized that they accepted the challenge of athletes earning a degree. Mr. Robbins closed by offering his assistance in any way possible to faculty members who called upon him. President Noblet thanked him for his remarks.

3. **Approval of Minutes**

The minutes of the January meeting were approved with the deletion of one clause on page 6.

4. **Committee Reports**

a. **Admissions and Scholarship Committee; Senator Luedeman, Chairman, reported as follows:**

The Admissions and Scholarship Committee met in E202 of Martin Hall on January 25 at 1:00 p.m. with Dean Kenneth Vickery. The topics of discussion were as follows:

I. **Transfer Policy**

The Registrar's Office has compiled a listing of courses which have in the past been approved by the departments as substituting for various requirements. This list is organized according to the institution from which the course is being transferred. When this compilation is complete, the listing will be forwarded to the respective
departments for approval. Until the completion of the list, this list will be used by the Registrar's Office to approve transfer credit. This list will be updated annually.

II. Admissions Policy

In 1972 the Clemson average SAT score for entering Freshman was 995 while the national average was 937, in 1977 the average score for entering freshmen at Clemson is 985 while the national average is 899. In the 1977 entering Freshman class 35% were in the top 10% of their graduating class, 62% were in the top 20%, while 95% in the top 50% of their graduating class. Again in 1977, there were 5,466 applications for admission of which 3,754 were accepted and 2,477 enrolled. This means that 65.98% of those who were accepted enrolled in Clemson. Currently Clemson ranks 46th nationally in the number of advanced placement candidates for admission. This ranks us 8th in the South.

If a rising high school senior has a SAT score of 1100 or higher and ranks in the upper 20% of his graduating class or has a 3.5 GPR or above, he is guaranteed acceptance if he applies for admission, while a student with 930 SAT or above and upper 20% class rank or 3.5 GPR or above is encouraged in writing, to apply to Clemson. Clemson is on the tour of South Carolina high schools during the fall to encourage applicants.

Discussion followed on the admission criteria for athletes at Clemson. University requirements are that an in-state student is required to predict a 2.00 GPR in his major for admission while an out-of-state student must predict a 2.10 GPR for admission. Clemson has approximately 20% out-of-state students. In exceptional cases, a grant-in-aid athlete need only meet the NCAA standard of having a 2.00 GPR in high school to be accepted for admission. This year there are very few of these coming in, the others all meet the above predicted GPR standards.

Overall, the admission candidates for the Freshman class had 21 who predicted GPR 4.00 - Poole scholars were selected from this list. One has enough advanced Placement credits for 45 hours, two have 1500 SAT scores.

(III) The committee also discussed a recent Graduate Council resolution that Masters students who fail the second degree examination will be declared ineligible for an advanced degree at Clemson. This statement brings the catalogue in line with the similar requirement for the Ph.D. degree. The committee wishes the Senate's sentiments on this resolution which as failed in the Council of Academic Deans. The ensuing discussion was indecisive. No resolution was proposed.
Members present for the meeting were Senators Edie, McLellan, Bryant, Luedeman, and Jacobus.

b. Policy Committee; Senator Steirer, Chairman, noted that the committee would have one resolution to submit under "New Business." He also noted that the committee would meet on February 28 to deal with the proposed Constitution again. Senator Steirer asked for suggestions and guidance on several matters: (1) guidelines for the Senate President to reflect attitudes of faculty in selection of new University President; (2) the matter of faculty involvement in the process of selection of administrators (pp. 49-50 of the Faculty Manual); (3) a request from the President of the Student Body and from the President of the Student Senate to permit them to attend Faculty Senate meetings.

c. Research Committee; Senator Van Lear, Chairman, noted that the committee had met twice last month to study the proposed University Copyright Policy. A related resolution (FS-78-2-6) will be presented under "New Business."

d. Welfare Committee; Senator Melsheimer, Chairman, noted that the committee had met January 24 and had adopted a resolution to be submitted under "New Business."

e. Ad Hoc Committees

Senator Adkins, Senate representative on the Ad Hoc Committee on Group Life Insurance reported that the University Administration has approved the committee's recommendation of Prudential Life Insurance to offer Group Life Insurance to Faculty and Staff of Clemson University. Implementation will begin as soon as Prudential prepares its brochures and establishes its procedures. The policies will be Decreasing-Term policies with Accidental Death and Dismemberment clauses. Premium and coverage will be based on age and salary. Policies will have a maximum of $75,000 and dependent coverage will also be available. Of importance is the fact that no evidence of insurability will be required during the initial open-enrollment period.

f. University Councils and Committees

Senator Burt, Senate representative on the Traffic Committee, said that the Committee was considering revision of the Traffic Code, and asked for comments.
5. President's Report

1. The committee to study and make recommendations to establish priorities for distributing football tickets to bowl games has been appointed and the membership of the committee is as follows:
   - Charles W. Bussey Jr. - Chairperson - Laurens, S. C.
   - Diane Alberga - Graduate Student Assoc. - Clemson
   - J. Garner Bagnal - Immediate Past President Alumni Association - Statesville, N. C.
   - J. A. Berly - Immediate Past President Student Senate - Clemson
   - B. L. Edge - Immediate Past President Faculty Senate - Clemson
   - F. E. Hughes - Immediate Past President IPTAY - Winnsboro, N. C.
   - I. C. Briscoe - Athletic Council - Clemson
   - George U. Bennet - Asst. Athletic Director and Executive Secretary IPTAY - Clemson
   - H. C. McLellan - Athletic Director - Clemson
   - L. F. Holmes - Chairman Student Affairs Comm. Board of Trustees - Trenton, S. C.
   - George M. Moore - Director Alumni Relations, Clemson
   - Mary L. Purcell - Dept. of Purchasing and Supply Services - Clemson

2. Dean Hurst has responded on behalf of the Cabinet to FS-78-1-4 regarding giving students first priority to all athletic events. He noted that students are already given first priority to athletic events conducted at home and that Clemson University has no control over seating priorities for students at away activities.

3. Dean Hurst has likewise responded on behalf of the cabinet to FS-78-1-2 (Faculty Senate Resolution on the Athletic Council). The administration will not adopt this resolution because of action taken by the Board of Trustees on June 17, 1955. The action of the Board of Trustees at that time was to adopt the proposal (attachment A) which was submitted to the Board by the management consultant firm of Cresap, McCormick and Paget.

4. Dean Hurst has also responded to FS-78-1-1 (Resolution on Deletion of Graduate Courses). His reply covered many aspects of the problem of infrequently offered courses, at both the undergraduate and graduate level including the necessity of removing courses from the University Catalog. He also pointed out that these courses may be reinstated through normal channels after notification of removal. This memorandum will be distributed as information.
5. The following individuals have been appointed as an advisory committee to the Vice President for Academic Affairs to study a method of selecting a senior faculty member to serve on the Screening Committee during the selection of the next president:

- E. L. McLean - Agricultural Economics & Rural Sociology
- P. R. Lee - Architectural Studies
- M. A. King - Elementary & Secondary Education
- R. W. Gilchrist - Electrical and Computer Engineering
- L. W. Gahan - Recreation and Parks Administration
- C. H. Whitehurst - Industrial Management
- R. S. Lambert - History
- A. Durall - Nursing
- H. W. Graben - Physics & Astronomy
- R. Noblet - Faculty Senate, Ex. Officio

The group will meet Wed., Feb. 22nd.

6. Dean Susan Deloney is organizing a committee to study Campus lighting and security problems and Senator Pat Bishop will represent the Senate on this committee.

7. The Council of Academic Deans met on Jan. 23 and the following matters of interest were discussed:

a. Vice President Barnett reported that the travel-advance funds that we have had in the past at Clemson is not in compliance with S. C. regulations. He is continuing to pursue this matter and is hopeful that the situation may change.

b. Dean Hurst announced that the Alumni National Council met on January 21 and that the amount of funds for the Alumni Visiting Professorship was increased from $30,000 to $35,000 effective July 1, 1978. The Alumni Visiting Professorship for 1978-79 has been awarded to the College of Forest and Recreation Resources. He also announced that due to a surplus in the Alumni Visiting Professorship Account of approximately $20,000, that he would invite nominations for an additional Alumni Visiting Professor for one semester of 1978-79. He requested that these nominations be submitted by Mar. 1.

He also announced that an allocation of $2,500 was made by the Alumni National Council to be used for "Alumni Faculty - Staff Lecture Ships". These funds would be used to pay for travel and other expenses (no honorariums) for members of our faculty or staff to speak to off-campus groups in their various areas of expertise.
With reference to Item #1 in the President's Report, Dr. Edge, member of that committee, was present and President Noble asked him to report on the activities of that committee. He did so briefly; however, the committee is so new that there was little to report. He noted that Professor Briscoe was also a member and that the two of them would like to have a sub-committee formed to counsel with them. He recommended that the sub-committee be composed of Edge, Briscoe, two Faculty Senators, and one non-Senator faculty member.

Dr. Edge noted that athletic season tickets for 1978-79 would be 60% of the standard price and that no additional charges would be made for the JV football games.

A question was raised about the rejection by the Administration of FS-78-1-2 (item 3 of the President's Report). It was suggested that rejection on the basis of a policy adopted twenty-two years ago seemed arbitrary. Another Senator asserted that he did not believe that FS-78-1-2 was in conflict with the policy of the Board of Trustees as outlined in Attachment A of the President's Report.

Senator Palmer expressed concern about the darkness in the parking lots to the west and southwest of Jervey at basketball games, and wondered if some improvement was not possible.

6. Old Business

a. Constitution and By-Laws

President Noble directed the attention of the Senate to the revised Constitution of the Faculty of Clemson University circulated as of date January 24, 1978. Questions have been raised whether the "new" Constitution is a revised Constitution or an entirely new Constitution. In a later, undated memorandum to the Faculty (of about February 18, 1978), the President of the Faculty Senate had ruled that this was an entirely new Constitution, and that a simple majority of the votes cast would indicate approval. The Chair stated that he had erred in his earlier memo in ruling that a simple majority was required; the Chair now rules that a two-thirds majority is required to amend (revise). Senator Burt asked how changes would be made in the proposed Constitution if the revision was defeated in referendum. After considerable discussion, the Chair ruled that following more study and revision by the Policy Committee, the revised Constitution would be submitted to the Senate in March (without debate), voted on in April, and submitted to the faculty in May.

It was suggested, and the Chair ruled, that the two-thirds majority required for approval on the mail referendum to be completed on Feb. 27, 1978, was to be two-thirds of the ballots distributed.
b. **Other Business**

Senator Addison distributed the Report of the Ad Hoc Committee on Fringe Benefits and commented briefly thereon. A copy of this report is appended.

7. **New Business**

a. Resolution FS-78-2-1 was introduced and its approval moved and seconded. Senator Steirer asked if FS-78-2-1 and FS-78-2-4 were not in conflict. He suggested that the Welfare Committee withdraw both, reconsider them, and resolve the conflict in a later resolution. The Welfare Committee declined to do so, and FS-78-2-1 was defeated.

b. Resolution FS-78-2-2 was moved, seconded, and after some discussion, was approved unanimously.

c. Resolution FS-78-2-4 was moved, seconded and carried.

e. Resolution FS-78-2-5 was moved, seconded and carried.

f. Resolution FS-78-2-6 was moved, seconded and carried.

Copies of these resolutions are appended. The Chair announced that he was appointing Senators Burch and Melsheimer to serve on the sub-committee to study priorities for tickets to bowl games.

The meeting was adjourned at 6:00 p.m.

Respectively submitted,

Wm. C. Whitten, Jr.
Secretary

Members Absent:

W. E. West
D. D. Edie
F. L. Day
H. B. Bryant

J. L. Prince (substitute present)
R. H. Hilderman
ATTACHMENT A

PROPOSALS

A number of specific proposals are offered to broaden the scope of the Athletic Department, define its objectives, control its operation, and strengthen its relationship to the remainder of the institution.

The Athletic Department Should be Reorganized

Under the proposed organization, it is recommended that the director of athletics report administratively to the dean of students and that the Athletic Council serve as an advisory body to the dean of students. The Athletic Council is retained in order that faculty participation in athletic matters may be continued. It is removed from the direct line of authority, however, to assure that authority for all operational matters remains with the Board of Trustees, the President, and the individual responsible as head of the department.

Policies Governing The Athletic Department Should Be Approved By The Board Of Trustees

The Athletic Council should no longer have the major role in athletic policy determination nor should the director of athletics be permitted to operate under his own policies which have not been submitted to the Board for approval. Recommendations of policies which should be adopted at once are listed below. Other policies defining the full scope and operation of the department should be developed by the director and subject to full administrative review at all levels before being submitted to the Board. The Athletic Council should advise the dean of students in the consideration of all policies developed.
Introduction

Fringe benefits at Clemson University are competitive with those of other universities with similar characteristics. These include the benefits that extend beyond the normal statutory requirements, which are offered by the institution.

Fringe benefits at a university that are adequate in both quantity and quality very well may be the principle assets for attracting, securing, and maintaining talented-quality staff.

An inventory of the several fringe benefits offered at Clemson are published in the Nineteen Seventy Six Manual for Faculty Members, pages 60 to 71.

This committee was formed "to ascertain and study fringe benefits available to faculty members and attached personnel and make any needed recommendations to the Senate..."

The Ad Hoc Committee on Fringe Benefits has looked into the quantity and at times the quality of the benefits offered here at the University and attempted to compare Clemson to seventeen of the twenty-nine other universities polled within the mainland USA.

A measure of the quality and adequacy of the benefits may be assumed sufficient by the percentage of money spent by the University for fringe benefits. A list of these benefits follow:

The rate used by the University for the computation of its cost of employee fringe benefits are:

1. Social Security-----6.05% (excluding earnings over $17,700)

2. Retirement - State System
   (a) Retirement----------6.8%
   (b) Group Insurance------0.3%
3. Retirement - Police System
   (a) Retirement-----------------10%
   (b) Group Life Insurance--------0.55%
   (c) Accidental Death Benefit-----0.35%

4. Health Insurance - State Employees - $297.48
   per person per year or $24.19 per person/mo.

5. Workmen's Compensation Insurance - 0.40% of total estimated personal service. This applies only to personal service of institutions of higher education (including Tech. & Comp. Ed.), Mental Health hospital, Mental Retardation hospital, and State Park Health Center. (From Office of Financial Management)

Fringe benefits of Clemson University are listed below and a list of the universities which were contacted are included at the end of this report. A special chart was developed to better see the comparisons in terms of quantity of benefits, which is included as part of this report.

Recommendation

Finally, the committee recommends that other committees be formed to study specific benefits in more detail in order to determine the quality of the benefits offered to faculty members and attached personnel.

Respectfully submitted,

D. B. Smith  
C. L. B. Addison

R. W. Drummond  
R. T. Benson
APPARENT FRINGE BENEFITS OF CLEMSON UNIVERSITY

Fringe Benefits -- May be considered those acts of kindness that exist beyond the normal statutory requirements offered by the organization that has directional or other authoritative control over a person or group of persons.

The following benefits may fall into this category:

1. Use of the Clemson University Library Facilities
   (a) Extended loan privileges
   (b) Inter-library loan system
   (c) Special rooms for faculty research and study

2. Faculty Research Assistance
   (a) Funds available from the Faculty Research Committee of the University Research Council
   (b) The Committee makes awards to new faculty members initiating research
   (c) Information concerning and assistance with applications for research support from federal and state agencies, industrial organization, foundations, and institutes are also offered.
   (d) Fellowships for faculty members.

3. Faculty Enrollment in Graduate Studies -- A faculty member whose rank is instructor may pursue a degree of the University with the approval of appropriate administrative officials and the Dean of Graduate Studies and University Research.

4. South Carolina State Employees Association Membership -- Full-time faculty only may be members of S.C.S.E.A.
   (a) Group insurance benefits and voluntary deductions
   (b) S.C. State Employees Credit Union
   (c) S.C.S.E.A. merchants discounts

5. Group Insurance Benefits and Voluntary Deductions
   (a) South Carolina State Health Insurance Program
   (b) Travelers Insurance Program
   (c) South Carolina State Employees Association Insurance Program
   (d) South Carolina State Employees Credit Union

6. Tort Liability Protection

7. The Tax-deferred Annuity Program

8. Faculty and Staff Housing

9. Retirement Benefits
OTHER FRINGE BENEFITS

1. Cost reduction for athletic or sports events (How much of a reduction in comparison to other institutions)

2. Use of athletic facilities at reduced rates
   a. Fike Field House
   b. Tennis Courts
   c. Track Field for Jogging, etc.

3. Parking Privileges - Free

4. Concerts, movies, plays and other social and cultural affairs at reduced rates or free.

FS-78-2-1

Resolution on Faculty - Staff Athletic Ticket Priorities

Whereas Faculty and Staff dedicate their lives to the University, often at a financial sacrifice compared to potential employment outside the University, and

Whereas many contributors to IPTAY use employer matching contributions to lessen the financial burden of IPTAY membership thus allowing many individuals to establish high athletic ticket priority at a lower net cost than available to University employees, be it therefore

Resolved that Faculty - Staff athletic ticket priority be improved to a more equitable level by means such as

(1) Recognition of professional rank or length of University service in the ticket priority system such that equivalence with the highest IPTAY contribution priority is attainable, and/or

(2) Making IPTAY memberships available to faculty and staff at half price.
Whereas, the University Affirmative Action Committee was created to advise executive officers in affirmative action matters;

And Whereas, the University Affirmative Action Committee has been ignored and not permitted to meet its responsibilities in recent affirmative action cases;

Be It Resolved, that the University Affirmative Action Committee either be consulted on a regular basis for purposes of advising and being informed by the responsible administrators in affirmative action matters or be dissolved.

RESOLUTION ON USE OF PLUS AND MINUS FINAL GRADES

WHEREAS the present system of final grades is in many cases an imprecise measure of a student's achievement in a course because a letter grade does not reflect the disparity which exists between a grade at the top of a given letter category and grade at the bottom of the same letter grade. Such a system is unfair to the student whose work is in the higher range of a grade level because the final grade does not reflect that fact.

WHEREAS the present grading system encourages grade inflation because instructors in many cases will assign a student a grade higher than what he has actually made because there is currently no way to distinguish between the quality of work, for example, between a high B and a low B, be it therefore

RESOLVED that the University should modify its present grading system by the use of plus and minus letter grades which would show more accurately the correlation between student's performance in a course and the grade he receives.
RESOLUTION ON ATHLETIC TICKET PRIORITIES

WHEREAS one of the reasons often cited for university participation in "major" intercollegiate athletics is the maintenance of close ties between the institution and alumni and friends with resulting contributions to the Clemson Alumni Loyalty Fund and the Clemson University Fund, and WHEREAS the failure of the Clemson University athletic ticket priority system to recognize contributions to these funds tends to negate this potential benefit of intercollegiate athletics to the University as a whole,

BE IT THEREFORE RESOLVED that the athletic ticket priority system be revised to equitably acknowledge contributions to the CLEMSON ALUMNI LOYALTY FUND and the CLEMSON UNIVERSITY FUND.

RESOLUTION ON IPTAY SUPPORT OF ACADEMIC EXCELLENCE

WHEREAS IPTAY has been of great service to the University in providing the means for the achievement of excellence in the athletic programs of the University, and WHEREAS IPTAY has succeeded in generating enormous public support of this mission of athletic excellence, to the point where IPTAY annual income far exceeds current athletic grant-in-aid expenditures,

BE IT THEREFORE RESOLVED that the Faculty Senate of Clemson University calls on the membership of IPTAY to broaden their objectives to total University excellence and to utilize excess IPTAY income over and above athletic grant-in-aid requirements (with reasonable reserves) to fund a program of academic excellence through an IPTAY National Merit Scholarship program.
WHEREAS, the proposed copyright policy drafted by the Copyright Committee of the University Research Council does not foster, enhance, and maintain traditional scholarly incentives for the production of copyrightable materials, and

WHEREAS, the proposed policy is unclear as to the procedures to be used in arriving at a just and fair determination of ownership equity, be it therefore

RESOLVED, that the Faculty Senate reject the proposed University copyright policy and that the Research Committee prepare a modified copyright policy to be considered at the next Senate meeting.
MINUTES OF THE FACULTY SENATE

March 28, 1978

1. Call to Order

The meeting was called to order by President Noblet at 3:35 p.m. Senator McInnis moved that the Senate suspend its usual order of business at 4:30 p.m. in order to conduct the election of Senate officers, at the end of which normal business would be resumed. This time was suggested in order to ensure the largest possible number of electors being present. The motion was seconded and approved.

President Noblet noted that three Senators were absent attending the funeral service for Professor Douglas and had requested permission to vote for Senate officers by written proxy. He asked the wishes of the Senate. The request was approved.

President Noblet also noted that Senator Addison was absent and had sent a substitute who requested the right to vote for Senator Addison. The Senate decided that this was not in accordance with the Constitution.

2. Approval of Minutes

The minutes of the February meeting were approved with one minor change.

3. Special Reports - None

4. Committee Reports

a. Admissions and Scholarship Committee; no report.

b. Policy Committee; Senator Steirer, Chairman, simply noted that his committee will report concerning the Constitution of the Faculty under "Old Business," and will have a resolution to propose under "New Business."

c. Research Committee; Senator Van Lear, Chairman, noted that the Committee had met twice since the last Senate meeting to work on revising the proposed University Copyright Policy. Major modifications were incorporated into the document, which was distributed to the Senate for study. A related resolution will be submitted under "New Business."

d. Welfare Committee; Senator Melsheimer, Chairman, noted that the Committee would have a resolution for submission under "New Business." He also noted that they distributed today a preliminary report on faculty compensation.
e. Ad Hoc Committees:

Senator Melsheimer, Chairman of the Ad Hoc Committee on Inter-Collegiate Athletics, noted that the Committee will have a resolution for submission under "New Business."

Senator Adkins, Senate representative on the Group Life Insurance Committee reported as of this date (March 28, 1978), 1032 employees of Clemson University had signed up to purchase one or the other of the group life insurance options. The company (Prudential) needs 1250 to 1500 in order to make this group plan operative. All individuals who have not returned the enrollment card will be sent another card asking them to enroll in the group plan or to indicate that they do not want the insurance. This is supposed to be done by April 3.

f. University Councils and Committees:

Senator Luedeman, Senate representative on the Undergraduate Council reported briefly on the actions of that council; (a) approval was given to permit certain RPA courses to be taken Pass-Fail, (b) recommend that first seven weeks only of a semester constitute a period during which students can freely withdraw from class without permanent record, (c) recommend precise limits as to the maximum semester hours which a student can schedule related to his GPR, (d) several proposals made by the Student Senate were not approved. Others were referred to committee, and some had effectively been approved in other ways. Complete details of these actions are available in the minutes of the Undergraduate Council.

Senator Burt, for the Traffic Committee, reported that a sub-committee has been studying the problem of parking on East Campus and will have a proposal soon which is expected to alleviate the situation.

President Noblet reported that the Athletic Council met recently and considered several matters:
(1) Complete review of athletic ticket priorities;
(2) to support an application of Georgia Tech to become a member of the Atlantic Coast Conference, (3) Athletic Directors McLellan and Carlen, of Clemson and USC respectively, are involved in some disagreement over the desire of USC to reduce the number of tickets to be allocated to the visiting team at the annual football game between the two schools.

5. President's Report

A. President Edwards has appointed the individuals listed below to serve on the "Self-Evaluation Steering Committee" to evaluate current University policies and practices concerning nondiscrimination on the basis of handicap.
B. The following Faculty Senate resolutions passed in February have been responded to by Dean Hurst as follows:

1. FS-78-2-2 -- Resolution on Affirmative Action Committee. Dean Hurst responded that in a recent situation he chose to make a decision relative to affirmative action after consulting with the Affirmative Action Coordinator in the academic area and the Affirmative Action Officer for the University. He further stated that in as much as the resolution indicates that the Affirmative Action Committee has been ignored and not permitted to meet its responsibilities in recent affirmative action cases, that he would appreciate being apprised of these cases.

2. FS-78-2-3 -- Resolution on Plus and Minus Grades. This resolution has been referred to the Undergraduate Council for their consideration.

3. FS-78-2-4 -- Resolution on Athletic Ticket Priorities. This resolution was referred to the Athletic Council. At the last meeting of the Athletic Council, the council moved to appoint a committee to study the whole matter of Athletic ticket priorities and to consider this resolution in their deliberations.

4. FS-78-2-5 -- Resolution on IPTAY support of Academic Excellence -- This resolution has been forwarded through Dean Cox to the officers and directors of IPTAY for consideration at their next meeting on June 8, 1978.

5. The following Withdrawal from Class Policy for Undergraduates was endorsed by the Council of Academic Deans.

   That the first seven weeks of a semester constitute a free drop period. Courses dropped during this period are not recorded on the student’s permanent record. That a student enrolled in a class after the first seven weeks of classes shall have final grades recorded unless the student withdraws from the University or can demonstrate to the Dean of Undergraduate or Graduate Studies confirmable extenuating circumstances why the student should be allowed to withdraw from the course.

6. Three items from the Student Senate Resolution R-77-78-74 were considered.
   A. Item F which reads as follows was approved:

   "That the Law School Admission Test (LSAT) shall be offered on the University campus to students on a regular basis."
B. Item H was referred to the Council of Academic Deans without a recommendation from the Undergraduate Council. It reads as follows:

"That before, and after the registration period, professors shall not be switched from one section to another section without the students knowledge; that is that students be notified during the regular registration period, before classes begin, through an asterisk on their schedule card." Item H was not endorsed by the Council of Academic Deans.

C. Recommend endorsement of Item I of Student Senate Resolution R-77-78-74, which reads as follows:

"That, in the interests of fairness, governance, and improved University communications and relations, the President of the Student Senate be made an ex-officio voting member of the Clemson University Educational Council, with all the rights, responsibilities, and privileges pertaining thereto." Item I also wasn't supported by the Council of Academic Deans.

7. Dean Hurst has asked the Faculty Senate to consider Student Senate Resolutions R-77-78-77 on the Redeemable F and R-77-78-74 on Academic Reorganization. I have referred these to the Admissions and Scholarship Committee for appropriate action.

A motion was made, seconded, and approved to invite Dean Landrith inform the Senate with regard to the high failure rate of college senior taking the National Teacher's Exam.

6. Old Business

Senator Steirer, Chairman of the Policy Committee, reported that the Committee had met four times since the last Senate meeting to consider revisions in the Constitution. One of these meetings was with Dean Hurst and President Edwards. The Committee feels that it was clear that Dean Hurst believes that it is necessary that the proposed Constitution state more explicitly, than did the earlier version, exactly what is meant in the sections on reorganizing the councils and committees of the University. The Committee has been studying this and believes it to be appropriate if it can be done and still have the document conform to the general, broad principles of the Preamble. Obviously to do so will make the document more lengthy, and brevity was one of the principles the Committee was trying to follow. To date the Committee has been unable to complete its work but will continue. It was noted that two proposed amendments were distributed to the Senate today for study for April consideration. Considerable discussion ensued with regard to Constitutional revision which the Policy Committee will consider.
7. **New Business**

Resolution FS-78-3-1 was introduced by the Welfare Committee and its adoption was moved and seconded. Senator Fleming moved the addition of "Staff" to the intent of the resolution. This was seconded and some discussion ensued. On the vote, the amendment was defeated. Senator Young moved the deletion of the last "Resolved," and the motion was seconded.

At this point, it was noted that 4:30 had arrived, and business was suspended in order to elect Senate officers.

For President of the Senate, Senators Burt, Steirer, and Whitten were nominated by the Advisory Committee and there were no nominations from the floor. Senator Steirer was elected President.

For Vice President of the Senate, Senators Dickey, Edie, and Jacobus were nominated by the Advisory Committee and there were no nominations from the floor. Senator Jacobus was elected Vice President.

For Secretary of the Senate, Senators Adkins and Fennell were nominated by the Advisory Committee and there were no nominations from the floor. Senator Adkins was elected Secretary of the Senate.

The Senate then resumed its consideration of FS-78-3-1 and the amendment offered by Senator Young. On the question the motion was approved 15 to 11. Resolution FS-78-3-1 was then approved as amended. A copy is attached.

Resolution FS-78-3-2 was introduced and its adoption moved, seconded, and approved. A copy is attached.

Resolution FS-78-3-3 was introduced and its adoption moved and seconded. The purpose of such an action was questioned by several speakers. It was pointed out that the resolution was an attempt to further improve communication, and that the President of the Faculty Senate had a standing invitation to attend Student Senate meetings. On the question, the motion carried and a copy of the resolution is attached.

Resolution FS-78-3-4 was introduced by the Welfare Committee, and its adoption moved and seconded. It was pointed out that an earlier resolution, (FS-78-1-2) on the selection of faculty members to the Athletic Council, had received an unfavorable response from the Administration on the basis that the resolution was in conflict with Board of Trustees policy. The Welfare Committee urged the view that the resolution was not in such conflict; and the motion carried unanimously. A copy is attached.
Resolution FS-78-3-5 was introduced by the Research Committee, and its adoption moved and seconded. A motion was made to add another paragraph. The amendment was seconded and approved. The resolution was then approved, and a copy, as amended, is attached.

A motion to adjourn was approved at 5:10 p.m.

Respectfully submitted,

Wm. C. Whitten, Jr.
Secretary

Members Absent:

J. L. Prince
F. L. Day
J. Melton
H. B. Bryant

R. H. Hilderman
C. L. Addison (substitute present)
Resolution on Faculty Athletic Ticket Priorities

WHEREAS the Faculty is not only an integral part of the University but indeed the very heart of the University, it should receive primary consideration in all University activities, and

WHEREAS numerous individuals not associated with the University have been sold a higher athletic ticket priority status than that accorded the Faculty, and

WHEREAS many faculty members perceive this as meaning that mere monetary "donations" are regarded by the University Administration as more important than the contribution made by faculty members in the service of the University, resulting in lowered faculty morale, be it therefore

RESOLVED that the Faculty Senate requests the University reorder its athletic ticket priority structure to reflect the importance of the Faculty in achieving the objectives of the University,
Resolution on East Campus Parking

WHEREAS the present building program of the University has resulted in the loss of a large number of faculty and staff parking spaces, especially on the East Campus; and

WHEREAS this has resulted in substantial inconvenience to affected faculty and staff; and

WHEREAS the responsible administrative officials at Clemson University have not taken steps to provide alternate faculty and staff parking spaces in those areas of the campus affected; be it therefore

RESOLVED that the Faculty Senate endorse the proposal appended hereto and submitted to administrative officials of the University by the parties identified in the covering memorandum, with the understanding that Faculty Senate support is welcomed by but not specifically solicited by the authors of this proposed new parking plan.
WHEREAS, the Presidents of the Student Body and Student Senate have asked to be accorded the privilege of being invited to Faculty Senate Meetings, be it therefore

RESOLVED that the Presidents of the Student Body and Student Senate be invited on a regular basis to attend Faculty Senate meetings beginning with the April 1978 meeting of the Faculty Senate.

FS-78-3-4

Second Resolution on the Athletic Council

Whereas the Faculty Senate proposal for revision of the selection procedure for faculty members on the Athletic Council, and for clarification of Athletic Council responsibilities, is not in conflict with any Board of Trustees' actions known to the Senate, and

Whereas the Senate proposal is more in keeping with the spirit of Trustees' actions in 1955 ("The Athletic Council is retained in order that faculty participation in athletic matters may be continued.") and in 1969 ("The Athletic Council should be composed of non-Athletic Department personnel, serving in an advisory capacity to the Vice President for Student Affairs in matters pertaining to athletic affairs of the University other than routine administration.") than the Council currently is, be it therefore

Resolved that the Faculty Senate requests the administration of Clemson University to give careful and thoughtful reconsideration to Senate Resolution FS-78-1-2 and the attached statement on the purpose, membership, and duties of the Clemson University Athletic Council.
WHEREAS, a copyright policy is in the best interests of Clemson University, its faculty, staff, and students, and
WHEREAS a University copyright policy should foster and enhance an atmosphere of creativity for its employees and students and
WHEREAS the University should share in royalty equity when it provides significant support in the creation of copyrightable materials, be it therefore
RESOLVED that the Faculty Senate endorse the proposed University Copyright Policy as revised by the Senate Research Committee, and be it
RESOLVED that the revised policy be accepted by the Administration as the official Copyright Policy of the University.
In a president's report earlier this year President Noblet noted the low per centile standing of Clemson Faculty's overall compensation (salary plus fringe benefits) relative to AAUP category I universities throughout the nation. In order to provide a clearer picture of Clemson Faculty compensation the data from AAUP studies (published annually in the AAUP Bulletin) over the past 7 years have been examined. A preliminary report is given here.

Average compensation for each rank has been compared with other South Carolina institutions, other Atlantic Coast Conference institutions, category I universities in neighboring southeastern states and category I institutions nationwide. In this report the figures from the 1976-77 academic year are given in the attached table.

At the rank of professor, Clemson trails all universities considered which are in the category I classification. In the comparison with ACC universities the average difference is 18.7%, with a range of 36.2% lower than Virginia to 7.7% lower than Wake Forest (not a category I university).

At associate professor level the average ACC faculty member's compensation is 10.5% higher than at Clemson with a range of 20.5% higher at Virginia to 3.5% higher at NC State.

Assistant professors at Clemson are 10.6% lower than their average ACC counterpart. The spread is a little less, 14.4% lower than UNC to 5.6% lower than NC State.
Instructors at Clemson are .7% higher than the average ACC instructor, with a range of 9% lower than UNC to 7.5% higher than Virginia.

In view of the figures presented in this preliminary report, it is recommended that the Faculty Senate make a thorough review of the Faculty compensation situation at Clemson a major effort for the upcoming Senate year. A recommended program for adjustment of salary scales at Clemson to remedy/deficiency apparently existing should be developed and presented to the Administration.

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<th></th>
<th>Clemson</th>
<th>Citadel</th>
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<th>ACC</th>
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<td>-3.0%</td>
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*Average compensation(salary plus fringe benefits) relative to Clemson average compensation for academic 1976-77 as published in AAUP Bulletin. + means higher than Clemson, - means lower than Clemson. Unless noted, all institutions are AAUP category I.

a not category I.

b UNC, NC State, Virginia, Wake Forest, Maryland. Figures for Duke for 1976-77 were not available.

c Neighboring states and their neighbors: USC, Florida, Florida State, Georgia Tech, Alabama, Auburn, U. of Tenn., Vanderbilt, UNC, NC State, Virginia, VPI, Maryland (included because of ACC connection).
MINUTES OF THE FACULTY SENATE

April 18, 1978

1. Call to Order
The meeting was called to order by President Noblet at 3:37 p.m.

2. Approval of Minutes
The minutes of the March meeting were approved after several minor corrections and instructions by the Senate that a preliminary report on salaries distributed by the Welfare Committee be included in the March minutes.

3. Special Reports
None

4. Committee Reports
a. Admissions and Scholarship Committee; Senator Luedeman, Chairman, noted that there were a number of resolutions which the Clemson University Student Senate had passed, and which were to be considered by the Undergraduate Council of which he is a member. He requested that the Senate give him an expression of sentiment on each of these resolutions which are hereafter briefly stated with the sentiment of the Senate expressed immediately thereafter.

Item C - That the final drop date for classes shall not be altered. Only one Senator supported.

Item D - That the mid-term grading system shall be abolished. No support, unanimous opposition.

Item E - That no mandatory out-of-class attendance requests can be made of students without proper hourly compensation. This shall apply to field trips, out-of-class lectures, speaking engagements, etc. One Senator supports, others oppose.

Item F - That the Law School Admission Test (LSAT) shall be offered on the University campus to students on a regular basis. Has already been approved administratively.

Item G - That professors may not administer tests or require written assignments from the text until the Clemson University Bookstore has in supply a copy of the required texts for each individual student. Three Senators support, others oppose.
Item H - That before, and after the registration period, professors shall not be switched from one section to another section without the students knowledge; that is that students be notified during the regular registration period, before classes begin, through an asterisk on their schedule card. No support.

Item I - That, in the interests of fairness, governance, and improved University communications and relations, the President of the Student Senate be made an ex-officio voting member of the Clemson University Educational Council, with all the rights, responsibilities, and privileges pertaining thereto. Twenty Senators support, three oppose.

Item J - That the Student Senate strongly recommends that professors abolish attendance requirements for their classes. Three Senators support, others oppose.

Item K - That no class quizzes, tests, or examinations be administered during the week before commencement of final exams. Twelve Senators support, eighteen Senators oppose.

Item L - That examination schedules be made more flexible, with faculty being authorized to reschedule exams should this action be required individually or jointly. Three Senators support, others oppose.

Item M - That all graduating seniors, achieving a "B" average or better in a course, be allowed to exempt final exams, except where final exams are not cumulative. Unanimous opposition.

Item N - That any professor giving a lecture exam shall prepare these exams in such a manner that they may be finished within the fifty minute time period or the time allotted to the class period. No support, four abstentions, otherwise unanimous opposition.

Item O - That a professor be allowed to determine whether or not a final exam is necessary according to his wishes instead of departmental policy. Fourteen Senators support, nineteen Senators oppose.

Redeemable F - That a redeemable F policy for first semester freshmen be implemented at Clemson. No Senate support.

b. Policy Committee; Senator Steirer, Chairman, noted that the Committee was bequeathing a good deal of unfinished business to the incoming Policy Committee; also, they would submit two proposed amendments under "New Business."

c. Research Committee, Senator Van Lear, Chairman, submitted a brief annual report as follows:
The Research Committee worked on two projects during the past year. First, it prepared a report on the indirect costs of research, and submitted it to the Senate as information. Secondly, the committee completed a major revision of the proposed University copyright policy, which the Senate accepted at its last meeting.

d. Welfare Committee; Senator Melsheimer, Chairman, noted that they had distributed several reports to the Senate (see Attachment A appended); they will also have several resolutions to propose under "New Business."

e. Ad Hoc Committees:

Senator Melton, for the Ad Hoc Committee on Faculty Evaluations made the following report:

The work of this committee must end prematurely, since the committee as it is constituted can no longer exist under the rules of the Senate. For this reason we are dissolving this committee with the following recommendations:

1. Since we feel that the current form should be discontinued we recommend strongly that the Senate continue to monitor the evaluation process closely, and in particular to react to the report of the University Evaluation Committee when it is available.

2. We recommend that the Senate continue to seek alternative methods of evaluation. We would like to submit to the Welfare Committee a Faculty Self-evaluation Form, to be reviewed by the Committee as a possible alternate form.

3. Other suggestions will be contained in the written report I will forward to the Executive Committee.

Senator Melsheimer, for the Ad Hoc Committee on Intercollegiate Athletics, suggested that the committee be reconstituted under the new Senate, and that it continue to function at least until the administration responds to the Senate initiatives.

Senator Adkins, Senate representative on the Committee for Group Life Insurance, reported that as of this date (4-18-78) 1548 University employees have signed up for some form of the insurance, totaling over $38,000,000. These life insurance policies will go into effect May 1, 1978.

f. University Councils and Committees:

Senator Melsheimer noted that President Edwards had formed a Bowl Ticket Distribution Committee to recommend a policy for future use. Professors Edge and Briscoe are on the Committee and asked the Senate to appoint two advisors. Melsheimer and Burch were so appointed. Melsheimer asked the Senate to indicate a preference between four alternative schemes for distribution; (A) Lottery - 16 votes, (B) Seniority - 8 votes, (C) Iptay Contribution - 0 votes, (D) Total University Contributions - 3 votes.
5. President's Report

1. Dr. John Jacobus has resigned the office of Vice-President of the Faculty Senate effective April 15th. Dr. Jacobus has accepted a position at Tulane University and will be leaving Clemson in the near future. On behalf of the Faculty Senate, I express congratulations to him and extend our appreciation for the many contributions he has made in Faculty Senate activities.

2. The newly elected Faculty Senators are:

<table>
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<th>College and Senator</th>
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<td>Agricultural Sciences</td>
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3. The Educational Council met on April 3rd and the following items of interest were dealt with:

   a. The withdrawal policy approved by the Council of Academic Deans in March was referred to the Dean of Undergraduate Studies and the Dean of Admissions and Registration for further study.

   b. The Council of Academic Deans had also recommended that preliminary grade reports be discontinued. This recommendation was referred back to the Council of Academic Deans for further study.

   c. The Council recommended that steps be taken to implement the offering of the Law School Admission Test on a regular basis as soon as possible.
## Faculty Senate Resolution Scoreboard

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<td>Revision of Constitution and By-Laws</td>
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<td>TIGER - Coverage of Senate Meetings</td>
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<td>Library Hours Extension</td>
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<td>Deletion ofInfrequently Offered Courses</td>
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<td>Resolution of Athletic Council</td>
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<td>78-1-3</td>
<td>Congratulations to Coach Pell</td>
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<tr>
<td>78-1-4</td>
<td>Students - First Priority to all Athletic Events</td>
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<td>78-2-2</td>
<td>Affirmative Action Committee</td>
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<td>*78-2-3</td>
<td>Plus and Minus Final Grades</td>
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<td>*78-2-4</td>
<td>Athletic Ticket Priorities</td>
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<td>*78-2-5</td>
<td>IPTAY Support of Academic Excellence</td>
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<td>**78-2-6</td>
<td>Rejection of Proposed Copyright Policy</td>
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<td>**78-3-1</td>
<td>Resolution on Athletic Ticket Priorities</td>
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<td>Resolution on East Campus Parking</td>
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<td>78-3-3</td>
<td>Invitation to Presidents of Student Body and Student Senate</td>
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<td>Adopted Internally</td>
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<tr>
<td>**78-3-4</td>
<td>Second Resolution on Athletic Council</td>
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<td>**78-3-5</td>
<td>Resolution on Copyright Policy</td>
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*Under study by appropriate Committee or Council.  
**No reply received to date.

5. The Board of Trustees met on April 14th and 15th and the following actions of interest were taken:
   a. They have recommended that effective July 1, 1978, a Department of Engineering Technology be formed in the College of Engineering.
   b. Also, effective July 1, 1978, the Division of Interdisciplinary Studies will be renamed "The Department of Interdisciplinary Studies" in the College of Engineering.
   c. The Board also approved a policy on Solicitation of Gifts to Clemson University. The purpose of this policy is not to stifle requests for financial support, but to make sure they are made in the manner that will be most advantageous to the University. This policy will be published and distributed.
d. The Board also authorized the Administration to have the Master Planners of the University to study and make appropriate recommendations regarding the use of University land for Fraternity and Sorority Housing.

e. The Revised Faculty and Staff Housing Policy was approved. The following are the major changes in the policy:

1. Contains a statement of purpose reflecting how faculty and staff housing will be utilized for maximum benefit to the University.
2. Deposit of $50.00 required with all applications.
3. Priority for assignment will be given to incoming faculty and staff and priority of married couples and heads of households over single persons.
4. Occupancy will be limited to 5 years (not retroactive).
5. Provisions will be made for widows or widowers of active employees for one year after the spouse's death.
6. Rent will be paid through payroll deduction.

President Noblet noted that he would like to add one final oral note to his report. This was that President Edwards had added the Director of Auxiliary Services and the President of the Graduate Student Association to the Vending Machine Committee. This is the group that makes recommendations relating to the dispensation of receipts from vending machines.

At this point, retiring President Noblet vacated the chair to the incoming Senate President, Senator Steirer.

President Steirer said that he had attended the meeting of the Council of Academic Deans (Monday, April 17); there was much discussion there on parking at which a common wish to solve faculty parking problems on East Campus was evidenced. Dean Cox and Dean Vogel expressed dismay about the Traffic Committee not addressing their memo. Senator Burt said that the Traffic Committee had indeed addressed their memo, and this simply had evidently not been communicated to the Deans involved. He stated that some remedial action likely would soon be forthcoming.

President Steirer noted concern with Section 504 of the Rehabilitation Act of 1973. He indicated that as a member of the Self-Evaluating Steering Committee required by this Act he had been interviewing college deans and representatives on the academic adjustments necessary to make the Rehabilitation Act of 1973 operate. He primarily wishes to remind everyone that the faculty is willing to accept its share of the necessary responsibilities in making these adjustments, but does not want to assume a disproportionate share. Faculty members have no special training in the area of relating to handicapped people, and will need support and assistance from the entire university.

Senator Jacobus observed that the University should, perhaps, take a case to court to test if the University is required to assume all kinds of financial burdens as a result of this Act without any financial remuneration.
6. Old Business

Senator West moved that an Ad Hoc Committee be set up to continue work on revising the Constitution of the Faculty; the Committee to include those retiring Senators who were members of the Policy Committee. The motion was seconded. Senator Hester moved an amendment: that the Policy Committee continue the work of revising the Constitution and that all retiring members of that Committee be invited to continue that work. The motion was seconded and after some debate was approved.

7. New Business

a. The first order of new business was the election of a Vice President of the Senate. Senators Burt, Dickey, and Edie were nominated from the floor. A motion was made to close the nominations; the motion was seconded and approved. The first ballot failed to secure a majority. On the second ballot between Burt and Dickey, Senator Dickey was elected.

Senator West, for the Policy Committee moved adoption of the proposed amendment to Article IV of the Constitution. The motion was seconded, and after brief discussion, approved. Senator West then moved approval of the proposed amendment to Article IV of the By-Laws. The motion was seconded and, again after brief discussion, approved. Copies of both of these amendments are appended.

FS-78-4-1; a Resolution was introduced by Senator Burt, and its adoption moved. The motion was seconded and, without discussion, approved unanimously. A copy is appended.

FS-78-4-2; a Resolution dealing with Group Life Insurance was introduced by Senator Burt and its adoption moved and seconded. Senator Jacobus moved substitution of the word "seek" for the word "develop." The Welfare Committee, for which Senator Burt was speaking, accepted the Jacobus suggestion. The amended motion was then approved unanimously. A copy is appended.

FS-78-4-3; a Resolution dealing with Summer Employment of Faculty was introduced by Senator Burt and its approval moved. The motion was seconded. After some discussion, Senator Baron moved that the motion be tabled until the next meeting. This tabling motion was seconded and approved. A copy is appended.

FS-78-4-4; a Resolution proposing a meeting of faculty representatives from state-supported colleges and universities in South Carolina, was introduced by Senator Baron, and its approval moved. The motion was seconded. President Steirer noted that past-President Noblet had sought to arrange a meeting with the President of the Faculty Senate of the University of South Carolina within the last year, but was unsuccessful. After some other brief discussion, the motion was carried. A copy of the original motion is appended.
FS-78-4-5; a Resolution on Student Liability Insurance Coverage was introduced by Senator Hood and its approval moved. The motion was seconded. Senator Hester moved that Hood’s motion be tabled. The motion was seconded. The vote to table was twelve in favor and 14 against. The motion to table was defeated. Senator Dillon moved a postponement of the matter until the May meeting, and his motion was seconded. Senator Worm moved an amendment: that the Welfare Committee prepare an oral report on the subject for the May meeting. After being seconded, the amendment was approved. Then Senator Dillon's motion to postpone was approved. A copy of the original motion is appended.

FS-78-4-6; a Resolution commending retiring President Noblet was moved by Senator Lambert; it was seconded and approved. A copy is appended.

President Steirer called for the election of the Advisory Committee consisting of one member from each College and from the Library. Senator Jacobus called for a ten-minute recess to permit caucuses. A recess was declared. After the recess, the following were elected to the Advisory Committee:

- College of Agricultural Sciences -- Mazur
- College of Architecture -- Addison
- College of Education -- Walker
- College of Engineering -- Edie
- College of Forest and Recreation Resources -- Morrell
- College of Ind. Mgt. and Tex. Sci -- Whitten
- College of Liberal Arts -- Lambert
- College of Nursing -- Hipps
- College of Sciences -- Fennell
- Library -- Fiste

Senator Fennell moved that the Executive Committee, composed of Senate officers and committee chairmen be authorized to advise the President of the Senate on Senate business.

A motion to adjourn was approved at 5:15 p.m.

Respectfully submitted,

Wm. C. Whitten, Jr.

Wm. C. Whitten, Jr.
Secretary

Members absent:
S. C. Turnipseed
C. L. Addison
J. L. Prince
Constitution Article IV
Amendment

The Faculty may amend this Constitution at either of the scheduled meetings prior to commencement during the regular school session or at any meeting called for that specific purpose. Approval shall be a two-thirds majority vote of the members present. A proposed amendment may be brought before the Faculty by either of two methods:

1. A proposed amendment accompanied by the signatures of at least ten percent (10%) of the members of the Faculty may be submitted in writing to the Dean of the University no later than one month prior to the Faculty meeting at which the amendment will be considered. The Dean will then publicize the proposed amendment at least three (3) weeks prior to the meeting, OR,

2. A proposed amendment may be submitted by at least ten (10) members of the Faculty to the Faculty Senate at a regular meeting of that body. The Faculty Senate must vote upon the proposed amendment no later than the fourth meeting following submission. A simple majority vote of the Faculty Senators present is required to forward the proposed amendment to the full Faculty. An approved amendment must be presented in writing to the full Faculty at least ten days prior to the Faculty meeting at which the amendment will be considered.

By-Laws Article IV
Amendment

The Faculty may amend these By-Laws at either of the scheduled meetings prior to commencement during the regular school session or at any meeting called for that specific purpose. Approval shall be a simple majority vote of the members present. A proposed amendment may be brought before the Faculty by either of two methods.

1. A proposed amendment accompanied by the signatures of at least ten percent (10%) of the members of the Faculty may be submitted in writing to the Dean of the University no later than one month prior to the Faculty meeting at which the amendment will be considered. The Dean will then publicize the proposed amendment at least three (3) weeks prior to the meeting, OR,

2. A proposed amendment may be submitted by at least five (5) members of the Faculty to the Faculty Senate at a regular meeting of that body. The Faculty Senate must vote upon the proposed amendment no later than the fourth meeting following submission. A simple majority vote of the Faculty Senators present is required to forward the proposed amendment to the full Faculty. An approved amendment must be presented in writing to the full Faculty at least ten days prior to the Faculty meeting at which the amendment will be considered.
Resolution on Faculty Compensation

Whereas the Faculty Senate Preliminary Report on Faculty Compensation indicated that Clemson Faculty Compensation is significantly below that of Faculty at comparable neighboring institutions, and

Whereas continuation of this situation will inevitably lead to a degradation of the quality of the Clemson Faculty, be it therefore

Resolved that the Faculty Senate make the development of a program for improving the Clemson Faculty compensation a major effort for the upcoming Senate year, and be it further

Resolved that an Ad Hoc Committee on Faculty Compensation be established for this purpose.
Resolution with regard to additional Group Life Insurance option for Nine Month Faculty

Whereas many nine month faculty earn additional salary from the university through summer school employment or other means, and

Whereas the recent Prudential Life Insurance Program adopted by the university limits the amount of insurance that can be purchased by nine month faculty members to the amount of the nine month salary contract,

Be it therefore resolved that the university insurance office seek an option with Prudential that will provide nine-month faculty an opportunity to purchase a more equitable amount of insurance based on 12/9 of their academic year contract.

FS-78-4-3

Resolution on Conditions of Summer Employment of Academic Year Faculty

Be it resolved that the Faculty Senate requests the University Administration to adopt the Policy Statement on Summer Employment of Academic Faculty (Attachment A) developed by the Welfare Committee.
In order to promote the welfare of the faculty of the state supported Colleges and Universities in South Carolina and to promote the academic interests of higher education in the State of South Carolina:

Be it resolved that the President of the Faculty Senate be directed to invite representatives of each of the state supported Colleges and Universities to a meeting in either Clemson or Columbia, said meeting to be held this coming summer of 1978.

The objectives of this meeting shall be threefold.

1. To determine what issues are of common concern to the faculty at all of the state supported Colleges and Universities.

2. To hold preliminary discussion on what actions might be taken to further the welfare of said faculty and the needs of higher education in South Carolina and

3. To formulate definite plans for future meetings of a Faculty Council representing each of the state supported Colleges and Universities.

Be it resolved that the President of the Clemson Faculty Senate shall be directed to advise the Senate at its August 1978 meeting of the actions taken at said called meeting.

WB/jt
RESOLUTION ON STUDENT LIABILITY INSURANCE COVERAGE

WHEREAS the general liability policy which covers employees of the University does not cover students participating in various activities such as student clubs, fraternities, sororities and intramural sports programs; and

WHEREAS it is not fully clear as to the liability coverage of students involved in assigned laboratory or shop exercises; and

WHEREAS it is in the best interest of the University to provide liability coverage for all student activities sanctioned by the University, be it therefore

RESOLVED that the Faculty Senate requests the Administration to clearly identify the current liability insurance coverage for students and to take immediate steps to obtain student coverage for all University sanctioned activities.

FS-78-4-6

WHEREAS Professor Ray Noblet has served diligently and effectively as President of the Faculty Senate during the 1977-78 year;

BE IT RESOLVED that the Faculty Senate expresses its appreciation to Ray Noblet for his leadership and service during the past year by a standing round of applause.
April 18, 1978
Faculty Senate Welfare Committee
1977-78 Annual Report

The Welfare Committee was organized into three Subcommittees for 1977-78; Retirement System, Academic Year Faculty, and Calendar Year Faculty. Separate reports on the South Carolina Retirement System and Summer Employment of Academic Faculty are the principle results of the first two subcommittees. The Calendar Year Subcommittee concerned itself with matters such as equitable bases for reporting of Calendar Year Faculty Salaries, travel allowance levels, and faculty salary ceilings imposed by their immediate supervisors. The Committee as a whole considered a number of other questions, including privileges for emeritus faculty, emergency medical services for faculty and staff, athletic ticket priority for faculty, and a faculty appeal for review of his non-renewal. Other significant actions by the Committee included a Preliminary Report on Faculty Compensation, and an updated Tax Sheltered Annuity Study prepared for the Committee by Dr. Brad Russell.

Recommendations for further action by the Welfare Committee and the Senate are as follows:

* Retirement System - the study initiated in the past year is not complete. Evaluation of alternative systems must be finished, and concrete proposals for improvements in the South Carolina Retirement System developed and pursued. The Retirement System Report contains several suggestions on this.

* Summer Faculty Status - adoption of the Policy Statement should be sought.

* Subsistence Expense Reimbursement - the meal allowance has been improved to a reasonable level, but the overall per diem allowance often works a hardship on traveling faculty due to high lodging costs. A possible solution is full reimbursement of lodging, plus a fixed meal allowance.

* Faculty Salary Ceiling - the Committee was informed that no policy exists that academic administrators will necessarily have higher salaries than faculty in their departments. However, no data have been supplied to substantiate this, and it bears further investigation.

* Salary Basis for Faculty Salary Report - the use of 9/11 conversion factors to convert 12-month salaries to a 9-month basis artificially inflates these values. The Committee should seek to have this discontinued.
A Welfare Committee Subcommittee studied the retirement system available to Clemson Faculty. Information was solicited from several other universities regarding changes in their retirement systems since the last study (1972-73). The Welfare Committee met with President Edwards, Dean Hurst and the personnel director, Ray Thompson to discuss several methods of improving the retirement options available to Clemson Faculty. The study focussed on two major efforts (1) improvement of benefits within the state system and (2) development of an alternate retirement plan (such as TIAA-CREF). Since the latter is incomplete, this report will be devoted to the state system.*

The state system has some distinct advantages for employees who spend most of their career at Clemson. The strongest point of the South Carolina system is the use of the highest 3 consecutive years to determine average income, thus, in most cases, providing compensation for inflation over the career. In an actual case recently examined the employee's initial salary was $2250/yr. After about 30 years service his final salary was $24,110/yr and the average for the last 3 years was about $24,000. His retirement pension was about $1100/mo. or about 55% of the highest 3 year average income. It is important to observe that the early, low income years had essentially no effect on the final retirement benefit. After retirement, inflation is partially accounted for by 4% increases in benefits when the consumer price index is more than 3% annually. These increases, however, are not automatic but are provided if Retirement System funds permit. The 4% is less than C.P.I. changes in recent years and could be improved but it should be noted that 30 of 69 state systems surveyed (by TIAA-CREF) have no post retirement inflation increases. Another major advantage of the state system is the provision for full benefit retirement at any age with 30 years service.

On the other hand, some of the deficiencies of the state system are very serious. If an employee terminates after vesting but before he is eligible for benefits, the eventual benefits are based on the best three consecutive years prior to his termination. Thus, there is no provision for inflation between the termination date and the onset of benefits. For this reason, at current inflation rates a vested employee terminating more than ten years prior to retirement will probably do better if he withdraws his contribution and forfeits the state contribution and the deferred pension.

A second major deficiency is the low payout rate in the South Carolina systems. 37 of 53 systems surveyed had higher payout rates than the South Carolina system; that is, a higher pension benefit per year of service (the norm being 2% rather than -1.6% in the South Carolina system).

* A checklist of important questions and answers is attached.
Recommendations

The subcommittee recommends the following changes in the state system:

1. Provision for inflation protection should be made in the deferred pension payable to the vested employee who terminates prior to being eligible for retirement benefits.

2. The payout rate should be increased to 2% on salary amounts over $4800.

3. The state should investigate possibilities of a limited portability in which a person leaving Clemson for another (non South Carolina) state university or vice versa could be immediately enrolled in the new system at no cost and no loss of previous benefits.

4. Investigations into the feasibility of converting the State System to a non-contributory plan should be undertaken. The tax advantages to the State employees would be quite significant, and no net cost to the State need be involved.
Checklist on South Carolina Retirement System

1. **Vesting:** After 15 years employment a person is eligible for a retirement allowance at age 60. This allowance is figured in the usual way with the last three years of employment at Clemson used to figure average salary. Note that if commenced at 60, the allowance is reduced by 25%. Further, there is no allowance for inflation between separation and retirement.

2. **Portability:** The state retirement system makes no provision for portability.

3. **Disability retirement:** After 5 years service a person under 65 is eligible to apply for disability retirement. The system is complex: two cases have been chosen as examples to illustrate the benefits.
   - **Case 1.** Employee currently making $30,000 becomes disabled at age 50 after 20 years of service. Disability retirement is $1110/mo. (Service retirement at age 60 would have been $1200/mo.)
   - **Case 2.** Employee, age 35, has 10 years service and current salary of $20,000. Disability retirement $533/mo. (Service retirement at age 60 would have been $900/mo.)

4. **Cost of living adjustments after retirement:** Currently the system is to consider cost of living adjustments on a year to year basis. For the last several years 4% adjustments have been made in each year that the consumer price index increased by 3% or more. There is no guarantee of future adjustments.

5. **Account reporting:** Accumulated interest on an account is now included in the annual report to the employee. The state contribution to the retirement fund is made to a pool, not to an individual’s account.

6. **Options at Retirement:** Currently four options are available in addition to the principal plan. Three of these options provide for survivors.

7. **Retirement age:** Employees may now retire after 30 years of service with no penalty.
April 18, 1978

Welfare Committee Report

STATUS OF ACADEMIC YEAR FACULTY EMPLOYED IN SUMMER

A major project of the 1977-78 Faculty Senate Welfare Committee has been a study of the employment conditions of Academic Year Faculty employed for summer school teaching or other summer duties (hereinafter termed "Summer Faculty"). The objectives of this study were to compile and clarify existing University Policy, or ad hoc practices, that relate to the employment conditions of Summer Faculty, and to prepare a Policy Statement on professional employment standards for Summer Faculty.

The latter document is appended to this report (Attachment A). If and when adopted by the University administration, the Policy Statement should be incorporated into the Faculty Manual in place of current statements on page 52.

The current policies and practices of the University are best discussed in relation to the various sections of the Welfare Committee Policy Statement. Relevant University Policies are described in the Faculty Manual on pages 41-44, and 52-53. The description of current University practices, where not clearly delineated in the Faculty Manual, are based on statements of Deans Hurst, Green, and Willis on November 1, 1977, and Deans Green and Willis on March 9, 1978, in meetings with the Academic Year Faculty Subcommittee of the Welfare Committee.

The University endorses the premise that the Summer Faculty are professional employees engaged for the same type of duties as performed by faculty in the academic year. However, it does not accept the concept that employment conditions should, therefore, be on the same professional basis as in the academic year.

At present, formal employment agreements are not executed between the University and the Summer Faculty for summer employment until the immediate time of employment. Various informal commitments are made by the University, sometimes at quite early dates, and these commitments have been honored. The University expects to continue honoring such commitments barring financial emergencies. However, the use of summer employment contracts would create legal commitments that the University does not desire. It will be apparent subsequently that the present situation is disadvantageous for the Faculty in respect to fringe benefits.

The present Summer Faculty compensation policy allows 30% of the previous academic year's base pay for full load summer school teaching, but up to 33 1/3% for employment on non-summer-school duties such as contract research. The lower rate for summer school is dictated by a 1956 Budget and Control Board Ruling made at the request of state colleges, including Clemson. There is no apparent reason why a full time job for the entire summer should yield a lower rate of pay than the faculty member earned for full time work in the previous academic year.

The status of the Summer Faculty with regard to fringe benefits is as follows:

* Retirement System: participation is required. Credit for summer participation is given, though only the participation in the highest three years of salary earnings will affect the pension paid on retirement. The pre-retirement death benefit does
include summer pay received in the fiscal year in which death occurs, and also includes summer pay commitments on record for that fiscal year. The latter obviously presents a problem early in the academic year since commitments for the following summer may not have been established.

*Sick Leave: credits are accumulated for summer employment, and state law makes clear that maximum accumulation is increased by virtue of summer employment. However, the right to use sick leave in the summer is quite limited under current policy. Once a period of employment has commenced (e.g., a summer school session or a particular research employment period) sick leave is available for that period. However, the lack of formal summer employment contracts leaves the Summer Faculty unprotected by this state benefit for uncommenced employment. A faculty member scheduled to teach summer school, but who contracts a serious injury or illness prior to the summer, will not be covered by Sick Leave for the summer period. Similarly, a faculty member employed on a research contract for part of a summer, and scheduled to work subsequently on a different project, will not be covered on the latter if incapacitated while in the former period.

*Vacation Leave: the summer school teaching does provide time off between sessions, but no paid leave is provided for other Summer Faculty. Currently, the latter have the opportunity to earn more pay (33 1/3% vs. 30% for summer school teaching), thus compensating for the vacation difference. However, there is no reason why the summer rate of pay should be less than that for the academic year, and also no reason why a reasonable number of paid vacation days should not accrue as part of the summer compensation. The number of student holidays provided Academic Year Faculty during the academic year is comparable to the Holidays plus Annual Leave earned by Calendar Year employees during the same period. Equity demands provision of paid vacation time for Summer Faculty comparable to that earned by Calendar Year employees in the summer.

Recommendation - the proposed Policy Statement on Summer Employment of Academic Year Faculty includes remedies for the deficiencies in current University practice cited above. The Senate should actively pursue adoption of this Policy by the University.
ATTACHMENT A

Policy Statement - Faculty Senate Welfare Committee

SUMMER EMPLOYMENT OF ACADEMIC FACULTY

The academic faculty are professional employees of the University whose base period of employment is the 9-month academic year. As the teaching, research, and public service activities of the University do continue through the summer, it is often found to be necessary (sometimes as a contractual requirement) to employ academic faculty for all or part of the summer. The services provided by the faculty in the summer are of the same nature as those provided in the academic year. The employment conditions shall, therefore, be on the same professional basis as in the academic year.

To this end, the University and the faculty member shall enter a formal agreement for employment during the summer (or portion of the summer) for which the faculty member's services are desired. The agreement shall be concluded at the earliest date mutually agreeable to the University and the faculty member, and may be executed separately for distinct tasks or segments of the summer. The general terms of employment shall be as follows:

1. Compensation shall be at a level commensurate with the academic year salary of the faculty member. For summer school teaching, compensation for a full-time load for one session shall be one-sixth of the academic year salary for the previous year. For other duties, the compensation will be based on a daily rate calculated to yield one-third of the faculty member's base pay for the preceding academic year if employment were for the full three month summer period.

2. When the summer faculty member is a continuing employee, rather than a new employee, the fringe benefits accorded shall reflect this status. In particular, the summer faculty employee shall continue his participation in the Retirement System and be entitled to benefits from the Retirement System reflecting this participation. He shall accumulate sick leave credits proportional to employment (adding to maximum sick leave carry over as described by applicable state law) and be entitled to utilize accumulated sick leave credits for scheduled periods of employment (even where not yet commenced). The summer faculty employee shall be provided with reasonable and equitable vacation leave time with pay during the summer (between terms for summer school teaching, and a number of days proportional to period of employment for faculty employed for other duties) and shall receive such legal or declared holidays as fall on a work day during the scheduled employment.