MINUTES
of the
FACULTY SENATE
of
CLEMSON UNIVERSITY

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JUL 26 1977

May 1976 through April 1977
# Table of Contents

<p>| Faculty Senate Roster, 1976-77                         | 1 |
| Senate Standing Committees                           | 2 |
| Minutes of Regular Meeting, May 18, 1976             | 3 |
|   Attachment A - Senate Members on University Committees &amp; Councils. | 10 |
|   Student Grievance Committee                        | 11 |
|   University Recreation Advisory Committee 1975-76 Report and Recommendations | 16 |
| Minutes of Regular Meeting, June 15, 1976            | 24 |
|   Faculty Participation in the Selection of Academic Administrators | 29 |
| Minutes of Regular Meeting, July 20, 1976            | 31 |
|   FS-76-6-1 Resolution of Opposition to Proposed Tax Reform Legislation | 37 |
|   FS-76-7-1 re Opposition to Credit for Math 100 and English 100. | 38 |
|   FS-76-7-2 re Appreciation of Faculty to Mr. George Raymond MacDonald and his wife, Mrs. Jeanne Fraser MacDonald for New Scholarship Program | 39 |
|   Attachment A - Report of the Admissions and Scholarship Committee of the Faculty Senate | 40 |
|   Attachment B - Faculty Duties                       | 42 |
| Minutes of Regular Meeting, August 17, 1976          | 43 |
|   FS-76-8-1 Resolution re Faculty Personal Property Insurance Coverage | 49 |
|   FS-76-8-2 Resolution re Departmental Equipment Insurance Coverage | 50 |
|   FS-76-8-3 Resolution of Opposition to Proposed Selection Procedure for Vice President for Business and Finance | 51 |
| Minutes of Regular Meeting, September 21, 1976       | 52 |
|   Attachment A - Summary of Institutional Policies.   | 60 |
|   Attachment B - Clemson Athletics Today.            | 61 |
|   FS-76-7-1 re Opposition to Credit for Math 100, Proposed English 100, and English 111 Counting Toward Graduation. | 64 |
|   FS-76-9-1 Resolution re Benefits for Retired Clemson Faculty. | 65 |
|   FS-76-9-2 Resolution of Faculty Opposition to Certain Energy Conservation Measures on Campus | 66 |
|   FS-76-9-3 Resolution of Opposition to Numerical Evaluation of Faculty | 67 |
| Minutes of Regular Meeting, October 19, 1976         | 68 |
|   FS-76-10-1 Resolution on Summer School.             | 75 |
|   FS-76-10-2 Resolution on Grade-Point Ratio in Major | 75 |
|   FS-76-10-3 Resolution on Sabbaticals.               | 76 |
|   FS-76-10-4 Resolution on Continuing Enrollment.     | 77 |
|   Attachment A - Final Report of Faculty Senate Ad Hoc Committee on Apportionment | 78 |
|   Attachment B - Amendment of the By-Laws of the Faculty Senate re Article II, Section I, Membership | 79 |
|                                                     | 80 |</p>
<table>
<thead>
<tr>
<th>Table of Contents</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minutes of Regular Meeting, November 16, 1976</td>
<td>81</td>
</tr>
<tr>
<td>FS-76-11-1 re Change in the Present Class Withdrawal Policy</td>
<td>88</td>
</tr>
<tr>
<td>FS-76-11-2 Resolving that the &quot;Erasable F&quot; Policy be Removed From the Scholastic Regulations</td>
<td>89</td>
</tr>
<tr>
<td>Amendment of the By-Laws of the Faculty Senate re Article IV, Amendment, Paragraph I.</td>
<td>90</td>
</tr>
<tr>
<td>Minutes of Regular Meeting, December 14, 1976</td>
<td>91</td>
</tr>
<tr>
<td>Statement by Clemson President Robert C. Edwards re Clemson's Football Program</td>
<td>96</td>
</tr>
<tr>
<td>Minutes of Regular Meeting, January 18, 1977</td>
<td>97</td>
</tr>
<tr>
<td>FS-77-1-1 Resolution of Opposition to Numerical Evaluation of Faculty</td>
<td>102</td>
</tr>
<tr>
<td>Attachment A - Faculty Salaries for Academic Year 1976-77 (Nine-Month Basis)</td>
<td>103</td>
</tr>
<tr>
<td>Attachment B - Clemson University Faculty Club</td>
<td>109</td>
</tr>
<tr>
<td>Minutes of Regular Meeting, February 15, 1977</td>
<td>111</td>
</tr>
<tr>
<td>Amendment to the By-Laws of the Faculty Senate re Article II, Section I, Membership.</td>
<td>118</td>
</tr>
<tr>
<td>Amendment to the By-Laws of the Faculty Senate re Article II, Section 6, Council of Off-Campus Faculty</td>
<td>119</td>
</tr>
<tr>
<td>FS-77-1-1 Resolution of Opposition to Numerical Evaluation of Faculty</td>
<td>120</td>
</tr>
<tr>
<td>FS-77-2-1 Resolution on Ad Hoc Committee for Faculty Evaluation</td>
<td>121</td>
</tr>
<tr>
<td>FS-77-2-2 Request for Periodic Meetings with the Board of Trustees</td>
<td>122</td>
</tr>
<tr>
<td>FS-77-2-3 Resolution on Holiday Schedule</td>
<td>123</td>
</tr>
<tr>
<td>FS-77-2-4 Resolution Concerning Neglected Faculty Evaluations</td>
<td>124</td>
</tr>
<tr>
<td>Minutes of Regular Meeting, March 22, 1977</td>
<td>125</td>
</tr>
<tr>
<td>FS-77-3-1 re Tenure Limit of Department Heads &amp; a Vote of Confidence</td>
<td>132</td>
</tr>
<tr>
<td>FS-77-3-2 Resolving that the Faculty Senate Plan for the Evaluation of Administrators by Faculty Shall Go Into Effect on July 1, 1977</td>
<td>133</td>
</tr>
<tr>
<td>FS-77-3-3 re Change in Faculty Manual, 1976, Related to Policies Affecting Curricula and Requirements Leading to Undergraduate Credits and Degrees Shall be Reviewed by the Undergraduate Council and Recommended to the Dean of the University</td>
<td>134</td>
</tr>
<tr>
<td>FS-77-3-4 Resolution Requesting Ruling on Eligibility of Senators Succeeding Themselves</td>
<td>135</td>
</tr>
<tr>
<td>FS-77-3-5 Resolution Urging the Administration of Clemson University to Investigate Mechanisms by Which Faculty Members on LWOP Can be Compensated for Expenses Incurred While Representing Clemson University</td>
<td>136</td>
</tr>
<tr>
<td>FS-77-3-6 Resolution on the State Retirement System</td>
<td>137</td>
</tr>
<tr>
<td>FS-77-3-7 Resolution on Smoking</td>
<td>138</td>
</tr>
<tr>
<td>Attachment A - By-Laws Article IV Amendment</td>
<td>139</td>
</tr>
<tr>
<td>Attachment B - Constitution Article IV Amendment</td>
<td>140</td>
</tr>
<tr>
<td>Attachment C - Amendment of the By-Laws of the Faculty Senate re Article II, Section I, Membership</td>
<td>141</td>
</tr>
<tr>
<td>Allocation Schemes for Faculty Senate.</td>
<td>142</td>
</tr>
<tr>
<td>TABLE OF CONTENTS (Continued)</td>
<td>PAGE #</td>
</tr>
<tr>
<td>--------------------------------</td>
<td>--------</td>
</tr>
<tr>
<td>Minutes of Regular Meeting, April 12, 1977.</td>
<td>143</td>
</tr>
<tr>
<td>Attachment A - Clemson University Evaluation of Academic Administrators</td>
<td>151</td>
</tr>
<tr>
<td>Attachment B - Report of the Ad Hoc Committee on Faculty Liability of the Faculty Senate</td>
<td>156</td>
</tr>
<tr>
<td>Attachment C - Report of the Faculty Senate Ad Hoc Committee on Intercollegiate Athletics</td>
<td>158</td>
</tr>
<tr>
<td>Attachment D - Minority Report - Ad Hoc Committee on Intercollegiate Athletics</td>
<td>163</td>
</tr>
<tr>
<td>Attachment E - Statement from Clemson University re Faculty Workload</td>
<td>166</td>
</tr>
<tr>
<td>Attachment F - Constitution Article IV Amendment</td>
<td>167</td>
</tr>
<tr>
<td>Attachment G - By-Laws Article IV Amendment</td>
<td>168</td>
</tr>
<tr>
<td>Attachment H - Amendment of the By-Laws of the Faculty Senate re Article II, Section I, Membership</td>
<td>169</td>
</tr>
<tr>
<td>Allocation Schemes for Faculty Senate</td>
<td>170</td>
</tr>
<tr>
<td>Memorandum to Faculty Senators from Dr. Noblet re Faculty Senate Amendments</td>
<td>171</td>
</tr>
<tr>
<td>FS-77-3-1 re Vote of Confidence for Department Heads</td>
<td>172</td>
</tr>
<tr>
<td>FS-77-4-4 Second Resolution on Neglected Faculty Evaluation</td>
<td>173</td>
</tr>
<tr>
<td>FS-77-3-8 Resolution on Raises</td>
<td>174</td>
</tr>
<tr>
<td>FS-77-4-6 Resolution Officially Thanks Dr. Edge for his 1976-77 Services</td>
<td>175</td>
</tr>
<tr>
<td>Faculty Senate Roster, 1977-78</td>
<td>176</td>
</tr>
<tr>
<td>NAME</td>
<td>ACADEMIC UNIT</td>
</tr>
<tr>
<td>---------------------------</td>
<td>------------------------</td>
</tr>
<tr>
<td>J. C. Acton (P)</td>
<td>Food Science</td>
</tr>
<tr>
<td>J. D. Maxwell (W)</td>
<td>Agronomy &amp; Soils</td>
</tr>
<tr>
<td>W. Witcher (R)</td>
<td>Plant Path. and Phys.</td>
</tr>
<tr>
<td>R. Noblet (Sec.)</td>
<td>Entomology &amp; Ec. Zoology</td>
</tr>
<tr>
<td>K. DeHaven (A)</td>
<td>Agri. Ec. &amp; Rural Soc.</td>
</tr>
<tr>
<td>J. F. Dickey (R)</td>
<td>Dairy Science</td>
</tr>
<tr>
<td>B. K. Webb (R)</td>
<td>Agri. Engineering</td>
</tr>
<tr>
<td>R. W. Drummond (P)</td>
<td>Arch. Studies</td>
</tr>
<tr>
<td>C. L. Addison (W)</td>
<td>Bldg. Sciences</td>
</tr>
<tr>
<td>J. H. Walker (A)</td>
<td>Elem. &amp; Sec. Education</td>
</tr>
<tr>
<td>B. L. Edge (Pres.)</td>
<td>Civil Engr.</td>
</tr>
<tr>
<td>S. S. Melsheimer (V. Pres.)</td>
<td>Chem. Engr.</td>
</tr>
<tr>
<td>D. H. Van Lear (R)</td>
<td>Forestry</td>
</tr>
<tr>
<td>R. W. McLellan (A)</td>
<td>Rec. and Park Adm.</td>
</tr>
<tr>
<td>E. Burch* (A)</td>
<td>Ind. Management</td>
</tr>
<tr>
<td>W. C. Whitten (R)</td>
<td>Economics</td>
</tr>
<tr>
<td>N. W. Slann (W)</td>
<td>Pol. Sci.</td>
</tr>
<tr>
<td>R. L. Saunders (P)</td>
<td>History</td>
</tr>
<tr>
<td>F. L. Day (A)</td>
<td>English</td>
</tr>
<tr>
<td>J. Melton (A)</td>
<td>Languages</td>
</tr>
<tr>
<td>W. F. Steiker (A)</td>
<td>History</td>
</tr>
<tr>
<td>A. Snell (P)</td>
<td>Nursing</td>
</tr>
<tr>
<td>B. B. Bookmyer (A)</td>
<td>Physics</td>
</tr>
<tr>
<td>J. Luedeman (A)</td>
<td>Math. Sci.</td>
</tr>
<tr>
<td>T. McNinis* (W)</td>
<td>Botany</td>
</tr>
</tbody>
</table>

*Comm. Chrm. KEY: Admissions and Scholarship (A); Policy (P); Research (R); and Welfare (W). Advisory Committee members are listed in italics.
Admissions & Scholarship

E. E. Burch*  
R. W. McLellan  
F. L. Day  
J. M. Melton  
W. F. Steirer  
B. B. Bookmyer  
J. K. Luedeman  
J. H. Walker  
R. K. DelHaven

Policy

K. A. Holleman*  
J. C. Acton  
R. T. Benson  
G. A. Snell  
R. W. Drummond  
R. L. Saunders  
W. R. Boland  
R. H. Wildarmann

Research

J. H. Palmer*  
J. F. Dickey  
B. K. Webb  
J. G. Goree  
W. C. Whitten  
W. Witcher  
D. H. Van-Lear

Welfare

T. M. McInnis*  
J. D. Maxwell  
D. B. Smith  
M. W. Slann  
C. W. Triche  
C. B. Russell  
J. A. Chisman  
C. L. Addison  
T. R. Adkins

*Chairman
MINUTES OF THE FACULTY SENATE

May 18, 1976

1. Call to Order

The May meeting was called to order at 3:30 p.m. President Edge welcomed the new Senators and asked that all Senators introduce themselves.

2. Minutes

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

3. Special Reports

The Faculty Senate was officially welcomed to the Edgar Allan Brown University Union by Mr. Butch Trent who discussed the purpose of present and planned programs for the University Union. He emphasized that the primary function was to serve the social, cultural, and recreational needs for students, faculty, and staff. He invited Senate members to tour the facility following the meeting.

4. Committee Reports

a. Admissions and Scholarship - no report
b. Policy - no report
c. Research - no report
d. Welfare - no report
e. Ad Hoc Committees
   i. Grade Inflation

Professor John Jacobus presented the final report of the Faculty Senate Ad Hoc Committee on grade inflation. Copies of the report were distributed to Senate members. Professor Jacobus requested that the Senate implement the recommendations of the report with particular emphasis on the following points as outlined on page 19 of the report: 1) Issuance of semester grade summary reports, 2) Shortening of the withdrawal period from ten to six weeks and requirements of satisfactory performance (passing) as a condition for awarding of the grade of W, and 3) Revision of the policy regarding the grade of "I." President Edge asked the Admissions and Scholarship Committee to consider and work on implementation of this report.

ii. Student Grievance Committee

Professor Carlton Roberts presented a final report (attached) of the Ad Hoc Committee on Student Grievances.
Professor Roberts asked that the Senate carefully consider the suggestions proposed by this Committee. President Edge asked if a grievance may be carried beyond the President of the University. Professor Roberts said that it was his considered opinion that one could probably appeal to the HEW Office in Atlanta.

iii. Extension Council

Senator Holleman reported that the Continuing Education Center planning has now been stopped because of budgetary problems.

iv. University Book Store Committee

Senator Chisman reported that seven resolutions were passed last year by this Committee and two were accepted by the administration. He further reported that the committee will continue to work on matters concerning Book Store policy such as discounts to faculty and loaning of books to faculty members. It was also pointed out that the Book Store now requires a deposit before ordering books for faculty.

v. University Recreation Committee

a. Senator Smith asked why the Committee in their report to Dean Cox recommended "that the joint membership discount for membership in both Fike Recreation Center and the YMCA be discontinued?"

b. Senator Maxwell asked why attached military personnel are eligible for membership in Fike Recreation Center and attached U.S.D.A. personnel are not?

c. Senator Leudeman raised the question as to why there is not a current Faculty Senator on the University Recreation Committee. President Edge stated that he would seek answers to these questions.

5. President's Report

President Edge stated that during the 1976-77 Senate year, he plans to present a written report to all Senators prior to each meeting. Each report will include action items, informational items, and news clippings of interest. He further stated that this approach should provide more opportunity for discussion and that any suggestions to improve this communication would be welcomed.

a. Action Items

i. Confirmation by the Senate was requested for appointment
of the following as members of the Ad Hoc Committee on Inter-Collegiate Athletics:

J. D. Maxwell, Chairman
S. S. Melsheimer
R. L. Saunders
G. C. Skelley
J. D. Fulton

Senator Chisman moved that the Senate confirm the appointment of the above people as members of the Ad Hoc Committee on Inter-Collegiate Athletics. This was seconded by Senator Acton and subsequently passed unanimously. Senator Maxwell reported that a brief meeting had already been called by President Edwards in which they were assured that the Senate and the Faculty would be supported in any area of legitimate concern, and that necessary materials and personnel would be made available for the Committee to complete their task.

ii. Confirmation by the Senate was requested for appointment of the following as members of the Ad Hoc Committee on Apportionment of the Faculty Senate:

R. T. Benson, Chairman
W. C. Whitten
J. C. Acton
C. B. Russell

The purpose of this Committee is to continue deliberation of apportionment in the Senate and to determine when the reapportionment of the Senate must occur according to our By-Laws. This Committee is to report its findings by the October meeting of the Senate.

Senator Chisman moved that the Senate confirm the appointment of the above people as members of the Ad Hoc Committee on Apportionment of the Faculty Senate. Senator Melsheimer seconded the move and it was passed unanimously.

iii. Approval of the Senate is requested to form an Ad Hoc Executive Committee which will be comprised of the officers and chairman of the standing committees of the Senate. The Committee will terminate at the April meeting in 1977. The purpose of the Committee will be to plan, develop, and coordinate the activities of the Senate. Senator Maxwell moved that the Senate confirm the establishment of the Committee as stated. Senator Saunders seconded the move and it passed unanimously.
b. Informational Items

i. The Advisory Committee met on April 13. The following actions were taken:

   a. The University Council/Committee assignments were recommended to Dean Hurst. The list is included as Attachment A.

   b. The following dates for meetings of the Senate were approved:

   May 18, 1976
   June 15, 1976
   July 20, 1976
   August 17, 1976
   September 21, 1976
   October 19, 1976
   November 16, 1976
   December 14, 1976
   January 18, 1977
   February 15, 1977
   March 8, 1977
   April 5, 1977

   c. The composition of the standing committees of the Senate were approved. The makeup of these committees is indicated in the 1976-1977 Roster.

   ii. On August 16 and 17, 1976, a workshop will be held by the Graduate School for all advisors and prospective advisors of graduate students.

   iii. The College of Nursing has filled the unexpired term of Mary Ann Brandt since our last meeting. Their new Senator is Miss Ann Snell, Assistant Professor of Nursing and Miss June Chandler will be the Alternate.

   iv. The 1975-1976 report and recommendations of the University Recreation Advisory Committee has been submitted to Dean Cox. The cover memorandum is included as Attachment B.

   v. The Board of Trustees met on April 10-11, 1976. Their actions are summarized below:

   a. The Board approved the use of funds obtained from the sale of properties to (1) defray the cost of badly needed equipment storage buildings at the Edisto and Truck Experiment Stations and to (2) provide part of the cost of on-campus small animal research facility and flammable chemical storage.
b. The Board approved the following policy on naming buildings and streets.

The Committee which has been in existence since 1962 for the purpose of naming Clemson University buildings and streets shall now be designated as the Special Advisory Committee on Names to the Board of Trustees.

The Committee may use the following guidelines in arriving at recommendations:

Dormitories will be named for trustees of the University.

Academic buildings will be named for those who have served the University in an academic capacity. An effort will be made to assign names so that the use of the building and the area of responsibility of the individual honored are the same.

Buildings used for nonacademic activities will be named for persons who have contributed significantly to the University, preferably in the employ of Clemson in that activity to which the building is devoted.

Streets will be named for persons with long and eminent service to Clemson.

Except in rare instances, names utilized will only be those of individuals who are deceased.

This policy in no way prevents the University from accepting specific gifts for facilities, through the Clemson University Foundation, with the stipulation that such facilities bear the name of the donor.

c. The Board approved changing the penalty for parking in a space for handicapped persons by unauthorized persons from $2.00 to $15.00.

d. The Board approved the storage of bicycles in dormitory rooms.

e. The Board approved the following Athletic facilities:
   
   i. Addition of 13 additional tennis courts
   
   ii. 850 fold-away seats for Littlejohn Coliseum
   
   iii. Modification of Memorial Stadium for soccer events along with reducing size of over-width seats
iv. Double-deck the south stands of Memorial Stadium, providing 13,400 new seats.

Items i and iii are authorized to proceed and items ii and iv will be completed when the need arises and monies are available for construction.

vi. It is hoped that a one-page "news sheet" can be developed to enhance our communication with the faculty. As it is now, only a few faculty know of our deliberations before they are aired in the Newsletter, months later.

vii. At the Educational Council meeting on May 3, 1976, the following actions and information were presented.

a. At the May 7 graduation, 1488 graduates are possible, three having a 4.0.

b. Twenty-nine graduates received MBA degrees from the joint Clemson-Furman program.

c. A Dean's List was approved providing for recognition of students having a 3.5 GPR in the preceding semester in which they were a full time student.

d. Tenure has been granted to 83 faculty this year.

e. President Edwards openly and completely discussed the procedures and results of the Department of Labor's investigation of discrimination on the basis of sex in the College of Liberal Arts. President Edwards sees the problem as one in trying to compare government and state employees to those in private enterprise. The following points were made:

   i) There is no evidence of discrimination due to sex

   ii) CU is following basic guidelines of nondiscrimination

   iii) There are a few situations where a few minor modifications were necessary

f. It is possible that tuition will increase this year.

viii. President Edge reported that an Ad Hoc Committee to devise a new faculty evaluation form has been appointed and should have the new form available for use by June 30 at which time it will be used. He also reported that pay increases would probably be "across the board" up to 5% with the exception of females and those being promoted.
Senator Boland asked the basis for promotion since normal faculty evaluations were not authorized by the administration. Senator Leudeman asked if there had been any change in sabbatical policy for the coming year. Senator Maxwell posed the following question: "If monies for merit raises were made available, would we possibly receive merit raises in January?"

6. New Business

There was no new business.

7. Adjournment

The meeting was adjourned at 5:05 p.m.

Respectfully submitted,

Raymond Noblet
Secretary

Senators Absent:

R. W. Drummond
R. W. McLellan
F. L. Day
W. F. Steirer
B. B. Bookmyer
T. M. McInnis
ATTACHMENT A

University Committees and Councils

Affirmative Action Committee
R. T. Benson

Archives Committee
C. Triche, III

Audio-Visual Committee
C. B. Russell

Computer Advisory Committee
B. B. Bookmyer

Disciplinary Committee
W. F. Steirer
J. D. Fulton (faculty)

Extension Council
K. A. Holleman

Fine Arts Series
J. Melton

Graduate Council
J. D. Maxwell (J.A. Chisman - alternate)

Honors Program Council
M. W. Slann

Landscape & Site Development Committee
W. C. Whitten, Jr.

Library Committee
F. L. Day

Patent Committee
J. C. Acton

Safety & Fire Prevention Committee
C. L. Addison

Scholarships & Awards Committee
R. L. Saunders

Student Relations Committee
W. F. Steirer
E. Burch (2nd year)

Traffic & Parking Committee
W. R. Boland

Union Governing Board
R. G. Bursey (faculty)
R. F. Nowack (faculty)

Undergraduate Council
J. Luedeman
T. R. Adkins, Jr. (alternate)

University Recreation Advisory Comm.
J. G. Goree
G. E. Howard (RPA faculty)

Media Committee
J. P. Crouch (1-year term)
W. F. Steirer (2-year term)
STUDENT GRIEVANCE COMMITTEE

A Student Grievance Committee, composed of (1) three members of the faculty, nominated by the Vice President for Academic Affairs; (2) three members of the administration, two nominated by the Vice President for Student Affairs and one nominated by the Vice President for Business and Finance; and (3) three students, two nominated by the President of the Student Body and one by the Graduate Student Association, shall be appointed in April of each year by the President of the University to hear the following grievances brought by students against members of the faculty and staff: (a) grievances involving charges of academic dishonesty; (b) allegations by students against faculty or staff of discrimination on the basis of race, color, national origin, or sex in any program or activity; (c) allegations by students against faculty or staff of discrimination on the basis of physical handicap or status as a veteran; and (d) grievances involving student employment. It is the function of the Committee to attempt to resolve those grievances fairly and equitably in accordance with applicable laws and regulations.

The members from the faculty and administration shall hold three-year terms of office and the students shall hold two-year terms of office except as otherwise provided below. Initial appointments shall be staggered to provide continuity thereby resulting in some cases in shorter initial appointments. Any member may be nominated for a succeeding full term upon expiration of any term. The Committee shall meet in April of each year and elect a Chairperson of the Committee.

The President may appoint alternates if necessary for continuous functioning of the Committee. Further, the Committee may request that the President appoint one or more additional members for a particular hearing in which special expertise or peer representation is considered essential.
The procedures of the Committee are not designed to substitute for formal, judicial procedures, but to serve as an informal mediation of problems that arise between students, and faculty or staff, that need to be resolved through the agency of a third party. At the same time, the Committee's procedural rules set forth below are intended to assure that the parties receive a full and fair hearing which satisfies the requirements of administrative due process. The Committee functions only when the parties to a dispute are unable to effect a satisfactory solution. At this point, the Committee offers its recommendations to the parties, and if conciliation is not achieved, forwards its findings with appropriate recommendations to the President via the appropriate Vice President(s).

RULES AND PROCEDURES

1. There are two efforts at reconciliation which the parties to a grievance should make prior to referring it to the Student Grievance Committee. First, the parties should make a sincere bilateral effort to resolve the matter in a mutually satisfactory way. Lacking success in that effort, they should seek mutual agreement to have the department head of the faculty member or the immediate superior of the staff member hear the grievance and act as a referee.

2. If the grievance remains unresolved the student may bring it before the Student Grievance committee by a written statement detailing the grievance. The statement should be delivered in a sealed envelop to the Office of Academic Affairs (Room 209, Sikes Hall) or the Office of Student Affairs (Room 202, Sikes Hall).

3. The Chairperson of the Committee will, upon receipt of the statement, appoint a subcommittee consisting of a Chairperson who is a faculty or
staff member of the Committee and two other members to investigate the grievance.

4. The three Committee members appointed by the Chairperson will constitute the Subcommittee to Investigate the Grievance. Each Subcommittee will include at least one faculty member or staff member, as appropriate, and at least one student member.

5. The Subcommittee to Investigate the Grievance will attempt to gather all information pertinent to the grievance in separate meetings with all individuals who may give information concerning the grievance.

6. In the event of a class-action grievance (a grievance brought by more than one student) Rule No. 1 may be disregarded and the aggrieved parties may go directly to the Student Grievance Committee by the procedure outlined in Rule No. 2.

7. The Student Grievance Committee and other persons involved in a grievance proceeding will not disclose the identities of parties to a grievance or the nature of a grievance, except as prescribed in these rules. However, it must be understood that it is not always within the sole discretion of the University to maintain the confidentiality of identities and nature of grievances, as, for example, when a grievant files and documents (including identities) a complaint with a Federal or State agency and the University is required to respond to such complaint.

8. The Subcommittee to Investigate the Grievance will formulate and seek to obtain from all parties involved in the grievance approval for written findings and recommendations for solution to the grievance. If the Committee and all parties to the grievance approve the solution to the
grievance posed by the Subcommittee to Investigate the Grievance, the matter of the grievance will be considered closed when the solution has been effected.

9. If the Subcommittee to Investigate the Grievance cannot obtain from all parties to the grievance a solution which is acceptable to all parties, the Committee will provide opportunity for a Hearing on the Grievance at a time convenient to all parties to the grievance. Either party to the grievance may petition for a Hearing on the Grievance.

10. The Hearing on the Grievance will be informal. Minutes will be recorded by a stenographer and on tape. A transcript will be prepared only when the grievance is not resolved by the Committee and is to be forwarded to the President as provided in Rule No. 12. The parties to the grievance should be given ample opportunity to be heard and all other individuals who can supply information pertinent to the grievance should be requested to make statements to the Committee. The parties should be permitted to question all individuals being heard by the Committee. The parties should be accorded the right to assistance of counsel of their own choice; however, the role of counsel shall be solely to assist the party and counsel shall not be permitted to participate actively in the proceedings.

11. Upon conclusion of the Hearing, the Committee, meeting in executive session, shall reach, by a majority vote of those Committee members present, a solution to the grievance. If the Chairperson can persuade all parties to the grievance to accept the Committee solution to the grievance, the matter of the grievance will be considered closed when the solution is effected.
12. If, after conclusion of the Hearing on the Grievance, the Chairperson cannot obtain from all parties to the grievance approval for the solution to the grievance decided by the Committee members present at the Hearing, the grievance will be referred to the President of the University via the appropriate Vice President(s) with the Committee solution as the recommended solution to the grievance.

13. The Chairperson shall keep in confidence all records pertinent to each grievance and pass these records to the Office of the President for filing. Records shall be available to succeeding Chairpersons of the Student Grievance Committee.

14. Six Committee members shall constitute a quorum for transaction of Committee business.

15. The Student Grievance Committee shall meet as often as necessary to swiftly dispense with grievances brought before the Committee.

16. The Committee shall seek the advice of the University Counsel in its deliberations and in the preparation of its findings and recommendations concerning grievances.
MEMORANDUM

TO: Dean Walter Cox

FROM: University Recreation Advisory Committee

RE: 75-76 Report and Recommendations

Pursuant to Dr. Edwards letter of September 23, 1975 and in order to consolidate those recommendations already forwarded to you in the form of committee meeting minutes, we make the following report.

Recommendations regarding use of Fike Recreation Center and University Tennis Courts

I. ELIGIBILITY*
   A. All students and employees (including attached military personnel) be eligible for membership
   B. Retired employees be eligible for membership
   C. U.S.D.A. employees not be eligible for membership
   D. Clergymen not be eligible for membership
   E. Alumni and Friends not be eligible for membership.

*Note: These recommendations represent no change in current policy.

II. COST
   A. That the joint membership discount for membership in both Fike Recreation Center and the YMCA be discontinued
   B. That the $7.50 per session charge to summer school students for use of Fike Recreation Center be discontinued
   C. That non-student membership charges continue to include laundry service and remain at $40.00 per year.

III. AVAILABILITY*
   A. That Leisure Skills classes conducted in Fike or on University tennis courts be scheduled predominantly during morning hours
   B. That Fike Recreation Center weekday hours be expanded in order to open at 7:30 a.m. and close at 11:00 p.m.

*The committee is continuing to study potential changes in family hours, special use privileges, and other issues regarding availability.

Enclosed you will find brief statements regarding our rationale for making these recommendations. In addition to this information, you will find attachments regarding scheduling and attendance data for Fike Recreation Center and the University tennis courts. Finally, we are including all the resolutions voted on during the last year in their unabridged form.

URAC:ppw
ELIGIBILITY

Recommendation:

That only students, employees (faculty and staff), retired employees, and military faculty and staff be eligible for use of and membership in (where applicable) the controlled recreational facilities of the University (Fike Recreation Center and University Tennis Courts). In addition, use of these facilities by families and guests of the above and special groups are allowed at such times and under such conditions as announced by the University Department of Intramurals.

Rationale:

Because of several written requests from local citizens that they be allowed to use the facilities of Fike Recreation Center and/or University tennis courts, the committee addressed itself early in the year to the question of eligibility. Some discussion of the subject occurred at each meeting from September 30 to December 2 at which time a final position was adopted.

No other subject during the year received more thorough consideration and extended debate. A study of attendance records and control measures at the two facilities revealed that the policy adopted must restrict eligibility or both the facilities and the control and administrative personnel would be overwhelmed. The committee members tried to consider every factor for each category of potential membership. After much pro and con, an agreement was reached which would recommend the following.

First, the main purpose of the Clemson University Recreation Program should be to provide wholesome recreation to university students. The great diversity of interests of individuals must be taken into account in providing a varied program that will offer recreational opportunities for everyone.
Second, an additional purpose should be to provide recreational opportunities to university employees. Such joint use of recreational facilities by students, faculty, and staff should establish a better rapport among these groups and, in turn, benefit the entire University.

Third, retired employees should be allowed to continue their membership in the recreation facilities and programs. In this manner, they will continue to contribute to the diversity of the University.

Fourth, employees of the U.S. Department of Agriculture should not be approved for eligibility. While they are valued friends of the University, they are in fact tenants on campus, as are ARA Slater employees, rather than a part of the University. No applications for membership have been received from this group.

Fifth, members of the clergy should not be approved for membership. Perhaps the most difficult decision is on requests of two or three campus ministers and local clergymen that their groups be eligible for membership. Their contention that participation with students in the recreation provided by the facilities under consideration would give them additional contact with students for moral and spiritual guidance is held to have some merit. The committee feels, however, that once eligibility is extended beyond the student/faculty/staff group, "the gates will be opened" and it will be more difficult to prevent overloading of the facilities.
COST

Recommendations:

That the joint membership discount for membership in both Fike Recreation Center and the YMCA be discontinued.

That the University Cabinet reconsider the $7.50 fee being charged a student for the use of University Recreation Facilities during a summer session, and that instead of this fee, a designated amount per student (probably $2.00) be assigned to the University Recreation Facilities from the regular University fee included in the per credit hour rates charged for summer sessions.

That non-student membership charges continue to include laundry service and remain at $40.00 per year.

Rationale:

The Fike Recreation Center and the YMCA joint membership results in a loss of funds with no reduction in administrative cost. The joint membership has led to confusion because families are included in all YMCA programs whereas families are restricted from most Fike programming, except on family hours. Record keeping has become difficult because of staggered expiration dates and duplication of records at the YMCA and at Fike Recreation Center. The YMCA administration is considering an increase in its membership fee.

The $7.50 per summer session charge was a concern with the students last summer. The student body president and approximately twenty-five students came to the intramural director to discuss the fee. The committee feels the fee should be consistent with the regular semester charges paid to the University by all students. The irritation comes when the student is asked to pay $7.50 to use the Recreation Facilities after he has paid
his fees at the Bursar's Office. A small charge could be assessed all students allowing all students to use the facilities and possibly bring in more revenue for operations.

The $40.00 per year charge for membership, the committee feels, should stay the same including laundry service until further data and studies have been completed.
AVAILABILITY OF RECREATION FACILITIES

Recommendation:

That Leisure Skills classes conducted at Fike Recreation Center and the University tennis courts be scheduled predominantly during morning hours and that Fike Recreation Center hours on Monday through Friday be expanded from 7:30 a.m. to 11:00 p.m.

Rationale:

Two major issues influenced our discussions on matters of availability: First, Directors of the Recreation Facilities have been charged with supervision, operation (to include establishing operational hours), maintenance and control. Second, there are still several unanswered questions regarding demand for the various services provided by the facilities. Experience gained through at least one years complete operating cycle appeared necessary in determining how the services might best be supported, improved and expanded. Since October 1974, Directors of the individual activities have amassed statistics, developed schedules, and established operational hours to meet the needs of priority users. The full year's cycle will not have been completed until August, 1976.

In the absence of data availability early in the school year, the subject "Availability of Facilities" has not received the detailed review that Eligibility and Cost areas have experienced. Quite frankly, the subject of availability was prompted by complaints of certain members desiring greater use of facilities by their children. More data is now available though is is recognized that further study of this element is mandatory.

Changes in availability of facilities, or expansion of hours for various groups of membership (i.e., family memberships) are directly influenced by philosophical as well as budgetary/operational considerations. Philosophically, the best possible blend of educational versus recreational needs pose certain scheduling problems primarily related to indoor facilities. Construction
of new tennis courts in the near future should eliminate the most critical shortage of outdoor facilities. Class scheduling of Leisure Skills courses during afternoon hours intrudes on unscheduled "free play" hours. Student organizations (clubs), special groups (summer camps), and Intercollegiate Athletics (practice and events), and of course the Intramural programs also compete for time and usage. Normally conducted outdoor sports and classes are continually seeking indoor facilities during Inclement weather. New programs which may be scheduled for 1976-77 will be a further time and usage competitor.

Consequently, the scheduling recommendation was prompted by a conflict in scheduling free play versus Leisure Skills classes. To avoid such conflicts, morning hours had been blocked out for classes with afternoons designated for unscheduled individual recreation (free play), intramural activity, and certain varsity sports. In spite of these general guidelines, some classes were scheduled in the afternoon therefore resulting in conflicts. The Recreation Advisory Committee supports the concept of block scheduling and recommends scheduling Leisure Skills classes predominantly in the morning hours.

In addition, the expanded hours recommendation was designed to increase the general availability of facilities. This will have the effect of diluting demand for limited facilities during peak demand periods, providing flexibility to class schedulers, thus reducing potential conflicts and making facilities available to users whose class schedule is not compatible with limited afternoon availability.
Throughout the year other availability issues were discussed but not acted upon. These items included possible expansion of family hours of participation, and large summer camp conflict possibilities. However, suggestions were made by committee members to directors relating directly to operational procedures.
1. Call to Order

The meeting was called to order at 3:32 p.m. by President Edge.

2. Minutes

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

3. Special Reports - No reports

4. Committee Reports

a. Admissions and Scholarship - A brief statement concerning this committee's action regarding the grade inflation report was given in the absence of Senator Burch.

b. Policy - Senator Holleman reported that the policy committee is working on the following items: 1) Sabbatical leave policy, 2) Fringe benefits - jointly with the Welfare Committee, 3) More faculty input into procedures and policies and the need for more information to aid in making such recommendations, and 4) Working toward preservation of Tillman Hall Auditorium.

c. Research - Senator Palmer stated that Mr. Hinton had been contacted concerning the Travel Advance Fund and was informed that the fund was to be reinstated at a future date with new regulations regarding its use. Senator Palmer stated that the Research Committee would welcome inputs from the Senate as to appropriate action on the report of the Faculty Senate Committee on Indirect Costs for Research. Senator Palmer also asked the specific functions and meeting schedule of the University Research Council. The Chairman of the Faculty Senate Research Committee is a member of the University Research Committee.

d. Welfare - Senator McInnis reported that the tax sheltered annuity questionnaire has been updated and is ready to mail to participating companies. He further reported that the Welfare Committee plans to invite Mr. Rochester to meet with them to discuss operation of the physical plant.

Senator Dickey posed the following questions for consideration by the Welfare Committee: 1) Why are we no longer permitted to combine membership in Fike Recreation Center and the YMCA? 2) Why the "South Carolina Survivor Monthly Income Plan for State Employees" can use the University to sell the plan and collect premiums when the Insurance Company retains the right to screen applicants? The procedure involved does not seem characteristic of a true group plan.
e. Ad Hoc Committees

i. Intercollegiate Athletics

Senator Maxwell reported that the University Administration has asked the boundaries of this committee's duties and the specific charge of the committee. Senator Maxwell suggested that the charge of the committee be as outlined in the resolution.

President Edge commented that the appointment of this committee had created an interest in the problems of the athletic program and that a called meeting of the Athletic Council would be held the following week and that the Faculty Senate was on the agenda to state our concerns.

f. University Committee and Councils - No reports

President Edge noted that at present there is no Faculty Senate representative on the University Recreation Advisory Committee and that Professor Wallenius's term would be over this year and he would be replaced with a Faculty Senate representative appointed each year.

5. President's Report

a. Action Items - None

b. Informational Items

i. The Educational Council did not meet during June.

ii. The students are interested in preparing a faculty resource manual. The purpose of such a manual would be to make students aware of the specific vocational and avocational interests and expertise of the faculty. The document is not intended for general distribution, but is to be used by student leaders in such cases as finding knowledgeable speakers on a given subject or finding information sources. The faculty may also find such a compilation useful.

iii. The Ad Hoc Committee to Develop a Faculty Evaluation Form has been meeting on a weekly basis. The current thinking of the Committee is to develop a form which has basically the same questions that were on the one used until 1973. The questions will then be incorporated into a numerical "objective" format. Such combined with a narrative part to each question. Such a questionnaire will not be primarily for faculty improvement, but rather for faculty evaluation.
iv. The President of the Senate will visit, by invitation, the ROTC summer camp at Fort Bragg while Clemson students are there.

v. During the summer the President and Vice President of the Senate will visit, over a three day period, most experiment station off-campus faculty. This trip will be made with Dean Hurst.

vi. The meeting dates for the Welfare Committee for this year are:

- June 22, 1976
- July 27, 1976
- August 24, 1976
- September 28, 1976
- October 26, 1976
- November 23, 1976
- January 25, 1977
- February 22, 1977
- March 22, 1977
- April 12, 1977

The other three standing committees will try to schedule meeting dates for the coming year and publish them so others may attend if they so desire.

vii. On 24 May the Ad Hoc Executive Committee met. The primary purpose of this meeting was to plan and begin coordination of the activities of the Senate for this year. Specific information concerning this meeting has probably been discussed in the meetings of the standing committees.

viii. In regard to the question raised in the May meeting concerning why attached military personnel are allowed membership in Fike Recreation Center and U. S. D. A. personnel are not, the following answer was given. The University Recreation Advisory Committee made the decision and U. S. D. A. personnel will not be included. It was pointed out in discussion that this is unfair treatment since some U. S. D. A. personnel also are considered as faculty.

Further discussion revealed that certain individuals who are attached faculty, visiting professors, etc.; are able to obtain membership in Fike Recreation Center, whereas others are not.

ix. President Edge gave a short summary of the activities of the Committee charged with the development of a faculty evaluation form. Numerous points were made regarding problems involved in attaching numerical values to Faculty Evaluations. This evaluation form will be used for promotion,
awarding tenure, and salary increases. President Edge further stated that he hoped the proposed form could be brought to the Faculty Senate and sent to college deans for suggestions before it is finalized.

x. The Board of Trustees meets June 18-19 at which time the faculty manual should be approved so that full implementation can occur by Aug. 16.

President Edge stated that the Board of Trustees desired certain clarifications on the section of the faculty manual entitled "Faculty Participation in the Selection of Academic Administrators." (Attachment A) The sentences added for clarification are underlined. After considerable discussion concerning the make-up of selection committees and their input into selection of academic administrators, it was moved that the Faculty Senate not approve these added sentences. The motion was defeated. It was then moved and seconded that we accept the proposed sentences with certain clarifications regarding the use of the term Dean and specifying either College Dean or University Dean. The motion passed with two opposing votes.

Senator Saunders proposed an amendment to Attachment A, paragraph one. Paragraph one would read as follows:
When an appointment to an academic administrative position is to be made, an appropriate faculty committee shall be formed to recommend the selection of the person to fill the position. In each case the committee shall submit an alphabetized list of names and the final selection must come from this list. If selection from that list is not possible, the committee will be requested to submit more names. The amendment included deletion of item 7. The amendment passed with 21 votes in favor and 4 in opposition.

It was also moved and seconded to allow the chair to support the original proposed sentences if the Board of Trustees disapproved of the above amendment. The motion passed.

6. Other Old Business - None

7. New Business

Senator McInnis introduced a resolution in opposition to proposed tax reform legislation. However, at this time it was determined that we no longer had a quorum. The resolution will be reintroduced and voted on at the next meeting.

8. Adjournment

The meeting was adjourned at 5:18 p.m.
Senators Absent:

J. C. Acton - John W. Dick substituting
W. Witcher - S. A. Lewis substituting
R. W. Drummond - Lamar H. Brown
C. L. Addison
J. G. Goree
E. Burch - Paul Peterson substituting
W. F. Steirer
C. Triche III - David Fiste - alternate
A. Snell
J. Melton - S. King substituting
B. B. Bookmyer
W. R. Boland

Respectfully submitted,

Raymond Noblet
Secretary
FACULTY PARTICIPATION IN THE SELECTION OF ACADEMIC ADMINISTRATORS

When an appointment to an academic administrative position is to be made, an appropriate faculty committee shall be formed to recommend the selection of the person to fill the position as follows:

1. For the selection of an academic department head or other academic administrators within a department, a committee shall be appointed by the Dean from the affected department. It will be the duty of the college dean to appoint academic department heads or other academic administrators within a department, subject to the approval of the Dean of the University and the President of the University.

2. For the selection of an assistant dean, associate dean, or director within a college, the members of the committee shall be appointed by the Dean from the faculty within the college. It will be the duty of the dean of the college to appoint an assistant dean, associate dean, or director within a college, subject to the approval of the Dean of the University and the President of the University.

3. For the selection of an academic administrator of an off-campus program, the appropriate dean shall appoint a faculty committee which shall represent both the off-campus program and the appropriate on-campus academic areas. It will be the duty of the dean of the college to appoint an off-campus administrator, subject to the approval of the Dean of the University and the President of the University.

4. For the selection of the dean of a college, the members of the committee shall come from the faculty within a college and may also come from the faculty of other colleges within the University. The Dean of the University shall appoint
the members of the selection committee. **It will be the duty of the Dean of the University to appoint the dean of a college, subject to the approval of the President of the University and the Board of Trustees.**

5. For the selection of an academic dean, other than a college dean or Dean of the University. The Dean of the University shall appoint the members of the selection committee. **It will be the duty of the Dean of the University to appoint an academic dean who was other than a college dean subject to the approval of the President of the University and the Board of Trustees.**

6. For the selection of the Dean of the University, the President shall appoint the members of the committee from the faculty. **The President will appoint the Dean of the University subject to the approval of the Board of Trustees.**

7. In the event that the recommendation of a selection committee is not recognized for any reason, the faculty shall be advised of the reason.

8. Each selection committee shall have among its membership representation of minorities and females at least to the extent of their presence in the unit from which the members of the committee are chosen.

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 member of the selection committee.
MINUTES OF THE FACULTY SENATE

July 20, 1976

1. Call to Order
The meeting was called to order at 3:32 p.m. by President Edge. He reminded the Senate that all duly elected alternates had voting privileges.

2. Minutes
The minutes of the June meeting were approved with minor corrections.

3. Special Reports - none

4. Committee Reports

a. Admissions and Scholarship - Senator Burch reported that two committee meetings had been held. During the first meeting a list of concerns or problems was drawn up for this committee to work on during the coming year (Attachment A).

The top priority items on the list are all under investigation. Either a report or a resolution concerning each of these items should be ready for submission to the Senate by the September meeting. A resolution concerning item #8 has already been formulated.

It was proposed to invite Dean Vickery to our Committee meeting in September to discuss the other items on the list.

The proposed "Faculty Evaluation Procedures" were discussed. However, due to the number of Committee members not present, it was felt that any formal report would be inappropriate. The Committee would like to obtain the sentiment of the Senate as a whole and also requests that the specific requirements of the Dept. of Labor which call for quantification be made available to the Senate.

A resolution of appreciation to Mrs. MacDonald was composed and will be submitted at this meeting.

b. Policy - Senator Holleman stated that the following individuals from the Policy and Welfare Committees (Senators Smith and Addison, Welfare; Senators Benson and Drummond, Policy) were appointed to a joint ad hoc Committee to study fringe benefits. Senator Melsheimer moved that the Faculty Senate approve the appointment of this committee. The move was seconded and passed unanimously. Senator Holleman was asked to prepare the charge for this committee.
c. Research - No report

d. Welfare - The Welfare Committee met on June 22. Topics for committee action were presented and the following actions were taken.

1. The committee voted to extend an invitation to Roy Rochester of the Physical Plant to discuss Physical Plant procedures, budget, and charges.

2. Brad Russell and Ted Adkins volunteered to act as a committee to collate tax-deferred annuity data and write the first draft of the final report.

3. The committee considered a complaint by a faculty member that he felt undue pressure had been exerted on his department's faculty by his Department Head who sent them a memorandum urging them to vote in the affirmative for the Jacobus amendment to the Faculty Manual. The committee discussed the possibility of writing a resolution of censure, but decided not to take any action until further information could be obtained on similar rumored actions by other administrators.

4. The committee considered the charge that the optional survivorship income plan offered to Clemson Faculty was not a true group insurance plan and was possibly not properly offered with the University's sanction because it required a medical exam before enrollment. The committee felt that this was not discriminatory and that no action be taken.

e. Ad Hoc Committees

i. Committee on Appointment of the Faculty Senate.

Senator Benson reported that this committee had begun deliberations and had met with Dean Hurst and Adm. McDevitt. The committee asked for and encouraged faculty input. Please forward your comments or suggestions to Senator Benson or any other committee member by Aug. 23.

ii. Intercollegiate Athletics.

In order to facilitate communication between the Faculty Senate ad hoc Committee on Intercollegiate Athletics and the Athletic Department, a list of topics of concern and questions of interest to the ad hoc Committee were formulated and forwarded to the Chairman of the University Athletic Council. Present plans are for the Senate ad hoc Committee and the University Athletic Council to discuss the questions at a joint meeting.
A letter to Athletic Directors in the Southeastern Region has been prepared soliciting information concerning ticket pricing policy for faculty and makeup of the Athletic Council (i.e. institutional control) including membership, duties, etc. so that the Senate ad hoc Committee will have information from institutions of similar size of Clemson University.

f. University Committees and Councils - None.

5. President's Report

a. Action Items

1. The Senate representative to the Traffic Parking Committee must be reappointed. Senator Luedeman was nominated and elected by acclamation.

b. Informational Items

1. Board of Trustees

The Board meeting on June 19 has been well publicized and need not be reviewed completely at this point. Rather, it is important to indicate the actions taken relative to the Faculty Manual since they were not well reported. The only non-editorial changes made in the Manual were:

a. Participation of Faculty in Selection of Academic Administrators. This section was accepted as rewritten at the June Senate meeting except for the selection of the President of the University. There the wording was changed from "... the President of the Faculty Senate shall be a full-fledged member of the selection committee." to "... the President of the Faculty Senate shall be a full-fledged member of the selection process.

b. Staff Deans. The wire diagram showing direct administrative responsibility of the College Deans to the Staff Deans was changed to show coordinating responsibility.

2. Faculty Manual

The Manual is now being printed at Clemson Printers and should be ready for distribution by August 15, 1976. The cover is perfect bound (i.e. not loose-leaf) and there are four thousand being printed. It will be a much more attractive document than the current manual. You will be able to order the manuals as needed from Central Stores through your Department.
3. **Committee Reports**

To allow us to conduct our business more thoroughly and with brevity, all standing and Ad Hoc Committee chairman have been asked to provide written reports at each Senate meeting and to have all proposals for Senate action distributed with the minutes. Any additional recommendations to make our meetings more effective are welcomed.

4. **Faculty Evaluation Procedures**

A draft faculty evaluation form has been prepared by Dean Green's Committee. The evaluation form has been sent to the College Deans (and to Department Heads) and to the Senate for review. I have asked the Admissions and Scholarship Committee to recommend a mechanism by which the Senate could review the document. The import this form carries can not be overstressed.

5. **Evaluation of Academic Administrators**

Dean Hurst has appointed a committee to study the form proposed by the Senate and to make recommendations concerning the form and its implementation. The members of the committee are:

- Dean S. M. Willis, Chairman
- Dean L. P. Anderson
- Dean J. C. Hester
- Dean T. D. Efland
- Dr. K. W. Moran
- Dr. J. W. Kenelly
- Dr. E. J. Kozma
- Dr. B. L. Edge, ex officio

6. **Athletic Council**

The Graduate Student Association in its concern over ticket price increases has requested and received a seat on the Council.

The Senate Ad Hoc Committee will forward a list of questions to the Athletic Department to be answered in writing. After this meeting will be held.

7. **In regard to certain members of the Athletic staff receiving complimentary membership in Fike Recreation Center,** the opinion was stated that this is considered a necessary fringe benefit for these selected employees. Since this is a policy violation the matter is being forwarded to the Recreation Advisory Committee for their consideration.
8. Senator Palmer was asked to obtain the necessary information about certain U.S.D.A. employees who were not allowed access to Fike Recreation Center so that appropriate action can be taken to alleviate this problem.

9. Dean Hurst has provided a form (Attachment B) for quantifying faculty duties as presently engaged. This form has also been sent to Deans and Department Heads for suggestions. A response is requested by mid-September. This form was referred to the policy committee for study.

10. Promotions were announced by letter on July 7 and list will be published in the Sept. 1 Newsletter. The general consensus of opinion was that information such as this should be announced as soon as possible in order to keep the faculty informed.

6. Old Business

Senator McInnis read Resolution FS-76-6-1 (attached) and moved adoption. The resolution passed unanimously. It was suggested that this resolution be mailed to the S. C. Congressional delegation.

7. New Business

a. Senator's Slann and Triche proposed a resolution concerning library privileges for retired faculty. The resolution was referred to the Welfare committee for further study. Senator Acton inquired as to whether or not retired faculty are allowed parking stickers.

b. Senator Burch proposed a resolution (FS-76-7-1) to oppose giving credit for Math 100 and English 100 toward any student's graduation. After a lengthy discussion concerning remedial courses and giving of credit for such courses, Senator Leudeman moved that this resolution be tabled until the next meeting. The motion carried.

c. Senator Burch read and moved adoption of a resolution (FS-76-7-2) of appreciation to Mrs. Jeanne Fraser McDonald for her gift to Clemson University which will be used to establish a new scholarship program. The resolution was unanimously adopted.

d. Senator Burch suggested the formation of an Ad Hoc Committee to study the proposed faculty evaluation form. Senator Smith moved formation of this committee before the next meeting. The move was seconded and passed unanimously. It was also moved and seconded that this committee be made up of two members of each standing committee. Senator Bookmyer amended the motion to state that committee members should come from various colleges. The amendment and the motion were passed unanimously.
8. Adjournment

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

Senators absent:

    J. F. Dickey
    R. W. Drummond
    J. H. Walker
    W. C. Whitten

Respectfully submitted,

Raymond Noblet
Secretary
Resolution of Opposition to Proposed Tax Reform Legislation

Whereas tax reform legislation (H.R. 10612) currently before the U.S. Congress eliminates tax deductions for use of home offices for professional work by teachers and university professors while allowing deductions by other professionals, such as doctors, lawyers, and business people, and

Whereas use of such offices is necessary and important for continued quality performance by many teachers and professors, and

Whereas disallowance of tax deductions for home offices by one group of professionals while continuing them for others is arbitrary and unequal treatment

be it therefore

Resolved that the Faculty Senate of Clemson University is opposed to any and all such changes in the tax laws which penalize members of the teaching profession while allowing continued benefits to those practicing other professions.
Whereas a university education is of a significantly higher quality and depth than a secondary education, and whereas a university student should have mastered the material in a secondary education before beginning his university studies, and whereas a university should not grant credit towards graduation to a student for remedial work, 

Be it resolved that the faculty of Clemson University requests that no graduation credit be given a student for remedial secondary work undertaken at Clemson University and specifically, that credit for Math 100 and English 100 not be counted toward any student's graduation.
Whereas the primary goal of Clemson University is to provide the kind of quality education required by the young men and women who will be future leaders of this state and this nation,

and whereas the deferred gift from the late Mr. George Raymond MacDonald and his wife Mrs. Jeanne Fraser MacDonald will be used to establish a major new scholarship program,

and whereas this scholarship program will greatly enhance the ability of Clemson University to attain its primary goal,

Be it resolved that the faculty of Clemson University expresses its most sincere appreciation to Mrs. MacDonald and her late husband for their expression of faith in Clemson University.
Report of the Admissions and Scholarship Committee
Faculty Senate

The Committee met on June 9, 1976. Present were Professors Burch, Bookmyer, Luedeman, and McLellan.

The purpose of the meeting was to discuss the issues and problem areas with which the Committee should be concerned and to develop a workable priority list for studying these issues and problem areas.

Following is a list of the major concerns presented at the meeting. The first three come from the recommendations of the Faculty Senate Ad Hoc Committee on Grade Inflation.

*1. Issuance of semester grade summary reports. The reports could either be by College, Department, and/or course containing information as to the percent of A's, B's, etc., given during the semester.

**2. Revision of the policy regarding the grade of "I". Some feel that the use of this grade is being abused.

**3. Shortening of the withdrawal period from ten weeks to six weeks and requirement of satisfactory performance as a condition for awarding of the grade of "W".

**4. Revision of the standards for continued enrollment.

*5. Issuance of up-to-date information at pre-registration on students in order to assure correct advisement of those students expecting to graduate in one of the following two semesters.

***6. Development of new system for calculating GPR's for Honors at graduation. A student having completed all of his or her work at Clemson is sometimes penalized for low freshman grades whereas a transfer student's GPR is determined only by his grades at Clemson.

***7. Study of present grading system for graduate students.

*8. Development of policy that no credit be given under any circumstances for Math 100 and Eng. 100. These courses are basically at the high school level. However, some students are receiving credit for them as electives.

*9. Study the possibility of requiring that all courses where the major requirement is practice teaching or field work be graded on a "Pass-Fail" system.

***10. Study the presently employed methods for accepting or rejecting transfer credits.

* These items are presently being investigated by the Committee and recommendations will be made in the near future.
** These items are next on the priority list and recommendations should be made by the end of the first semester.

*** These items will entail a considerable amount of study before any recommendations may be made. It is hoped that recommendations may be made by the end of the second semester.
ATTACHMENT B

Faculty Duties

| Faculty Duties | % Full Time
<table>
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<tr>
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<tbody>
<tr>
<td>Classroom</td>
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<tr>
<td>Laboratory</td>
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<tr>
<td>Office Hours for Student Advising</td>
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<tr>
<td>Course Preparation</td>
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<tr>
<td>Grading</td>
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<td>Committee Work</td>
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<tr>
<td>Student-Oriented Projects and Clubs</td>
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<tr>
<td>Departmental Research</td>
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<tr>
<td>College Extension (not including Agri. Cooperative Extension)</td>
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<tr>
<td>Sponsored Research (Hatch, McIntyre-Stennis, ER, TR, Contract)</td>
<td></td>
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<tr>
<td>Agri. Cooperative Extension</td>
<td></td>
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</table>

NAME _____________________________
POSITION __________________________
SIGNATURE _________________________
MINUTES OF THE FACULTY SENATE

August 17, 1976
Olin Hall Auditorium

1. Call to Order
The meeting was called to order at 3:35 by President Edge.

2. Minutes
The minutes of the July meeting were approved with minor corrections.

3. Special Reports - none

4. Committee Reports

a. Admissions and Scholarship - Senator Burch reported that the committee met on July 22, 1976 and those present were Senators Burch, Luedeman, Melton and Steirer. The primary topics discussed were as follows:

1. Most of the meeting was taken up with discussions of the resolution concerning credit for remedial courses which was presented at the last Faculty Senate meeting. It was decided to ask that the resolution be withdrawn at the next Senate meeting. It will be resubmitted, perhaps in altered form, at the September Senate meeting after the Committee has time for further study.

2. It was suggested that another item be added to the Committee's list of topics under study. The item concerns increasing the effectiveness of the faculty's advising of undergraduate students. Specifically, how can faculty be held accountable for poor advice and what are the responsibilities of the student in this matter?

3. The next meeting of the Committee will be held on Tuesday, August 24, at 3:45 p.m. in the Dean's Conference Room, 1st floor of Sirrine Hall.

b. Policy - No report

c. Research

Senator Palmer noted that two major items had been dealt with during the past month. These were as follows:

1. Employee Travel Advance

The Research Committee has been in contact with Mr. T. N. Hinton of the Office of Financial Management in Sikes Hall.
and have together developed a series of tentative guidelines for the administration of the employee travel advance fund. A list of proposed guidelines was passed out for consideration by the Senate. Any Senator desiring further input should let the Committee Chairman know before the end of next week (August 20).

The travel advance fund prior to its termination had approximately $8,500 available for disbursement as an aid in travel. The major portion of this amount was earmarked for this purpose by the C. U. Alumni Foundation's Loyalty Fund. This summer the sum of $25,000 was approved by the same group for this purpose. The Research Committee feels that the Alumni Association should be commended for helping provide this aid.

After hearing and compiling faculty suggestions, Mr. Hinton feels that the advance may again be in force in 5 to 6 weeks.

Senator Maxwell asked why travel advances would be limited to 80% of the estimated trip cost? He further asked if the proposed $250.00 per trip would be final.

Senator Luedeman suggested that the University simply reimburse the travel advance fund rather than the individual to alleviate the problem of collecting payment from delinquent individuals.

2. Attached USDA Personnel at Clemson

The Research Committee Chairman acting upon President Edge's charge at the July Senate meeting has made an attempt to determine the status of the fringe benefits of attached USDA personnel. Chairman Palmer met with Ken Bragg, USDA-ARS Coordinator or leader for the Campus, on July 29 to discuss the matter. Mr. Bragg indicated that there was some concern by attached USDA-ARS people that they were denied faculty discounts on athletic tickets and use-privileges for Fike Rec. Center and the University Union. He thought, however, that these concerns were not serious.

An area of concern which Mr. Bragg expressed had to do with the library. They hoped that library privileges now in effect for USDA personnel would remain unchanged.

This committee would like to obtain comments through the Senate, from other attached USDA personnel, or perhaps other U. S. Government Agencies represented at Clemson. With further input perhaps the Research Committee can formulate a resolution on certain fringe benefits before the September Senate meeting.

d. Welfare -

Senator McInnis reported that the Welfare Committee met with Roy
Rochester on Tuesday, July 27 for over two hours. A full report on the meeting is in preparation and will be distributed before the next Senate meeting.

The Tax-Sheltered Annuities Evaluation is almost complete, and a summary should be distributed to all faculty in the near future. In addition, a full copy of the evaluation will be distributed to departmental offices and the Insurance and Payroll Office.

The Committee will investigate the benefits offered retired faculty by the University. At present, there is no written policy on such benefits.

e. Ad Hoc Committees - No reports

President Edge stated that there are now five active Ad Hoc Committees in the Senate. The membership of these various committees are as follows in the President's report.

f. University Councils and Committees - No reports

5. President's Report

1. The Faculty Senate presently has five active Ad Hoc Committees. The membership of these committees is as follows:

   Ad Hoc Committee on Fringe Benefits
   - C. L. Addison - Chairman
   - D. B. Smith
   - R. T. Benson
   - R. W. Drummond

   Ad Hoc Committee on Faculty Evaluation Form
   - J. G. Goree - Chairman
   - J. F. Dickey
   - C. Triche
   - R. L. Saunders
   - A. Snell
   - J. Luedeman
   - J. Melton
   - M. Slann

   Ad Hoc Committee on Senate Reallocation
   - R. T. Benson - Chairman
   - J. C. Acton
   - W. C. Whitten
   - C. B. Russell
Ad Hoc Committee on Intercollegiate Athletics

J. D. Maxwell - Chairman
R. L. Saunders
S. S. Melshheimer
J. D. Fulton
G. C. Skelley

Ad Hoc Executive Committee

B. L. Edge - Chairman
S. S. Melshheimer
R. Noble
K. A. Holleman
J. Palmer
E. Burch
T. McInnis

2. President Edge welcomed back all Senators who had been away for the summer. He also recognized newly elected Senator Richard Hilderman who will replace W. R. Boland from the College of Sciences.

3. The faculty manual has been published and is now in effect. Credit for this new manual goes to the 1974-75 and 1975-76 Senate and particularly to former Presidents Ron Dillion and George Skelley.

4. The Council of Academic Deans has begun meeting and their first meeting was held this month. This council will act on all matters that are to be considered by the Educational Council.

5. The IBM 370/165 computer system has been purchased. This purchase will enable Clemson University to fulfill the contract we have with the Department of Social Services and to better serve the needs of the University.

6. We extend our thanks to Dr. Caffrey, Dr. Blair and Senators Webb, Melshheimer, Slann, and Witcher for their assistance in the Orientation of new faculty and staff.

7. There will be a Faculty Luncheon Club and Banquet Room in the Student Union. The Faculty Senate has the opportunity to add two people to the decorating committee. These committee members will be C. Triche and R. D. Shannon.

8. Dr. Knisley who is president of the Medical University and Chairman of the Council of Presidents wrote a letter to Mr. Purvis Collins asking that vesting time in the S. C. Retirement System be reduced. Mr. Collins responded that a reduction in
vesting time from 15 to 5 years would cost approximately $1,500,000 for FY 76-77. Legislation to this effect was introduced this year but never got out of committee; however, it will be reintroduced next year.

9. Senator Holleman has presented the charge to the Ad Hoc Committee on Fringe Benefits on July 30. The purpose of this committee is to ascertain and study fringe benefits available to faculty members of Clemson University and attached personnel and make any needed recommendations to the Senate by the November meeting.

10. President Edge gave a summary discussion of the proposed selection procedure for the Vice President for Business and Finance. After a period of discussion the Faculty Senate unanimously passed a resolution of opposition to this proposed selection process. (FS - 76 - 8 - 3 Attached)

6. Old Business

Senator Burch moved that resolution FS-76-7-1 be withdrawn. The move was seconded and passed unanimously.

7. New Business

a. Senator Chisman read a proposed resolution (FS - 76 - 8 - 1 Attached) and moved adoption. The resolution passed unanimously.

b. Senator Chisman read a second proposed resolution (FS - 76 - 8 - 2 Attached) and moved adoption. Following a general discussion on the availability and high cost of such insurance, the resolution was passed.

8. Adjournment

The meeting was adjourned at 4:45 p. m.

Respectfully submitted,

Raymond Noblet
Secretary

Senators absent:

T. R. Adkins - G. Carter - substituting
K. DeHaven
J. F. Dickey
D. B. Smith
R. W. Drummond
C. L. Addison
R. T. Benson - L. Blanton - substituting
W. C. Whitten
C. Triche
B. B. Bookmyer - H. W. Graben - substituting
RESOLUTION

(Faculty Personal Property Insurance Coverage)

WHEREAS the faculty are not covered by Clemson University Insurance for theft of or damage to personal property kept on campus such as books, calculators, tape players, etc., which are necessary to perform their duties, but which are not provided by Clemson University and

WHEREAS personal property, considered by insurance companies to be business or professional in nature, is specifically excluded from all personal or homeowners' insurance policies and

WHEREAS water damage to personal property is excluded from all personal or homeowners' insurance policies and

WHEREAS all personal or homeowners insurance policies have a deductible clause of at least $50, be it therefore

RESOLVED that theft of or damage to personal property of faculty, used in the performance of their duties, not due to the fault of the faculty, be covered by a blanket insurance policy provided by Clemson University.
RESOLUTION

(Departmental Equipment Insurance Coverage)

WHEREAS theft of or damage to departmental equipment is not covered by insurance, this sometimes putting a severe burden on the already too small yearly equipment budget, be it therefore

RESOLVED that theft of or damage to departmental equipment, not due to the fault of the department, be covered by a Clemson University insurance policy.
Resolution of Opposition to Proposed
Selection Procedure for Vice President
for Business and Finance

"Be it resolved that the Faculty Senate opposes the proposed
selection process for the Vice President for Business and
Finance and that the Senate asks for the fullest possible
participation in the selection process including the Faculty
Senate President, or his designate, serving on the Screening
Committee."
1. Call to Order
   The meeting was called to order at 3:35 p.m. by President Edge.

2. Minutes
   The minutes of the August meeting were approved with minor corrections.

3. Special Reports - none

4. Committee Reports
   a. Admissions and Scholarship - Senator Burch reports that the committee met on August 9, 1976 and that they dealt with the following items:
      1. Most of the meeting was devoted to discussion of Resolution FS-76-7-1, which the Committee had previously submitted to the Senate and had later withdrawn for further study. Discussion centered around the definition of a "remedial" course and whether or not Math 100 and English 100 are remedial. A remedial course is a course that is required of students not meeting the standards necessary to enroll in a course in their curriculum. Additionally, objective testing must be carried out during the course to insure that the student's deficiencies are corrected. It was reported that both Math 100 and English 100 do meet these requirements and are considered remedial by the respective departments.

      The Committee, therefore, decided to resubmit Resolution FS-76-7-1 in slightly altered form. A copy of this resolution is attached along with a letter from the Head of the Math Department stating the Department's opinion of Math 100.

      2. It was decided to invite Dean Vickery to a special meeting of the Committee to discuss a number of items which are on the list of items prepared by the Committee for consideration. Specifically, these items are:
         a. Issuance of semester grade summary reports
         b. Revision of the policy regarding the grade of "I"
         c. Shortening of the withdrawal period from ten to six weeks and the requirement of satisfactory performance as a condition for awarding the grade of "W"
         d. Revision of the standards for continued enrollment
         e. Study of the presently employed methods of accepting or rejecting transfer credit
         f. Issuance of up-to-date information at pre-registration.
3. Regular Committee meetings will be held on the first Tuesday following the Senate meeting at 3:45 in the Dean's Conference Room of Sirrine Hall.

b. Policy - Chairman Holleman presented the following report of the policy committee's activities at their last meeting:

1. The Committee has looked at Clemson's policy regarding sabbaticals. A questionnaire was sent to several Universities to determine our comparative situations. The returns indicated that Clemson's sabbatical policy is in line with most similar universities. The moratorium on Clemson sabbaticals at the present is the only area of contention. The University of South Carolina is currently working under a similar self-imposed moratorium. Materials will be referred to the Fringe Benefit Committee.

2. The Committee has determined that no active University Council or Committee is concerned with the Business and Financial Affairs Office. The Committee feels the Faculty should have input into this area, or a means of receiving accountability for the various financial decisions affecting research and teaching budgets, facilities and any other pertinent information concerning programs with faculty involvement. A resolution concerning this item will be forthcoming in the near future.

3. Senator Drummond volunteered to ask the Campus Planner, R.D. Eflin, about any plans for modernization of Tillman Hall, especially as regards the auditorium. There is a real need for an auditorium of sufficient size to seat the faculty and other groups in relative comfort. Senator Drummond reported back that there were no present plans to remodel Tillman. A resolution to this effect will be considered soon.

4. The Committee was asked to consider the possibility of an editor of the Tiger being present at Faculty Senate meetings. After considerable discussion, it was decided to refer this question to the body of the total Senate for consideration without a firm recommendation.

c. Research - Senator Palmer reported that the Research Committee met on September 1 with Dr. R.W. Henningson to discuss indirect cost rates for conducting research. The purpose of the meeting was to get an update from Dr. Henningson on the procedures and details involved in arriving at the rates and discuss with the committee problems of mutual concern with sponsored research. The information obtained at this meeting will be used to update the previous report on indirect costs of research which was last revised in October of 1975. The report will be distributed to appropriate personnel in the near future.
d. Welfare - Senator McInnis stated that the Welfare Committee met on Tuesday, Aug. 24. The two major issues discussed were privileges of retired faculty and sabbatical leave policy.

The committee voted to offer a resolution to the Senate urging that the University offer its faculty retirement benefits which would include, identification cards, library and Fike field house privileges, and parking privileges.

Concerning the sabbatical leave policy, it was noted that the Senate has passed two resolutions within the last few years urging the administration to renew sabbaticals, and yet nothing has changed. It was the feeling of the committee that it would be of value to invite President Edwards, or his designate, to appear before the full Senate to explain the reasons for the discontinuance of sabbaticals.

In discussion following the report, Senator Steirer suggested that another resolution regarding sabbaticals might be helpful to keep the issue alive as a matter of faculty concern. Senator Maxwell asked if the Senate should possibly request that the administration do a cost-benefit study of sabbatical leaves. It was pointed out that some administrators feel that sabbaticals are not justified from a cost-benefit standpoint.

President Edge referred the matter to the Policy Committee. It was decided that if an amendment were proposed that a report on sabbaticals resulting from a previous study be appended.

Senator McInnis also reported that the annuity reports have now been distributed.

e. Ad Hoc Committees

i. Ad Hoc Committee on Fringe Benefits.

Senator Addison reported that a preliminary report will be given at the October meeting.

ii. Ad Hoc Committee on Intercollegiate Athletics.

Senator Maxwell reported that the members of the Athletic Council who are faculty members will meet with the Ad Hoc Committee of the Faculty Senate.

iii. Ad Hoc Committee on Faculty Evaluation.

Senator Goree reported that the committee had met three times and will have a report to present at the October meeting of the Faculty Senate.

President Edge instructed the committee to make suggestions for improving the Faculty Evaluation form if they so chose.

The Senate then went into executive session for additional discussion.
iv. Ad Hoc Committee on Senate Reallocation.

Senator Benson stated that a report will be presented at the October meeting.

f. University Councils and Committees

i. Undergraduate Council - It was reported that a resolution raising standards for continuous enrollment of students has been passed. The changes were from 1.3 to 1.4 at the end of the first semester, from 1.5 to 1.6 at the end of the second semester, and from 1.7 to 1.8 at the end of the sophomore year.

ii. Traffic and parking. Senator Luedeman presented the following items of information:

a. Reserved parking will be provided at Jervey Center for athletes and this parking area will be patrolled and violators will be ticketed.

b. A request was forwarded to Mr. Rochester asking that faculty members be allowed to store bicycles in their offices. This request was denied although Mr. Rochester allows students to store bikes in their rooms. One reason given was that the University can recover damages from students if damages result from storage of bikes in dorm rooms. Another reason was that storing bikes in offices would make the work of custodial personnel more difficult.

Senator Webb pointed out that bike regulations on campus are not being enforced and this complicates traffic and parking problems. President Edge asked the policy committee to consider these facts and make appropriate recommendations if a resolution is deemed in order.

iii. Affirmative Action Committee. Senator Benson reported that the Committee has made and continues to make changes to keep the University in compliance with Title IX.

iv. Graduate Council. Senator Maxwell informed the Senate that Dean Schwartz announced that a committee would be appointed to study and consider formation of graduate advisory committees and establishing guidelines for appointment of faculty advisors.

In the discussion it was pointed out that the Welfare Committee of the 1975 Faculty Senate discussed the formation of a graduate faculty and unanimously recommended against its formation although a formal resolution to that effect was not offered.

Senator Maxwell further reported that certain changes would be forthcoming regarding the approval page of theses which would include the signatures of the advisory committee members.
v. Banquet Room Decoration Committee. Senator Holleman reported on the activities of this committee regarding the banquet room. Planned multiple uses of the banquet room including student use in the evening has greatly complicated the design of the room. It was decided that the Committee should meet with Mr. Nicholas to try to resolve the problem. It was also pointed out that the option of the Tiger Tavern was being explored as a Faculty Luncheon Club facility. President Edge pointed out that in its present state the Tiger Tavern is unusable and at present no monies are available for redecoration.

President Edge then called for a vote to determine if the Faculty Senate should actively pursue the idea of a Faculty Luncheon Club. A large majority voted in favor of pursuing plans for a Luncheon Club.

vi. University Golf Course Planning Committee. Senator McInnis informed the Senate that a site and plans for the golf course have been approved and that funds are being sought for the construction of the golf course.

5. President's Report

1. Senator Charles Triche, III

Unfortunately for the Senate and the University, Senator Charles Triche, III, will be leaving for another position within a month. He certainly deserves the thanks of the Senate and the Faculty for his continuing contributions in this area. I have asked President Edwards to replace Senator Triche on the Interior Decorating Committee for the Banquet Room in the Edgar A. Brown University Union with Senator Holleman.

2. Faculty/Staff Luncheon Room

The representatives of the faculty to the Committee on Interior Decorating for the Banquet Room in the Edgar A. Brown University Union have met several obstacles in effectively inputting the needs of the faculty. It appears that hopes for locating the Faculty/Staff Luncheon Room within the University Union facility will not be fulfilled because of conflicting use with nightly student dances and other activities requiring use of the same room. On the other hand it may be possible to obtain new furnishings for the Tiger Tavern and convert that space to exclusive Faculty/Staff usage.

3. Budgets for 77-78

President Edwards discussed the new procedure for estimating state expenditures at the Educational Council Meeting. The new procedure uses bottom-line budgeting obtained from a five year rolling average based on personal income to meet anticipated needs. In addition there will be two other documents.
The first of these will be a list of those activities in order of reverse priority that must be curtailed if the actual budget is 10% less than the bottom-line figure. The second document is a listing in order of priority of those activities which would be added if the actual budget were to be greater than the bottom line. The College Deans will make the priority determinations within their colleges. The budget should be complete by September 27, 1976.

4. **Board of Visitors**

The Board of thirteen members will be on campus November 7-9, 1976.

5. **Vice President for Business and Finance Screening Committee**

The Board of Trustees followed the recommendation of the Senate and changed the composition of this committee to include three members of the Board, the President of the University, the President of the Faculty Senate or his designee, and such other members of the faculty and staff as the President may deem necessary. The members of the Board who will be on the Committee are Messrs. Buck Mickel, W. Gordon McCabe, Jr., and Thomas B. McTeer, Jr. In addition, the Board voted to retain University ownership of official Residence No. 2 to provide additional inducement to candidates for this position.

6. **Energy Conservation Policy**

In preparing a University wide Energy Conservation Policy Statement, Mr. Roy Rochester has posed the following questions of immediate concern to the Faculty:

a. Should we adopt and enforce (where possible) the recommended maintained building temperatures of 68°F for winter and 78°F for summer?

b. Should we continue reducing the domestic hot water temperature settings to the recommended 120°F?

c. Do we accept the reduced lighting levels as recommended by the Federal and State Energy offices?

d. Do we keep building systems on after hours for the comfort of (1) some faculty and staff to return to work, (2) graduate students coming back after hours, (3) students doing drafting, research, etc. when research equipment and environments are not involved, (4) faculty and staff who indicate that the air is musty when they return after hours?

e. Do we permit the use of fans, electric heaters, etc., in offices and other areas where ventilation is not required? (State policy says we should not.)
f. Should we initiate a policy whereby the various departments and colleges would attempt to make use of a few buildings for afterhours work rather than have several buildings that must be left on when only a small portion of the building is occupied?

g. Should we establish a policy to cover small expenditures for alternate systems of heating/cooling of a small portion of building and allow the building system to be shut down when the payout for this expenditure would be for an extremely short period?

The Policy Committee has been asked to provide direction for us on this matter.

7. Selection of the President

The selection process for the next President of the University has been approved in draft form by the Board. This draft will now be circulated to all the "publics" of the University. The Senate will have, on behalf of the Faculty, the opportunity to make as thorough a response as it deems necessary.

8. University Foundation

The Board of Trustees voted to consolidate all "development" funds for the University in the Clemson Foundation.

9. Teaching and Office Hours

For the Governor's office and the Budget and Control Board, the Commission on Higher Education has prepared an informational chart. This chart is to provide information from the "Senior Public Institutions" on teaching hours and office hours as they apply to administrators, full-time faculty members, and research and public-service personnel. (Attachment A)

10. Evaluation of Academic Administrators

The ad hoc committee studying this subject has met twice and agrees with the faculty that such a procedure would be very valuable to the administrator being evaluated as well as to the whole University. Further, the committee believes that the format proposed by the Senate is a very workable one although the committee does anticipate making some adjustments.

11. The salary breakdown by college and rank will be made available to the Senate at approximately the same time as last year.

12. A report entitled "Clemson Athletics Today" was presented and is included in these minutes as Attachment B.
13. A letter dated September 19, was received from Steve Matthews, News Editor of the Tiger, requesting that Tiger reporters be allowed to attend and report on the activities of the Faculty Senate.

Following a period of discussion it was moved and seconded that Tiger reporters not be allowed to attend and report Faculty Senate Meetings. The question was called and a majority voted in favor of the question. Senator Saunders moved a roll call vote which was seconded. Senator Maxwell rose to a point of order pointing out that this matter according to our by-laws must be considered under New Business on the agenda.

6. Old Business - none

7. New Business

a. Senator Burch reintroduced resolution FS-76-7-1 (attached) and moved its adoption. After a lengthy discussion the resolution was adopted.

b. Senator McInnis introduced resolution FS-76-9-1 (attached) on benefits for retired faculty and moved its adoption. This move was seconded and passed unanimously.

c. Senator Palmer introduced resolution FS-76-9-2 (attached) entitled "Resolution of Faculty Opposition to Certain Energy Conservation Measures on Campus." After a minor change in wording the resolution passed.

d. A resolution of Opposition to numerical evaluation of faculty, FS-76-9-3 (attached), was introduced and adoption moved. The move was seconded and the resolution passed unanimously.

e. President Edge reintroduced the request of the Tiger editor to attend and report on meetings of the Faculty Senate. Senator Luedeman moved that we invite the editor of the Tiger to our next meeting to discuss the request. The move was seconded and the motion carried.

f. It was the decision of the Senate that David Fiste who is the Senate Alternate from the Library be allowed to serve out the current term of Senator Triche and that he would be eligible for election next year.

8. Adjournment- The meeting was adjourned at 6:07 p.m.

Respectfully submitted,

Raymond Noblet

Senators absent:

W. Witcher
K. DeHaven
F. L. Day
### Teaching Hours, Full-Time Faculty

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<tbody>
<tr>
<td>Normal Instructional Hours</td>
<td>12 SCH per week</td>
<td>12-18 class contact hours per week</td>
<td>Not Fixed</td>
<td>12 SCH per week</td>
<td>12 SCH per week</td>
<td>12 SCH per week</td>
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<tr>
<td>(Semester Credit Hours)</td>
<td>or</td>
<td>or</td>
<td>16 contact hours per week, maximum</td>
<td>18 contact hours per week, maximum</td>
<td>18 contact hours per week, maximum</td>
<td>21 contact hours per week, maximum</td>
<td>16 contact hours per week, maximum</td>
<td>20 contact hours per week, normal maximum</td>
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<tr>
<td>Contact Hours</td>
<td>(Lab, Studio or PE)</td>
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### Office Hours

<table>
<thead>
<tr>
<th></th>
<th>Full-Time Faculty (For student advisement and counseling)</th>
<th>Not Fixed, posted by Department Chairman and maintain schedule</th>
<th>Minimum 10 5 hours per week minimum</th>
<th>3-5 hours per week, &quot;convenient and adequate&quot; posted daily</th>
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</thead>
<tbody>
<tr>
<td>Administrative and Clerical</td>
<td>8:30 A.M.- 8:00 A.M.- 5:00 P.M.- 4:30 P.M.- M-F</td>
<td>8:30 A.M.- 5:00 P.M.- M-F</td>
<td>8:30 A.M.- 5:00 P.M.- M-F</td>
<td>8:30 A.M.- 5:00 P.M.- M-F</td>
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<tr>
<td>Res./Pub. Serv. (For student advisement and counseling)</td>
<td>8:30 A.M.- 8:00 A.M.- 5:00 P.M.- 4:30 P.M.- M-F</td>
<td>8:30 A.M.- Not Applicable</td>
<td>8:30 A.M.- Not Applicable</td>
<td>8:30 A.M.- Not Applicable</td>
</tr>
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</table>

### NOTES:

1. In most cases, institutional policies as to teaching hours of full-time instructional faculty are given as a specified number (e.g., 12) of semester credit hours (SCCH); or as a specified number (e.g., 18) of contact hours in class or laboratory per week. Because one course which carries a value of 3 credit hours normally meets for three class periods a week, the teaching requirement of 12 SCCH means that this faculty is assigned to teach 4 such courses per semester. Instructional faculty who also are assigned to administrative duties, are typically excused from teaching one or more courses to compensate for this fraction of their time.

2. The number of hours per week faculty are expected to be available for counseling and advising students. Specific hours (e.g., 2-4 PM, M-W-F) are not generally specified in general institutional policy because such policy statements would inevitably come into conflict with scheduled class or laboratory periods of either students or faculty or both. Does not include class preparation time, evaluating student work and grading exams, or time for other activities such as research, committee work or public service.

3. Hours for all administrative offices conform with or exceed state policy on the required number of hours in the work-week of state employees.

4. Faculty assigned to full-time research or public service activities maintain the minimum office hours shown. This item is not applicable to all institutions.

**ATTACHMENT A**

8/25/76
ATTACHMENT B

CLEMSON ATHLETICS TODAY

Intercollegiate athletics at Clemson over the last few years have strived to develop a well-rounded athletic program which consists of twelve (12) men's and four (4) women's sports. Sports have been added as the need has arisen and facilities and funds have become available. The Athletic Department is self-sustaining, even though the operational budget has grown to a three-million dollar operation. An up-to-date computer accounting system is now in effect with each sport and department of athletics operating within a budget. Monthly print-outs are distributed to all head coaches and departments to give constant operational costs.

Increased IPTAY contributions afford Clemson the privilege of being able to give the full compliment of scholarships to each intercollegiate sport. Since 1971 IPTAY contributions have exceeded scholarship operational costs. Life memberships and unexpended yearly IPTAY contributions are being invested through the State Treasurer; and, hopefully, in the future there will be funds to have endowed scholarships instead of operating on a year-to-year "good faith" basis.

Operational income basically comes from football; however, basketball is self-sustaining. Allocated funds (University fees - $24 per student for men's sports and $6 per student for women's sports) make it possible to supply the operating funds of all sports other than football and basketball. Soccer is the third income sport, with baseball being the fourth and only other fund-producing sport.
Coaches in activities other than football and basketball have other duties or coach more than one sport. Through the cooperation of the R.P.A. Department they teach and coach, thus making it monetarily feasible for Clemson to hire quality coaches. Mrs. Annie Tribble, our women's basketball coach, doubles in the Intramural Department as Associate Director.

Currently two-thirds of all scholarship athletes are from out of state. South Carolina high schools presently are not supplying adequate numbers of prospective scholarship athletes in all sports for Clemson to have a successful well-rounded program. The alternate is to recruit out of state, which ultimately costs more. The NCAA recruiting regulations (three in-person contacts in prospect's hometown during his senior year and one paid official visit to campus and limitations on the number of total scholarships by sports) makes it difficult to recruit out-of-state athletes in all sports who are not familiar with Clemson and what opportunities it has to offer in intercollegiate athletics as well as educational programs.

Clemson has attained Division I status, not only as a member of the Atlantic Coast Conference, but also by having nationally competitive schedules in all sports. Football schedules are made ten or more years in advance, basketball schedules three to five years in advance, and other sports on a one or two year basis. The scheduling of any event is made with the future outlook of Clemson foremost in mind. First, you have to schedule conference games, next try and schedule other State universities with similar structured programs within Division I,
then consider out-of-state schools with like programs that are geographically located with crowd-drawing support to make it financially feasible both when you play at home or away.

The sale of tickets is Clemson's main source of revenue. Presently a minimum of five home games and season ticket sales of 20,000 are necessary for the Athletic Department to break even. Constant attention is given in an effort to improve schedules which produce adequate funds to support the program. New programs will be added in the future, constant improvements are to be made: additional seats for the stadium and Coliseum, permanent seats and lights for baseball and new tennis courts are included in present planning. Artificial surface multi-purpose practice field, a storage area off the tunnel at Littlejohn Coliseum, additional portable seats for minor sports, indoor tennis courts, artificial surface for the present track, additional parking, new weight room, fencing room, and completion of Fike Recreation Center are included in future plans.

The Athletic Department presently maintains all buildings and grounds from Riggs Field down Highway 93 to Hartwell Lake, which encompasses approximately 153 acres. Improvements to this area are always foremost in our minds.

Athletics at Clemson can succeed only with the support of the University, faculty, students, and IPTAY support. The goals of educating young men and women while they participate in a competitive athletic program is possible only if the above summation can be achieved.
Whereas a university education is of a significantly higher quality and depth than a secondary education,

and whereas a university student should have mastered the material in a secondary education before beginning his university studies,

and whereas a university should not grant credit towards graduation to a student for remedial work,

Be it resolved that the faculty of Clemson University requests that no graduation credit be given a student for remedial work undertaken at Clemson University

and at this time, specifically, that credit for Math 100, proposed English 100, and English 111 not be counted toward any student's graduation.
Resolution on Benefits for Retired Clemson Faculty

WHEREAS retired faculty have contributed many years of devoted service to Clemson University, and

WHEREAS retired faculty are valued and respected members of the University community and

WHEREAS intellectual curiosity is not necessarily satiated at retirement and

WHEREAS retired faculty can continue to make significant scholarly contributions to the educational community well past the age of retirement and thereby bring honor to Clemson University, be it therefore

RESOLVED that Clemson University permit its retired faculty to continue to use as many of its facilities as practicable and aid such faculty in obtaining access to such facilities by offering the following retirement benefits:

1. A computer-compatible identification card.
2. Library privileges offered active faculty
3. Fike Field House membership option.
4. Reduced rates on athletic season tickets.
5. Faculty parking privileges.
6. Use of available office and/or laboratory space.
7. Any other active faculty benefits which do not exert an undue financial burden on the University.

And furthermore, that the University should notify its retired faculty, in writing, of the existence of these benefits and the procedures necessary to obtain them.
Resolution of Faculty Opposition to Certain Energy Conservation Measures on Campus

WHEREAS the Faculty of Clemson University favors conservation of energy on campus, but

WHEREAS the energy conservation effort this summer in certain buildings on campus resulted in some laboratories, classrooms, and offices being uncomfortable for staff, faculty, and graduate students during the day and afternoon hours, and

WHEREAS some staff, faculty, and graduate students need comfortable working conditions after hours to carry out their duties and responsibilities, and

WHEREAS many classrooms and laboratories have had temperatures too high for students attending classes and labs, and

WHEREAS there are research projects which involve the operation of expensive and intricate lab machinery or storage of living seed, plants, or animals, the savings of funds by cutting off the heat or cooling systems for a duration of time, may result in the loss of important research results, projects, or products which may be worth many times the amount saved.

RESOLVED that the Faculty Senate of Clemson University oppose certain energy-saving means which jeopardize the effectiveness and comfort of its personnel or students either during or after hours, and which may endanger many important products or results of research.
Resolution of Opposition to Numerical Evaluation of Faculty

WHEREAS university professors are desirous of evaluation by students, peers, and administrators, evaluation by quantification is generally considered an improper procedure.

WHEREAS the many and varied facets which constitute a quality university professor are, by their very nature, incapable of being numerically evaluated, and

WHEREAS the concept of assigning a university professor a numerical value representing the quality of his performance of his many and varied duties is contradictory to the nature of such duties,

BE IT RESOLVED that the Faculty Senate firmly opposes any sort of numerical evaluation of the Faculty of Clemson University by the administration of Clemson University.
1. Call to Order

The meeting was called to order at 3:30 p.m. by President Edge. President Edge then recognized Senator Luedeman who moved that the Special Report from the news editor of the Tiger be heard at this point in the meeting. The move was seconded and the motion passed.

2. Special Reports

Mr. Steve Matthews addressed the Senate and explained how news coverage of the Faculty Senate by the Tiger would be accomplished if the Senate approved their request to have a reporter present during all regular Senate meetings.

Mr. Matthews emphasized that their main purpose was to have open meetings for the Faculty Senate since Senate activities directly affect the welfare of faculty and students and that these parties need to be informed. He emphasized that Tiger coverage would inform people much faster than through our present channels and that it would also lend credence to Faculty Senate Activities. He further stated that Tiger coverage is fair and objective in most instances and that a Tiger reporter would show discretion in quoting individuals. Mr. Matthews pointed out that the major disadvantage was that debate in some instances might be restricted.

In response to questions Mr. Matthews further informed the Senate that if the Tiger misquoted or printed inaccurate information they would print letters to the editor provided such letters were not libelous or otherwise undesirable. He further stated that if direct quotes were made that the name of the person would be printed. Mr. Matthews stated that it would not be acceptable for the Faculty Senate President or Secretary to read the articles for accuracy before printing.

Senator Maxwell pointed out that he felt many Faculty Senators were opposed because the Tiger is a student newspaper and not an appropriate channel of publication for faculty activities. Further discussion pointed out that the minutes of the Faculty Senate are late for specified reasons and that premature release of the information could have serious public impact.

President Edge thanked Steve Matthews and Tom Taylor for attending and answering questions.
Senator Steirer moved that we change the order of the Agenda and act on whether or not the Tiger be allowed to cover Faculty Senate meetings. The move was seconded and the motion carried. Senator Luedeman moved that the Tiger not be allowed to cover Faculty Senate meetings and the move was seconded. During discussion it was suggested that Tiger coverage be allowed on a trial basis. The consensus of opinion seemed to be that business matters dealt with in the Senate should have ample time to reach the administration before they are published in the Tiger. Further discussion emphasized that the Faculty Senate should try to open doors of communication and that we should be willing to accept the consequences of statements made in debate. The question was called and Senator Saunders requested a roll call vote; however, the required 20 percent did not desire a roll call vote. The motion was passed. President Edge declared a 2 minute recess to inform Mr. Matthews of the decision of the Senate.

3. Minutes

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

4. Committee Reports

a. Admissions and Scholarship - No report

b. Research - No report

c. Welfare - Senator McInnis reported that the Welfare Committee met on Tuesday September 28. It was reported to the committee that at least two changes approved for inclusion in the new faculty manual were omitted. The chairman has since written a letter to Dean Hurst requesting explanation. Committee members were urged to report any other inconsistencies which came to their attention to the committee chairman for investigation.

Senator Russell presented a description of a new cancer insurance plan offered by the American Family Life Assurance Company about which the administration solicited comments. With faculty and staff approval, the plan would be sold on an individual basis at group rates to Clemson employees. The committee acted on behalf of the faculty in approving the sale of this insurance plan on campus.

d. Policy - Senator Holleman reported that the following items were discussed in their last meeting. A resolution was drafted on sabbatical leave policy, (FS-76-10-3) which will be considered under New Business at today's meeting.
A possible resolution on financial accountability was discussed. It was decided to ask the Senate their feelings on this subject. What areas of financial accountability are we interested in, if any, and how should we approach the subject? Is this sort of information already available? If there is sufficient interest this matter will be further examined.

e. Ad Hoc Committees

1. Faculty Senate Ad Hoc Committee on Reapportionment. Senator Benson submitted a majority report from this committee. This report and recommendation is shown as Attachment A.

2. Ad Hoc Committee on Intercollegiate Athletics. Senator Maxwell reported that this committee has polled 18 Colleges and Universities in the Southeast concerning faculty/staff ticket prices. All schools except 6 ACC members responded. Faculty/staff discounts were available at all schools. The discount was 50% of list price except for one school which was 37.5% on football and one school with a 25% discount. The University of South Carolina gave a 50% discount on football and basketball and free admission to faculty/staff to JV football, baseball, and other minor sports.

The Athletic Council has invited the Ad Hoc Committee to a joint meeting.

3. Ad Hoc Committee on Faculty Evaluation. Senator Goree reported that a detailed report would be forthcoming and that in brief the committee disapproved the numerical evaluation of Faculty.

f. University Councils and Committees

1. Traffic and Parking - Senator Luedeman reported that a request for reserved faculty parking at night and on weekends was submitted but not acted on. A question was raised regarding the parking lot behind Schilletter Hall. We were informed that faculty may park in any faculty lot and if someone blocks your car that campus police are supposed to issue tickets to such violators. Reserved parking for dining hall employees is in effect only on football Saturdays.

5. President's Report

1. Freedom of Information Act

Admiral McDevitt was asked to review the South Carolina Freedom of Information Act and determine for the Senate if we could be bound by the Act. The Act requires that all "public agency" meetings and files be open. His interpretation is that the FOI Act does not embrace Faculty Senate because:
(a) It is not a "public agency" within the statutory definition.

(b) It has no records required to be kept by law.

(c) It's existence is ancillary to faculty existence and it is not supported by nor accountable for public funds.

(d) The entire tenor of the FOI Act is foreign to the nature, proceedings, objectives, etc. of the Faculty Senate.

2. Athletic Council Meeting

The Council met 30 September. Inadvertently the basketball team is scheduled to play in the University of Kentucky tournament on December 16 and 17, which is during the middle of exams. A resolution was unanimously passed advising the Athletic Department to withdraw from the tournament. The Council appointed two ad hoc committees, one on the length of respective sports seasons and one on the proliferation of awards and trophies. The Council will meet with the Senate's Ad Hoc Committee on Intercollegiate Athletics on October 26.

3. Faculty Club

Nothing has happened on this issue since September. However, informal discussions with knowledgeable persons indicate that although there are no available funds to be earmarked for renovation and refurbishing the recommended Club facilities, a strong possibility exists that these funds can be obtained within the year. More definite word will be available by November.

4. Evaluation of Faculty Administrators

The Ad Hoc Committee appointed by Dean Hurst to review the evaluation procedures developed and submitted by the Senate has completed its work. This Committee was composed of administrators and the President of the Faculty Senate. In addition to objectively and constructively reviewing the proposed evaluation form, the Committee recommended to Dean Hurst the following ideas:

(a) the concept of faculty evaluating administrators is sound and should be implemented.

(b) the form is not to be made available to anyone by the faculty evaluator or the administrator being evaluated.

(c) all steps are to be taken to maintain anonymity for the evaluator.

(d) the evaluations should be done on a biannual basis at a regularly scheduled time.
(e) the Senate is to provide for evaluation of department heads, academic deans and the Dean of the University through appropriate questions within the form and

(f) the Senate will be responsible for designing the mechanism for implementation of the evaluation procedure.

Their final report will be available soon.

5. Educational Council

At the October 4 meeting of the Council, President Edwards noted that Mr. Bob Leak, Director of the State Development Board would be on Campus on October 11. Following that visit, ten members of South Carolina government would visit the campus on October 12-14. That visit included Nancy Stevenson (author of the Stevenson Fiscal Accountability Bill), Earl Morris, and members of the Governor's Office and the General Assembly. A videotape documentary was developed for this visit by the Media Center. The tape shows the educational, research, and public service programs of the University, with emphasis on the latter. All colleges are represented in the documentary. It also presents the data processing activities of the University. The tape runs approximately 45 minutes. The Senate may request a showing if it so desires. The Board of Visitors will be on campus November 7-9.

6. Privileged Membership in Fike

All Clemson University employees who have a telephone listed in Jervey Athletic Center receive free membership in Fike Recreation Center. Equivalent benefits are not accorded any member of the Faculty and this is an explicit violation of the rules governing the operation of the Center by the University Recreation Advisory Committee. The Senate has asked Dean Walter Cox to look into this situation.

7. Proposed Renovation of Outdoor Theater

Members of the classes of 1915 and 1940, members of student government, the Campus Master Planner, Assistant Vice President for the Physical Plant, Vice President for Development and the President of the Faculty Senate met on October 16 in the Outdoor Theater. The purpose of the meeting was to review the poor condition of the facility, the inability to maintain the structure at a reasonable cost, and to propose ideas for renovating the area to make it suitable for use by the students and other members of the University.

8. The Council of Academic Deans met October 18 and approved a policy allowing special re-examination under special circumstances for candidates for a degree. The policy states that a candidate for a degree who, in the semester immediately prior
to graduation, fails to graduate because of an "F" on one course taken in that semester may stand a special examination on the course provided:

(1) That the candidate can furnish evidence of having done satisfactory study for the examination.

(2) That the examination is not given until after the regular degree date.

(3) That the candidate has fulfilled, prior to the due date for candidates' grades, all other requirements for his degree except those which can be fulfilled by passing the examination.

(4) The candidate by removing the "F" by examination will finish all requirements for his degree which will be awarded on the next regular date for award of degrees.

The privileges of this provision will be extended to the candidate who meets the stated requirements above, but fails to graduate because of an "F" on one course taken the last time the course was offered and for which no acceptable substitute has been offered since the course was failed as attested to by the candidate's major department head and the head of the department in which the failed course was offered. In no way will this exception be interpreted to permit more than one special re-examination on an "F".

9. A policy statement regarding use of credits earned in English 100, Math 100, and similar courses has been approved. The policy states that:

It shall be the prerogative of the college in which a curriculum is located to decide whether the credit for any course offered in the university shall count toward the total required for graduation.

10. A three year pilot correspondence program has been approved. The Admissions and Scholarship Committee were asked to study this and give an appropriate response.

6. Old Business

a. Senator Benson presented the majority recommendation of the Ad Hoc Committee on Apportionment (Attachment A) and moved its adoption. Senator Maxwell moved that this be tabled until the next meeting. The move was seconded and the motion carried.
7. New Business

a. FS-76-10-1 - Faculty Senate Resolution on Summer School (Attached). Senator Burch presented the resolution and moved its adoption. The move was seconded and the resolution passed.

b. FS-76-10-2 - Faculty Senate Resolution on Grade Point Ratio in Major Field (Attached). Senator Burch likewise presented this amendment and moved adoption. Senator Chisman moved that it be amended by deleting the parentheses. The amendment carried and the resolution was adopted.

c. FS-76-10-3 - Faculty Senate Resolution on Sabbaticals (Attached). Senator Holleman presented the resolution and moved adoption. The move was seconded and the resolution passed unanimously.

d. FS-76-10-4 - Faculty Senate Resolution on Continuing Enrollment (Attached). Senator Burch introduced the resolution and moved that it be adopted. The move was seconded and the resolution carried.

e. Senator Acton introduced an amendment to the By-Laws of the Faculty Senate. The amendment simply calls for equal representation of all Clemson University faculty in the Faculty Senate, while reducing the quorum so that no single college could prevent transaction of Senate business. The Amendment is included as Attachment B.

f. Senator Slann announced that the multiphasic health screening program for state employees is still available.

g. President Edge asked how the Senate wished for him to handle the report from the Ad Hoc Committee on Faculty Evaluation. Senator Maxwell moved that the report be forwarded immediately. The move was seconded and the motion carried.

8. Adjournment

The meeting was adjourned at 5:46 p.m.

Respectfully submitted,

[Signature]
Raymond Noblet
Secretary

Senators absent:

J. Palmer
B.K. Webb
D.A. Van Lear
F.L. Day
Resolution on Summer School

WHEREAS, summer school is an important part of the educational program at Clemson University, and WHEREAS, Clemson has the facilities, climate, atmosphere, and faculty to compete successfully with summer school programs at other Southeastern universities; and WHEREAS, summer school has recently exhibited declining enrollments and fewer course offerings;

Be it resolved, that the University immediately institute a promotional campaign aimed at the more complete utilization of University facilities and resources in summer school.

Resolution on Grade Point Ratio in Major

WHEREAS, it is now possible for students to graduate from Clemson with a lower grade point ratio in their major field than the cumulative grade point ratio that is required for graduation;

Be it resolved, that all students be required to possess a grade point ratio in their major field, that is at least the equal of the cumulative grade point ratio required for graduation.
Resolution on Sabbaticals

Whereas the granting of sabbatical leaves is University policy as stated in Policy Statements contained within the Manual for Faculty Members (1976), and

Whereas sabbatical leaves for faculty have benefitted the University in terms of educational and professional training of faculty, provided invaluable contacts with granting and contracting agencies, and provided a means for concentrated faculty development in particular areas of expertise, and

Whereas sabbatical leaves have not imposed a financial burden upon the University nor impaired its primary mission of education by temporary loss of personnel, and

Whereas there has been no visible action on a previous request to reverse the decision to suspend sabbatical leaves, be it therefore

Resolved that the administrative decision to suspend sabbatical leaves be reversed within this academic year.
RESOLUTION ON CONTINUING ENROLLMENT

Whereas the Undergraduate Council has voted to raise the standards for continuing enrollment to 1.4, 1.6, and 1.8 based on the cumulative G.P.R., and whereas these standards are applied only at the end of the academic year, and whereas these new standards still allow many students of poor quality to remain in school long after they have shown that they have neither the ability nor the desire to complete a degree at Clemson.

Be it resolved that the Faculty Senate of Clemson University wishes that these continuing enrollment standards be applied at the end of each session (Fall Semester, Spring Semester, and Summer Session II).

And, moreover, that a new standard be developed based on the semester G.P.R. which will lead to probation the first semester a student fails to meet the semester standard and suspension if a student fails to meet the semester standard two consecutive semesters, both standards to be applied concurrently.
ATTACHMENT A

Final Report
Faculty Senate Ad Hoc Committee on Apportionment

Introduction:

In an effort to get as many opinions as possible a request was made to all senators to request the faculty within their respective colleges for their comments and/or opinions concerning the charge of this committee. Most faculty input was verbal to the various committee members. It appeared that most of the interested faculty favored reapportionment of the Faculty Senate during the spring of 1977 at the time when new senators will be elected by their colleges. However, three faculty members responded in writing and all expressed the opinion that reapportionment should take place during the spring of 1978.

Adm. McDevitt was also contacted for his legal opinion concerning the constitutional amendment. He indicated that in the absence of strong faculty pressure for immediate reapportionment that moderation would be the best course to follow. This would not cause premature ending of any senator's term, and not cause any special elections where required. He expressed the opinion that the spring of 1977 would be the most prudent time for reapportionment to take place.

The Faculty Senate Constitution and By-Laws in Article IV Amendment states "An Amendment shall become effective when approved by the faculty."

Based upon the above findings and after some deliberation, the Faculty Senate Ad Hoc Committee on Senate Apportionment makes the following Recommendation.

Recommendation:

This committee recommends that the senate be reapportioned during the spring of 1977 at the time of senator elections by the colleges so that any changes in college representation can be accomplished with a minimal amount of confusion. At this time reapportionment can be accomplished without the premature ending of any senator's term, and without the necessity of special elections within affected colleges.

Respectfully submitted,

Robert T. Benson
R. T. Benson
C. Bradley Russell
C. B. Russell

October 19, 1976

J. C. Acton
dissenting

W. C. Whitten

W. C. Whitten
Be resolved that Article II, Section 1, Membership, Paragraphs 3 and 4, and Article II, Section 4, Quorum, be amended as follows:

Article II, Section 1, Membership, Paragraphs 3 and 4 which now states

As a rule there will be thirty-five (35) members. The Senate seats shall be allocated according to the ratio of the number of faculty members in the college or school to the total number of faculty members in the University, with each college or school having at least one (1) member and no college or school having more than twenty-five (25) percent of the total representation of the Senate. If the ratio of faculty members in a college or school to the total number of faculty members in the University exceeds twenty-five (25) percent, that college or school is assigned eight (8) Senate members. The remaining Senate seats are allocated on the ratio of faculty members in the remaining colleges or schools to total faculty members in the remaining colleges or schools. The above ratios are multiplied by the number of unallocated seats. The remaining colleges or schools shall have as many members as are in the largest whole number when its ratio was multiplied by the number of unallocated seats.

If the total number of members allocated thus far is less than thirty-five (35), the remaining seats are allocated to the colleges or schools with the larger fractions until there is a total of thirty-five (35) members. If this formula produces an exact tie for a seat, each college and/or school involved will be awarded a seat. Thus, in rare cases, the Faculty Senate may have more than thirty-five (35) members.

Be amended to:

As a rule there will be thirty-five (35) members. The Senate seats shall be allocated according to the ratio of the number of full-time faculty equivalent members in the college or school to the total number of full-time faculty equivalent members in the University, with each college or school having at least one (1) member. The above ratios are multiplied by thirty-five (35). The colleges or schools for which the ratio is less than one (1) shall have one (1) member. The remaining colleges and schools shall have as many members as are in the largest whole number obtained when its ratio was multiplied by thirty-five (35). If the total number of members allocated thus far is less than thirty-five (35), the remaining seats are allocated to the schools with the larger fractions until there is a total of thirty-five (35) members. If this formula produces an exact tie for a seat, each college and/or school involved will be awarded a seat. Thus, in rare cases, the Faculty Senate may have more than thirty-five (35) members.
Article II, Section 4, Quorum which now states:

Two-thirds of the elected members of the Faculty Senate or their alternates shall constitute a quorum for the transaction of all business.

Be amended to:

Sixty percent (60%) of the elected members of the Faculty Senate or their alternates shall constitute a quorum for the transaction of all business.

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1. Call to Order

President Edge called the meeting to order at 3:34 p.m.

2. Minutes

The minutes were approved as written.

3. Special Reports - None

4. Committee Reports

a. Policy - Senator Holleman reported that the following two items had been brought to the attention of the policy committee for possible action: (1) There is a need for interpretation of the Faculty Manual regarding the present method of replacing Senators who leave during their terms, and the following statement which says "no member of the Faculty Senate may succeed himself." Does this mean only those who serve full terms? An amendment to more specifically define this situation would be in order. The Policy Committee will attempt to do this prior to the December meeting. (2) Section 6 of Article II in our By-Laws deals with the Council of Off-Campus Faculty. Apparently, this Council in reality, does not exist and an amendment is needed to remove it from our By-Laws. This will be considered at our next meeting.

b. Research - Senator Palmer stated that there was no report; however, he asked if anyone had tried to obtain a travel advance. Senator Melsheimer informed the Senate that travel advances were still not available. Senator McInnis reported that the forms were being printed and travel advances should be available by December 1.

c. Welfare - Senator McInnis informed the Senate that the committee met briefly on October 26 and discussed a suggestion by Ron Herrin that the University limit annuity sales on campus to those companies that respond to the faculty questionnaire. Several possible problems that might arise from such a restriction were considered; the matter was tabled until clarification by Mr. Herrin could be obtained. The committee also decided to collect information on the role of faculty in academic administration at other institutions in the region. A report on the relative effectiveness of Clemson faculty in determining academic policy will be forthcoming.
d. Admissions and Scholarship - Senator Burch reported that the committee met on October 26 and considered the following:

1. The first topic of business was discussion of the concept of "erasable F's" and the application of this concept at Clemson. Data from the Ad Hoc Committee's Report on Grade Inflation demonstrates that the use of "erasable F's" biases GPRs significantly upward. It was the Committee's conclusion that the use of "erasable F's" is not justified. A grading system should discriminate between different levels of ability. The use of "erasable F's" dilutes the discriminatory ability of the grading system. An appropriate resolution recommended by the Committee will be introduced during the treatment of new business.

2. The next topic of discussion concerned the possibility of shortening the withdrawal period and/or the reinstitution of the grade of "WF." It was the opinion of the majority of the Committee that a college student enrolling in a course should take the decision seriously and accept the responsibility for the decision. The student should be given sufficient time to understand the requirements of the course and to judge his ability to meet these requirements. Once the necessary time has elapsed to accomplish the above goals, students should only withdraw from class for extenuating circumstances such as sickness. A resolution to this effect recommended by a majority of the Committee will be presented under new business.

3. The Committee also discussed the report of the Council of Dean's concerning the offering of correspondence courses by Clemson University. The Committee felt at present that it had insufficient information on which to base any recommendation. This topic will be discussed at the next meeting.

4. The Committee also discussed the proper role of Senate representatives on University Councils and Committees. Should the Senate wait for all recommendations to filter down from the Office of the Vice-President for Academic Affairs or is it proper for the Senate representative to introduce the resolution? Although the Committee reached no conclusion, we feel the issue should be discussed by the Senate as a whole.

e. University Councils and Committees - None
f. Ad Hoc Committees

i. Ad Hoc Committee on Fringe Benefits

Senator Addison reported that several committee meetings had been held during October and that other institutions are being contacted. A detailed report will be presented at the December meeting.

ii. Ad Hoc Committee on Intercollegiate Athletics

Senator Melsheimer presented a brief update in the absence of Senator Maxwell. The committee has met with members of the Athletic Council and other meetings are planned.

5. President's Report

1. Arrests in Classroom

The Senate has relayed the concern of the Faculty over arrests made during classes by the Campus Police. The Administration has taken corrective action to ensure that this does not happen again. If this type of unfortunate situation does occur in the future, have the facts of the situation forwarded to the President of the Senate.

2. Teacher/Course Evaluation

Student Government has appointed an Ad Hoc Committee to revise the teacher/course evaluation that was used last year. In order to make the evaluation form as effective as possible for both the teacher and the student, Student Government has suggested that this committee be enlarged to a joint student-faculty Ad Hoc Committee. Senators Steirer and Saunders volunteered to work with this committee.

3. Board of Visitors

All thirteen members of the Board attended the November 8-9 visitation on campus. All of the members were very enthusiastic, at the end of the two day stay, about the numerous activities they heard described, visited through multi-media, or witnessed in person. In brief, the meeting was extremely beneficial to the University. The members of the Board of Visitors are:

The Honorable Rex L. Carter
The Honorable Clyde M. Dangerfield
The Honorable John Hammond
Mr. John Easterling, Jr.
Mr. Lawrence M. Gressette, Jr.
The Honorable W. Brantley Harvey, Jr.
Mr. Fred P. Henderson
4. Sabbatical Leave

A recent letter from Jack Mullins states clearly that the Budget and Control Board disapproves of educational leave with pay. This letter raises many questions concerning attendance at professional meetings, short courses and similar professional opportunities to partake of which causes us to be absent from our work station. President Edwards met with Dean Hurst and the President of the Senate on November 10 to discuss sabbatical leave policy. President Edwards recognizes the need for reinstateing and investing in sabbaticals. However, with the current structure of rationale in Columbia, he considers the time to be inappropriate to pursue the issue.

5. Faculty Evaluation Form

The Ad Hoc Committee has submitted their final report which is included as Attachment B of this report. In transmitting the report, the following observations were made as not only the findings of the Committee but the wishes of the Senate.

a. The Senate feels, as stated in the report and the Resolution now in your hands, that a numerical form for evaluating the performance and capabilities of our faculty is unreasonable. The report provides several very convincing arguments in support of this contention.

b. The Senate feels that in view of the vague direction given by the Department of Labor, as evidenced by the different views of those who worked with DOL, there is no mandate for a numerical evaluation scheme.

c. The Senate recommends that the narrative form which was so well accepted by both administration and faculty be reinstated and continued until specific instructions from the Department of Labor dictate otherwise.

6. Board of Trustees

The Board will meet at Clemson on January 14-15, 1977. The Ad Hoc Executive Committee recommends to the Senate that the "Faculty" host a reception for the Board on January 14. If the Senate agrees, then a planning committee needs to be formed immediately to begin preparations. Senator McLellan moved that a committee be formed to plan for the reception. The move was seconded and the motion passed unanimously. The committee is as follows:
Senator Slann - Chairman - Other members - Senators Edge, Dickey, Melton and McLellan.

7. The Scoreboard

<table>
<thead>
<tr>
<th>Resolution</th>
<th>Discussion</th>
<th>Rejected</th>
<th>Accepted</th>
<th>Adopted</th>
</tr>
</thead>
<tbody>
<tr>
<td>76-4-1</td>
<td>Protest of Faculty ticket discount</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>76-6-1</td>
<td>Opposition to Proposed tax reform</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>76-7-1</td>
<td>Credit for remedial courses</td>
<td>?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>76-7-2</td>
<td>Appreciation to Mrs. MacDonald</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>76-8-1</td>
<td>Faculty personal property insurance</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>76-8-2</td>
<td>Departmental equipment insurance</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>76-8-3</td>
<td>Opposition to selection procedure for</td>
<td>X</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Vice President of Business and Finance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>76-9-1</td>
<td>Benefits for Retired Faculty</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>76-9-2</td>
<td>Opposition to certain energy</td>
<td>X</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>conservation policies</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>76-9-3</td>
<td>Opposition to numerical evaluation</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>of faculty</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>76-10-1</td>
<td>Summer School</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>76-10-2</td>
<td>Grade Point Ratio in Major</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>76-10-3</td>
<td>Sabbaticals</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>76-10-4</td>
<td>Continuing Enrollment</td>
<td>X</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
8. Plans are now being made for a joint meeting of Faculty Senate representatives from Clemson and the University of South Carolina regarding faculty Senate affairs and interests at both institutions.

9. The report of the Ad Hoc Committee on Faculty Evaluation of Academic Administrators was referred to the Research Committee for whatever action deemed appropriate.

6. Old Business

a. Report of Ad Hoc Committee on Apportionment of the Faculty Senate.

Senator Benson moved approval, and the move was seconded. Following a brief period of discussion the vote was taken and the report was adopted.

b. Equal Representation Amendment - Senator Acton stated that permission to withdraw the amendment had been obtained. He subsequently moved to withdraw the amendment and have it studied and appropriate recommendations made by the Ad Hoc Executive Committee. The move was seconded and the motion carried.

Senator Steirer suggested that perhaps an amendment to our by-laws providing time for proper study of amendments was needed to better deal with such amendments.

7. New Business

a. Faculty Senate Approval Amendment (Attached) - Senator Hilderman introduced the amendment (Attachment A) which states that an amendment must be approved by the Faculty Senate before it can be voted on by the Faculty. Senator Hilderman stated that our present by-laws were utterly ridiculous and must be changed.

Senator Steirer pointed out that he thought the amendment should be withdrawn and that we should study our by-laws with the intent of improving the mechanics of handling amendments. This amendment according to the discussion would only complicate the present problem of lack of time for studying and properly dealing with amendments.

b. FS-76-11-1 (Attached) Resolution on Withdrawing from Classes - Senator Burch presented the resolution and moved adoption. The move was seconded and after a brief period of discussion the motion carried and the resolution was adopted.
c. FS-76-11-2 (Attached) Resolution on the Erasable F - Senator Burch presented the resolution and moved adoption and the move was seconded. Again following a brief discussion regarding the original purpose of the Erasable F the motion carried and the resolution was adopted.

d. The following individuals volunteered to serve on an Ad Hoc Committee to consider the legal responsibilities of faculty members: Senators Melton, Russell, McInnis, Acton, Walker, and Drummond. President Edge asked Senator Melton to serve as chairman of the committee.

8. Adjournment

The meeting was adjourned at 5:42 p.m.

Respectfully submitted,

Raymond Noblet
Secretary

Senators absent:

J. D. Maxwell - H. D. Skipper substituting
D. B. Smith
B. K. Webb
J. G. Goree
B. B. Bookmyer
WHEREAS, the present system of withdrawing from classes does not encourage students to share in the responsibility of pursuing academic information early each semester; and,

WHEREAS, allowing withdrawal from a course anytime until the last five weeks of classes encourages an air of irresponsibility on the part of the students; and

WHEREAS, some persons register for more classes than they intend to finish each semester so they can chose to remain in those classes for which the best grades seem probable, and thereby occupy class space other students may desire; and

WHEREAS, six weeks in any course should be ample time to allow students to determine if they wish to remain in a course; now, therefore

BE IT RESOLVED that the present class withdrawal policy be changed to encompass the following:

1) The first six weeks of a semester constitute a free drop period. Courses dropped during this period are not recorded on the student's permanent record.

2) A student enrolled in a class after the first six 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 that course. In no case shall withdrawal be allowed during the last five weeks of classes.
WHEREAS, an academic device called the "Eraseable F" has helped to produce an inflated grade point ratio and an artificial situation for Freshmen that is not conducive to developing the proper intellectual attitudes as witness the following statistics:

<table>
<thead>
<tr>
<th>Freshman grades in 1970</th>
<th>2.15 without &quot;Eraseable F&quot;</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2.49 with &quot;Eraseable F&quot;</td>
</tr>
<tr>
<td>1971</td>
<td>2.10 without</td>
</tr>
<tr>
<td></td>
<td>2.50 with</td>
</tr>
<tr>
<td>1972</td>
<td>2.53 without</td>
</tr>
<tr>
<td></td>
<td>2.78 with</td>
</tr>
<tr>
<td>All University grades in 1970</td>
<td>2.41 without &quot;Eraseable F&quot;</td>
</tr>
<tr>
<td></td>
<td>2.52 with &quot;Eraseable F&quot;</td>
</tr>
<tr>
<td>1971</td>
<td>2.45 without</td>
</tr>
<tr>
<td></td>
<td>2.57 with</td>
</tr>
<tr>
<td>1972</td>
<td>2.72 without</td>
</tr>
<tr>
<td></td>
<td>2.81 with</td>
</tr>
</tbody>
</table>

and WHEREAS, the device known as the "Eraseable F" lowers the quality of the education received by a student at Clemson University;

Be it resolved, that the "Eraseable F" be removed from the scholastic regulations of Clemson University, and that all "F" grades earned by first semester freshmen be computed as "F's" in the grade point ratio of those students.
AMENDMENT OF THE BY-LAWS OF THE FACULTY SENATE

Be it resolved that Article IV, Amendment, Paragraph 1, which now states:

The faculty may amend those By-Laws at either of the scheduled meetings prior to commencement during the regular University session by a simple majority vote of the members present. A proposal for amendment must be recommended by at least five members of the faculty, submitted to the Faculty Senate at a regular meeting of that body, voted on by the Faculty Senate at their next regular meeting, and submitted in writing with the recommendation of the Faculty Senate to the members of the faculty at least ten days prior to the next meeting at which action on the amendment could be taken.

Be amended to:

The faculty may amend these By-Laws at either of the scheduled meetings prior to commencement during the regular University session by a simple majority vote of the members present. A proposal for amendment must be recommended by at least five members of the faculty, submitted to the Faculty Senate at their next regular meeting prior to submission in writing to the members of the faculty at least ten days prior to the next meeting at which action on the amendment could be taken.

<table>
<thead>
<tr>
<th>Date</th>
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<tr>
<td>10/21/76</td>
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<td>10/21/76</td>
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<td>10/21/76</td>
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<td>10/21/76</td>
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</tbody>
</table>
1. Call to Order

The meeting was called to order at 3:33 p.m. by Vice President Melsheimer.

2. Minutes

The minutes were approved with minor changes.

3. Special Reports - none.

4. Committee Reports

a. Admissions and Scholarship - Senator Burch reported that the committee met on November 23, 1976 and considered the following items:

1. The first item of discussion was the possibility of revising the policy concerning the grade "I". After considering the current policy and discussions with Dean Vickery, the Committee feels that the present policy is sufficient and does not recommend any change.

2. The Committee discussed the issuance of summary grade reports by college and department. It was the consensus that no resolution was necessary. The Committee directed the Chairman to write Dean Vickery recommending that such reports be reinitiated as soon as possible.

3. The Committee discussed the possibility of changing the agenda of Faculty Senate meetings so that proposed resolutions of committees be presented, discussed, and voted on when committee reports are made. Our Committee recommends to the Senate such a change in the agenda.

4. The Committee would like to emphasize that its members are not naive enough to think that the changes it has recommended in rules, procedures, and policies are going to have a major impact on grade inflation. This problem can only be solved by individual professors taking a realistic approach to grading.

Each of the resolutions has had merits, we feel, in addition to any effect they might have on grade inflation.
5. The Committee requests that any Senator or other faculty member that has an issue that they wish for our Committee to consider present it to one of our members as soon as possible.

b. Policy - Senator Holleman reported that the policy committee had drafted 2 amendments which would be presented at a later time.

c. Welfare - Senator McInnis informed the Senate the Committee met on November 23 and was in unanimous agreement with a suggestion from Ron Herrin of the Insurance and Payroll Office that only those annuity companies which respond to the Senate questionnaire be allowed to solicit on campus.

In response to a request for a position statement on the propriety of a campus survey of departmental attitudes conducted by a Clemson faculty member, the committee felt that although the survey questionnaire did not insure complete anonymity, any response was voluntary and thus no faculty member was jeopardized by the survey.

The committee discussed areas for future investigation including the need for campus-based emergency medical care service and the adequacy of fire alarm systems in the P & A and other campus buildings.

d. Research - Senator Palmer reported that the Committee was in the process of compiling a report on the evaluation of Academic Administrators.

e. Ad Hoc Committees -

1. Ad Hoc Committee on Reception for Board of Trustees - Senator Slann stated that the Committee had met and their opinion was that it would be unfair to solicit money from individual senators to pay for a reception. They recommended that we not hold the reception unless someone could obtain the necessary funds.

f. University Committees and Councils -

1. Undergraduate Council - Senator Luedeman reported that Math. 100, 103, and 104 were being replaced by Math. 105 which would be a 5 credit course in College Algebra and Trigonometry.

5. President's Report

1. Sabbaticals

President Edge recently met with a representative of the University of South Carolina Faculty Senate and was assured that U.S.C. had not suspended the granting of sabbaticals. Further, he reported
that the College of Charleston was continuing its sabbatical program.

2. Visit to Hobcaw

President Edge and V.P. Melsheimer will be at the Belle Baruch Forestry Science Institute on January 5, 1977 with Dean Victor Hurst and Dean Davis McGregor to review the research programs and visit the Faculty located there.

3. Educational Council Meeting

The Educational Council met December 6, 1976 and passed without change all course additions, deletions, and changes recommended by the Graduate and Undergraduate Councils. In addition

a. New head football coach Charley Pell was introduced to the Council. He spoke briefly, emphasizing his interest in the academic progress as well as athletic accomplishments of his players. He indicated that academic ability would be a factor in future recruiting decisions.

b. President Edwards briefed the Council on the reasons for the change in head football coach. He emphasized that the decision was not hastily or lightly made, and that external pressures did not figure significantly in the decision. Further details below.

c. The Budget and Control Board will reduce the previously announced 1977-78 budget figure to avoid deficit.

d. Clemson's personnel policies and procedures have been reviewed and endorsed by state consultants.

4. Athletic Council Meeting

The Athletic Council met December 6, 1976 to be briefed on the reasons for the dismissal of Red Parker and hiring of Charley Pell as head football coach. A copy of President Edwards official statement is attached. President Edwards presented a chronological review of the events leading up to the coaching change, and assured the Council that the decision was made after very careful consideration and without direct external influence. The news conference announcing the change was called hastily due to rapidly spreading rumors of the change; however, the decision had been communicated to Coach Parker at about 9 A.M., immediately after it was made.

Members of the Council questioned President Edwards and Mr. McElhan about several aspects of the affair, with special concern regarding the fact that they were not even advised about the change prior to the news release.
Near the end of the meeting it was disclosed that the decision has been made to expand the football stadium as soon as it is feasible, possibly before the 1978 season.

6. Old Business

Faculty Senate Approval Amendment - In the absence of Senator Hilderman who sponsored this amendment, it was moved that we take up New Business and consider Old Business at the end of the meeting. The move was seconded and the motion carried.

7. New Business

a. Senator Steirer proposed the following resolution (FS-76-12-1) and moved its adoption.

"Be it resolved, that the Faculty Senate create an Ad Hoc Committee to study the amending process and by-laws found in the General Faculty and Faculty Senate Constitution. The Committee should report to the March 1977 meeting of the Faculty Senate."

The move to adopt this resolution was seconded and the motion carried.

b. Senator Holleman stated that in view of this resolution (FS-76-12-1) that he would not present the amendments drafted by the policy committee until a later date.

8. Old Business Continued

Chairman Melsheimer stated that the amendment proposed by Senator Hilderman was now open for discussion since a quorum was still present. Senator Luedeman moved that we adjourn, the move was seconded and the motion failed.

During discussion it was pointed out that in accordance with our by-laws we must responsibly consider this amendment. Senator Steirer reported that he had asked that this amendment be withdrawn for study as outlined in the resolution just passed and that Senator Hilderman had refused to consider withdrawal. Senator Noblet pointed out that passage of this amendment could only complicate matters for the study proposed in the above resolution and that this amendment could be restrictive of minority interests in the general faculty.

The question was called and the amendment was defeated unanimously.

9. Adjournment

The meeting was adjourned at 5:05 p.m.

Respectfully submitted,

Raymond Noblet
Secretary
Senators absent:

R. W. Drummond
B. L. Edge
J. G. Goree
A. Snell
R. H. Hilderman
B. B. Bookmyer - H. W. Graben substituting
STATEMENT BY CLEMSON PRESIDENT ROBERT C. EDWARDS    December 2, 1976

The decision, announced Wednesday evening (Dec. 1), to name Charley Pell head football coach at Clemson University was made after a careful, total evaluation of our football program over the past four years, including in-depth discussions with former head coach Red Parker. The decision was made known to Coach Parker earlier that date.

This action was taken with the complete approval of an ad hoc trustee committee appointed by the Chairman of the Board of Trustees at my request to work with and advise the administration in its pursuit of one goal: returning Clemson University to prominence in intercollegiate football and to the level of excellence that once characterized our program.

It has been obvious for some time that serious consideration had to be given to our coaching situation in football. Many Clemson supporters have expressed strong concern over our lack of success in conference play the past few years. And it is an absolute necessity that the word "confidence" characterize our program and everyone connected with it.

The decision that a staff change was needed was reached after extensive talks which involved Coach Parker, the athletic director and other top officials of the administration. Coach Parker's comments and his own personal concerns regarding the impact which future adversities and external pressures could have on his role as head coach, did not, in my opinion reflect the degree of self-assurance needed in that position. Coach Parker is a fine person and we appreciate the many good things he has accomplished, but we simply must look to the future.

In addition to Charley Pell, several prominent head coaches were considered for and personally contacted about the job. Those coaches said they were not available for the position, but, to a man, they agreed that we already had on our staff the finest man -- Coach Pell -- we could get for the job.

Coach Pell has already proven his ability to rebuild and maintain a solid program. The ad hoc trustee committee was most impressed with his credentials and his confidence in the future of our football program and fully approved our decision to offer him the job.

I am sure Coach Pell will have great success in recruiting this year, and I am confident that his leadership will move our football program in the direction that all Clemson supporters want and deserve.
MINUTES OF THE FACULTY SENATE

January 18, 1977

1. Call to Order

President Edge called the meeting to order at 3:35 p.m.

2. Minutes

The minutes were approved as written.

3. Special Reports - None

4. Committee Reports

a. Policy - none

b. Research - Senator Palmer stated that the committee had no formal report at this time. President Edge then charged the committee with updating and implementing the faculty evaluation of academic administrators.

c. Welfare - none

d. Admissions and Scholarship - Senator Burch reported that Dean Vickery through Dean Hurst had returned resolution FS-76-10-2 regarding grade point ratio in major to the committee for a definition of "major". It was also reported that unless there were objections that the grades given by professors in their courses would be published. Senator Burch stated that the admissions and scholarship committee would not object to this.

e. Ad Hoc Committees

i. Ad Hoc Committee on Fringe Benefits

Senator Addison reported that the committee would meet during the next month to finalize a report. Fringe benefits enumerated at Clemson were:

1) Cost reduction of tickets to sports and athletic events,
2) Use of athletic facilities at a nominal cost,
3) Free parking, and
4) Free or reduced rates for some concerts, movies, etc.
ii. Ad Hoc Committee on Legal Responsibilities of Faculty

Senator Melton requested any input on information that individual senators might wish to make regarding this study.

f. University Councils and Committees

i. Traffic and Parking - Senator Luedeman updated the Senate regarding the elimination of the Mell Hall Parking Lot. The matter was not channelled through the committee and the decision was made by the administration for reasons of safety. It was brought out in discussion that this would present a serious parking problem for members of the College of Education and those using the Y.M.C.A. Senator Luedeman reported that according to the administration a comparable parking lot would be constructed in the area if space could be made available.

ii. Undergraduate Council - Senator Luedeman further reported that the following resolutions, FS-76-11-2 (Resolution on erasable F) and FS-76-11-1 (Resolution on withdrawal from classes) were on the agenda to be discussed at the next meeting.

iii. Graduate Council - The Clemson University Graduate Council has appointed two Ad hoc committees which will need the input of faculty.

1. A committee to study the incomplete grade policy. Difficulties with administering the present incomplete policy requires that a new policy for incomplete work in any graduate course for which work remains undone and the student is unable to fulfill all requirements due to circumstances beyond the students control be implemented.

2. A committee to study membership, duties and responsibilities, procedures, and operations of graduate advisory committees.

Where possible, it is requested of the faculty that they not reuse numbers for courses for at least six years after a course has been deleted.

At the end of the Fall Semester, nine students were recommended for dismissal by the Graduate Dean for poor academic performance. Two of these students appealed the Graduate Dean's decision to the Graduate Council. In both cases, the Admissions Committee
of the Council unanimously recommended dismissal. In both cases the students were readmitted.

5. President's Report

1. Travel Advance

Due to an oversight it was not pointed out at the Faculty Meeting in December that the Travel Advance Fund was endowed by the National Alumni Council. Although the Senate was instrumental in reinstating the fund, we should all extend our sincere appreciation to the Alumni for the necessary financial resources to make it work.

2. Sabbaticals

President Edwards will meet with the Senate on February 15 to discuss his position on sabbaticals.

3. Ad Hoc Committee on Amending Process

The Senate created this committee at the December meeting. The following have been asked to serve:

- Senator W. F. Steirer
- Senator T. R. Adkins
- Senator D. H. Van Lear
- Senator C. B. Russell

Senator Steirer has been asked to chair this committee.

4. Board of Trustees

The Board has expressed to the Faculty Senate through the President sincere appreciation for the Reception at their 14 January meeting.

5. Athletic Council

All home games next fall will start at 1:00 P.M. The Council has voted to restructure the awards currently given athletes to Most Valuable Player and Coaches Award in each sport. Additionally the Most Valuable Defensive Player and Most Valuable Offensive Player Award in the South Carolina game will be retained. The Shingler Award (Sportsmanship), The Howard Award (Achievement in Bringing Honor to Clemson), and the Scholastic Award (Highest
graduating GPR) will also be retained. The Council has also been studying the situation of foreign athletes. It was concluded that the problems of/for foreign athletes are no different than those of foreign graduate students. These problems will be specifically addressed by the Administration.

6. Academic Salaries

This information was distributed to the Faculty Senators earlier. They are included as Attachment A.

7. Faculty Evaluation

The Senate has been informed that the decision has been made to institute the form, as reviewed, in August of 1977. The form will be used on a two-year trial basis with review during and after the process by a committee of faculty and administrators. There is no planned evaluation to occur this Spring.

8. Council of Academic Deans

At the 17 Jan. 1977 meeting, the following information was presented.

a. At the National Alumni Council Meeting on 15 January 1977 the following provisions were made

i) $10,000 to Graduate School for student stipends
ii) $13,500 faculty research initiation
iii) $500 increase in Alumni Professorships
iv) New Alumni Professorship in Forest and Rec. Resources
v) $5,000 Faculty Club challenge grant
vi) additional Poole Scholarship

b. Dean McGregor will stay on until July 1, 1978 or until a new dean is found, whichever occurs first.

c. Promotions will be announced in fall rather than in the spring.

d. All colleges except Agriculture and Architecture will complete an indepth review by November, 1977.

e. A student has protested his grade being posted by Social Security Number. Professors will probably want to reconsider posting grades in this manner.

9. Faculty Club

A statement (Attachment B) concerning the purpose and status of the
Faculty Club is attached. A set of bylaws has been developed and will be submitted to the Welfare Committee for their response.

10. Change of Meeting Dates

The dates of the March 8 and April 15 meetings of the Senate will be changed to March 22 and April 12.

6. Old Business - None

7. New Business

   a. Senator Luedeman asked about the possibility of the Faculty Senate meeting with the Board of Trustees or a Subcommittee of the Board to present and discuss faculty concerns and problems. President Edge said he would explore the matter and he asked Senator Luedeman to determine how this might be accomplished.

   b. Senator Steirer proposed a resolution (FS-77-1-1 attached) of disapproval of the numerical evaluation of faculty and moved its adoption. The move was seconded; however, the resolution was referred to the policy committee for study.

   c. Senator Palmer urged that all Faculty Senators survey their constituents regarding their opinion on numerical evaluation of faculty and current sabbatical leave policy.

8. Adjournment

The meeting was adjourned at 4:38 p.m.

Respectfully submitted,

Raymond Noblet
Secretary

Senators absent:

J. H. Walker
A. Snell
F. L. Day
Resolution of Opposition to Numerical Evaluation of Faculty

WHEREAS, the Faculty Senate has indicated by unanimous vote their disapproval of the Numerical Evaluation form that is to be used beginning in August 1977; therefore

BE IT RESOLVED, that the Faculty Senate reemphasizes its disapproval of that evaluation form and it fears that the proposed quantitative judgements of faculty performances are unwise and inequitable.
ATTACHMENT A

CLEMSON UNIVERSITY

FACULTY SALARIES FOR ACADEMIC YEAR 1976-77

Nine-Month Basis

College-Wide Maximum, Minimum, Median, and Average Salaries by Rank and by Sex

University-Wide Maximum, Minimum, Median, and Average Salaries by Rank

For occupancy classes containing less than five members, no information is given other than the number in the class. This number is shown in parentheses and is not included in the faculty totals.

Part-time and "Visiting" faculty, and those on leave, have been excluded.

Office of the Vice President for Academic Affairs and
Dean of the University

December 1976
### PROFESSORS

<table>
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<tr>
<th>College</th>
<th>Faculty #</th>
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ATTACHMENT B
CLEMSON UNIVERSITY FACULTY CLUB

The purpose of the Faculty Club is to provide an informal forum of communication that will strengthen the understanding and concern for Clemson University, and its many facets, by faculty and staff. No such forum currently exists except incidentally through committee meetings, community and church groups, and local luncheon facilities. As a major university, Clemson has many and diverse programs in which faculty and staff are directly involved. Moreover, by the very nature of this diversity and size and the related specialization of the faculty and staff, it is difficult to maintain the unity of purpose and direction toward the common goal for which Clemson University stands except in a very formal manner. The purpose then of the Faculty Club can be translated as a mechanism to nourish and perpetuate the espirit-de-corps which is so important to the students and the many programs of Clemson University.

To fulfill this objective, there are many directions that could be taken. After several years of studying various ideas through individual, committee and collective thought, the simplest, and therefore probably the most effective, mechanism would be the establishment of a special facility where faculty and staff could meet in a casual atmosphere. The most obvious facility that would suit the need at this time is a luncheon club or room. This would provide a captive group, on a regular basis, through which the basic purpose can be realized. Although there are many lunch facilities on campus and in town, these cannot be effectively used towards the common goal as indicated above.
After considerable consultation between the faculty and administration, the Tiger Tavern in the basement of the Clemson House is the most viable solution for a facility in which the Faculty Club can be housed. In fact the Tiger Tavern is ideally suited to a luncheon service for a moderate sized group. It is conveniently located for most faculty and staff and is adjacent to the ARA Slater food services for the Clemson House. The only disadvantage is that some renovation will be required to make the room serviceable and additional tables and chairs will be needed. The cost of the room repair and renovation is not known definitely at this time but is estimated to be $6,000. The basic cost of tables and chairs is estimated to be $4,000. Ten thousand ($10,000) appears to be the minimum amount to make the University Faculty Club operational. Once operational, the Club will be self-sustaining through annual dues and fees for food and beverages.

Physically the Faculty Club will be a well-lighted space approximately 100' x 50' with tables seating four and six persons. Food service will be through either a soup/sandwich/salad/dessert line or a limited menu. All food will be prepared by ARA Slater in their kitchen. A server and a waiter will assist with the food line, beverages, and menu orders. Additionally, a manager will be employed to handle the operations of the Club. The Faculty Club Board will be responsible for establishing policies under which the Club will operate. Initially plans are to serve only lunch, from 11-2, five days a week. As demand dictates, usage will be expanded. The facility will be available for private or special faculty/staff activities in the evening on a reservation basis. By-laws of the University Faculty Club have been established and are available for inspection.

Prepared by Dr. Billy L. Edge
President, Faculty Senate
1/12/77
MINUTES OF THE FACULTY SENATE

February 15, 1977

1. Call to Order

President Edge called the meeting to order at 3:38 p.m. At this time it was moved that we change the order of business and have Special Reports at this time. The move was seconded and the motion was carried.

2. Special Reports - Dr. R. C. Edwards

President Edwards presented a short address to the Faculty Senate and 22 other faculty members in which he enumerated the reasons for temporarily suspending the granting of sabbatical leave at Clemson. The major problems resulting in this action were budgetary in nature. Some of these problems were: 1) major reductions in the University budget during the past two fiscal years, 2) the University is now having to absorb fringe benefit costs, 3) the overall environment of our State's economy and government, and 4) reduced funding of higher education in general. Other problems such as frozen positions, understaffed departments, faculty overload, lack of money for needed salary increases and deletion of courses from the schedule were also contributing factors.

Dr. Edwards stated that he felt sabbatical leave was an invaluable part of our total program and that its many benefits were obvious. He further pointed out that as soon as possible he would devote his best efforts to reinstating the sabbatical program although he could not specify a particular time.

During a brief question and answer period several faculty members related beneficial professional experiences due to sabbatical leave and demonstrated their value to the total educational program at Clemson. One individual also pointed out that several large industrial firms including Bell Laboratories, General Electric, Xerox and IBM have found sabbatical leave to be profitable to the companies and of great professional value to their employees. During the period of discussion, Dr. Edwards assured the Senate that he was in total agreement as to the value of and need for the sabbatical leave program at Clemson and that he would devote his best efforts toward solving this problem.

3. Minutes

The minutes of the January meeting were approved with minor corrections.
4. Committee Reports

a. Admissions and Scholarship - Senator Burch reported that the committee met February 1 and considered the following items:

1. Concern has been expressed as to living arrangements for year round students, i.e., primarily foreign students and graduate students.

Based on discussions with Mr. Manning Lomax, Director of Housing, the opinion of the Committee is that present arrangements are satisfactory given present conditions. Arrangements can be made through the Housing Office at the present time if a student desires to remain on campus when dorms are closed. Alternatives such as a special dorm or setting aside specific halls for such students simply are not practical for numerous reasons.

The Committee recommends no action on this issue.

2. Alternatives were considered for making up the two days of classes missed due to snow. The administration proposes that this decision be left to individual college deans. After much discussion the Committee decided not to propose a resolution concerning make-up days.

3. The resolution passed by the Student Senate concerning withdrawal dates was also considered. Both the Student Senate's Resolution and the Faculty Senate's Resolution were presented and passed at the Undergraduate Council meeting on February 4. The chairman of the Admissions and Scholarship Committee was present at the meeting to express the Faculty Senate's point of view. No other action was deemed necessary at this time.

4. The Committee discussed the administration's reply to the Senate's Resolution requiring a 2.0 GPR in a student's major for graduation. The administration does not oppose the intent of the requirement but does express concern at implementing the requirement due to the difficulty of defining majors.

The Committee decided to have each of its members discuss the associated problems with each department head in his or her college and try to obtain a definition of the major courses for each area of study. The Committee hopes to then propose specific recommendations so that the resolution can be implemented.
b. Policy - Senator Holleman reported the results of two meetings. In regard to the new faculty evaluation procedure, the committee recommended that we reaffirm our opposition to this procedure and suggest possible formation of an Ad Hoc Faculty Senate Committee to evaluate the results at the end of the first year. President Edge stated that the Faculty Senate President would probably be invited to serve on the University Committee appointed by Dean Hurst to monitor the new faculty evaluation procedures.

c. Research - Senator Palmer stated that a meeting had been held in which the committee had considered a student senate resolution entitled "we need culture" and a resolution would be forthcoming in March.

d. Welfare - Senator Adkins reported that the welfare committee met on February 1 and the following topics were discussed:

1. The Faculty Club. The committee has been charged with reviewing and revising the preliminary set of by-laws for the proposed Faculty Club. The committee discussed the possibility of future expansion of the club into a new facility at the golf course site.

2. The rent increase for faculty housing. The Housing Services office announced a 21% rent increase effective July 1 for all university-owned faculty housing, both apartments and houses. Housing Services explained the need for the increase was due to:

   a) Increased utilities and maintenance costs

   b) Increased personnel costs due to changes in state funding of auxiliary state services.

   c) The need to keep university-owned housing rents near those charged by private realtors in order to prevent charges of unfair competitive advantage.

3. The closing of the university for two days due to the snowstorm. Most of the committee felt that closing of the University for two days was unnecessary, and that the subsequent order that the faculty had to either make-up one of the missed days or take leave without pay was an unfair penalty.

There being no quorum, the meeting adjourned without any votes being taken.
e. Ad Hoc Committees

i. Ad Hoc Committee on Amending Process. Senator Steirer stated that the work of this committee would be presented as a report during the discussion of New Business at today's meeting and if approved would be submitted as amendments during the March meeting.

ii. Ad Hoc Committee on Fringe Benefits. Senator Addison reported that information from 29 universities was being compiled for a written report of this committee.

f. University Committees and Councils

i. Thirty-four additional parking spaces will be provided on Oak Terrace to compensate for those lost in the closing of Mell Hall parking lot.

ii. Undergraduate Council - Senator Luedeman also reported that Dean Green will distribute the evaluation forms which have been used for course evaluation in the past.

5. President's Report

1. New Faculty Orientation

The Computer Center has requested thirty minutes in the orientation schedule to allow new faculty to visit the center and its facilities. The Senate should make a recommendation as to the importance of this to the Faculty. President Edge asked the research committee to formulate a recommendation on the New Faculty Orientation program.

2. Ad Hoc Executive Committee

The Executive Committee of the Senate met on 10 February 1977. At that meeting, a recommendation concerning apportionment was formulated and agreed upon unanimously. This will be presented under new business.

The Policy Committee has been asked to review the activities and effectiveness of the Ad Hoc Executive Committee and to make recommendations at the March meeting as to the future of this Committee.
3. University (Faculty/Staff) Club

A draft of the bylaws and operational rules for the club has been formulated. The Welfare Committee is charged with reviewing the bylaws and operational rules and making a firm recommendation to the Senate at the March meeting. Further, the Committee is asked to coordinate the Staff input with Ray Thompson.

4. Ad Hoc Committee on Liability of Faculty

This committee is charged with reviewing the nature, scope, protection and State University support for Clemson University Faculty in cases of professional liability. Further, the committee is charged with developing and recommending a plan of action to provide the Faculty with information on how to avoid libelous situations that can occur in performing their duties, private insurance protection program and State supported protection. The committee is requested to make a draft report at the March meeting of the Senate.

5. Forgivable F

In order to avoid confusing students with the term "erasable F" since it is permanent on a student's record although not computed in the GPR, the Registrar's office has requested that we use the term "forgivable F".

6. Educational Council

The Educational Council met on February 7, 1977. In addition to the formal agenda items which will be included in the "Newsletter", the following items were discussed:

a) President Edwards indicated that class hours and classroom work missed as a result of the inclement weather in January can be made up at the convenience of the Faculty and students over the remainder of this semester. Further, President Edwards noted that the University will continue to follow the official schedule for 76-77, rumors notwithstanding.

b) Several legislative appointees to the Commission on Higher Education will visit campus in the near future.

c) We have accepted 300 more freshmen and transfers than at this time last year. As of January 10, we are no longer accepting applications for on-campus housing.
7. Athletic Council

The Athletic Council met on 28 January 1977 at which time the following points were discussed:

a) The Chairman reported that the College Football Association has come into existence with approximately 75 member institutions.

b) At the recent NCAA conference, efforts to change the number of scholarships, the number of coaches, and the number of games allowed were defeated. The resolution of the ACC to reinstitute the 1.6 rule for awarding grants-in-aid was given to a committee for study.

c) Council approved the ticket price policy for 1977-78. This policy is quite clear and distinct in contrast to the former ambiguous policy which required full price for some games and half price for others. Essentially the new policy represents a reduction in season ticket prices for Faculty. This policy is indicative of the responsiveness of the Athletic Council and Department to the needs and concerns of the Faculty as expressed through our Ad Hoc Committee on Intercollegiate Athletic and the Senate's ex officio member of the Council.

8. President Edge asked that the College of Sciences name a member of their group by the end of the meeting to serve on the Advisory Committee of the Faculty Senate to replace Bob Boland.

9. President Edge stated that some colleges would be electing 3 or 4 new senators and that it was the opinion of the chair that some colleges should elect members with staggered terms in order to provide continuity in the Faculty Senate. Senator Steirer pointed out that we needed to maintain a balance of approximately 12, 11, 12, first, second, and third year senators in the Senate if possible. Senator Acton moved that we approve the Chair's plan. The move was seconded and the motion carried.

10. Chairman Edge also asked the Research Committee to examine Clemson University's energy conservation plan.

6. Old Business

a. Senator Holleman introduced an amendment (attached) concerning Article II, Section 6 of the Constitution and By-laws of the Faculty and Faculty Senate.
b. Senator Holleman introduced a second amendment (attached) concerning the filling of unexpired terms in the Faculty Senate.

c. Senator Luedeman introduced FS-77-2-2 (attached) requesting that the Board of Trustees meet periodically with the Faculty Senate and moved its adoption. After a brief discussion and minor changes in wording the resolution passed.

d. Senator Holleman presented revised FS-77-1-1 (attached) as the result of the policy committee's study of the resolution and moved its adoption. The move was seconded and the motion carried.

7. New Business

a. Senator Luedeman announced that Senator Bookmyer would be the Advisory Board member from the College of Sciences.

b. Senator Steirer presented the report of the Ad Hoc Committee on the Amending Process. After a brief discussion and some suggestions it was decided that after incorporating some changes the report would be presented as Amendments during the March meeting.

c. Senator Holleman introduced FS-77-2-1 (attached) which calls for formation of a Faculty Senate Ad Hoc Committee on Faculty Evaluation. This resolution resulted from an examination of the matter by the policy committee.

d. Senator Maxwell introduced FS-77-2-3 which deals with the holiday schedule for consideration at the March meeting.

e. Senator Steirer proposed resolution FS-77-2-4 (attached) which addresses itself to faculty evaluation during 1976 and 1977. It was moved that we suspend the rules and vote on the resolution immediately. The move was seconded and the motion passed unanimously.

f. Senator Melsheimer presented the proposed reallocation plan for the Faculty Senate (attached). This plan was formulated by and unanimously endorsed by the Executive Committee. This will be introduced at the March meeting.

8. Adjournment

The meeting was adjourned at 6:07 p.m.

Senators absent: A. Snell
D. Smith - H. M. Harris substituting
D. H. Van Lear

Respectfully submitted,

Raymond Noblet
Secretary
AMENDMENT TO THE BY-LAWS OF THE FACULTY SENATE

Be it resolved that Article II, Section 1, Membership, Paragraph 12, which now states:

No member of the Faculty Senate may succeed himself.

Be amended to:

No member of the Faculty Senate may succeed himself except after filling a term of 18 months or less.

Date
12-14-76
12-14-76
12-14-76
12-14-76
12-14-76

Signature
Robert T. Benson
James C. Acton
H. W. Hollerman
J. K. D. Navers
AMENDMENT TO THE BY-LAWS OF THE FACULTY SENATE

Be it resolved that Article II, Section 6, Council of Off-Campus Faculty, which now states:

Section 6. Council of Off-Campus Faculty.

The chairperson of the council shall be the vice-president of the Faculty Senate. The council shall consist of members of the Clemson off-campus faculty, elected for a one-year term in March or April by the faculties at appropriate off-campus locations. It shall be the duty of this council to consider and make recommendations to the Faculty Senate for action on all matters peculiar to those faculty whose duties are primarily away from the main campus. The council shall be the chief liaison instrument between Clemson's main campus and such faculty, keeping both the Senate and the off-campus faculty fully informed of all matters that concern either group.

Be deleted from the By-Laws.

Date
12/14/76
12/14/76
12/14/76
12/14/76
12/14/76

Signature
Robert T. Benson
James C. Acton
K. G. Hollerman
J. Oliver
K. J. Nance
Resolution of Opposition to Numerical Evaluation of Faculty

WHEREAS, the Faculty Senate has indicated by unanimous vote their disapproval of the Numerical Evaluation form that is to be used beginning in July 1977; therefore

BE IT RESOLVED, that the Faculty Senate reemphasizes disapproval of that evaluation form and fears that the proposed quantitative judgments of faculty performances are unwise and inequitable.
BE IT RESOLVED, that an ad hoc committee be formed by the new Faculty Senate that will take office in April, 1977:

1.) to monitor the system of faculty evaluation that will go into effect on July 1, 1977, and

2.) to study alternative methods of evaluation in accordance with the recommendations of the report of the Faculty Senate ad hoc Committee on Faculty Evaluation Forms, dated October 22, 1976, and submit a report to the Faculty Senate by March, 1978.
FS-77-2-2

Request for Periodic Meetings With Board of Trustees

Whereas the Board of Trustees of Clemson University meets annually with the administrator of each of the colleges of the University,

and whereas the Board receives many reports from the president of the University and his cabinet which represent the views of the administration,

and whereas there is no formal mechanism for the concerns and interests of the Faculty to be presented to the Board,

Be it resolved that the Faculty Senate of Clemson University wishes to institute periodic meetings with the Board of Trustees of Clemson University in order to apprise the Board of the concerns and interests of the Faculty of the University.
Resolution on Holiday Schedule

WHEREAS, So that the University teaching schedule will not be unduly interrupted by state legal holidays being observed on the day which the legal holiday falls, the University administration reassigns the 12 month employee holidays to fit the University teaching schedule, and

WHEREAS, So that employee research and extension activities may be planned to coincide with the University's observation of state legal holidays,

BE IT RESOLVED, That all holiday rescheduling be announced no later than the end of the first week of the calendar year but in no case less than thirty days prior to the observance of the holiday.
RESOLUTION CONCERNING NEGLECTED FACULTY EVALUATIONS

Whereas, the Faculty Manual represents the collective contractual obligations binding Faculty and Administration;

Whereas, on page 48 of the Faculty Manual the procedure whereby each faculty member is to be evaluated annually is carefully described; and

Whereas, this procedure was not followed in 1976 and according to present plans will not be followed in 1977;

Be It Resolved, that the Faculty Manual provisions for annual faculty evaluations be observed in good faith by all parties to the faculty manual.
MINUTES OF THE FACULTY SENATE

March 22, 1977

Olin Hall Auditorium

1. **Call to Order**
   
   President Edge called the meeting to order at 3:36 p.m.

2. **Approval of Minutes**
   
   The minutes of the February meeting were approved with minor corrections.

3. **Special Reports** None

4. **Committee Reports**
   
   a. Admissions and Scholarship - Senator Burch reported that the committee met on March 10 and considered the following items:

   1. The primary topic of discussion was implementation of the Senate's resolution recommending the additional requirement for graduation of a 2.0 GPR in a student's major. Members of the Committee have met with most department heads on campus. The reaction has been for the most part very favorable with no strong opposition. There seems to be no major problem in defining "majors." The Committee will assemble a package containing the defined major for each undergraduate degree. This package will be turned over to the next Admissions and Scholarship Committee.

   2. It was reported that the Senate's resolution recommending the elimination of "forgivable Fs" was defeated by the Dean's Council. However, no additional action is recommended by our Committee. Dean Hurst informed the chairman that the resolution will be presented to the Educational Council along with the favorable recommendation of the Undergraduate Council and unfavorable recommendation of the Dean's Council.

   3. It was reported that the Senate's resolution on revising "drop policy" has been referred to an ad hoc committee by the Dean's Council. Although our Committee proposed no action at this time, we feel that the Senate should follow the progress in this resolution very closely and take appropriate action when advisable.
4. The Committee discussed Resolution R-76-77-40 of the Student Senate. This resolution concerns "Exam Exemptions for Seniors." The Committee does not agree with the Student Senate's recommendation and recommends the attached resolution (FS-77-4-1) for consideration by the Faculty Senate.

b. Policy - Senator Holleman stated that the Committee considered the Executive Ad Hoc Committee as to whether a resolution should be made making it a standing committee. A constitutional Amendment would be necessary. It was the general feeling that the Executive Ad Hoc Committee has worked well this year and has probably saved the Senate a considerable amount of time. It was also felt that with a different group of officers, it may not work so well, and no recommendation should be made from the Policy Committee until at least two such committees have functioned.

c. Research - Senator Palmer reported that the Committee met March 9 and considered the following items:

1. The evaluation of Academic Administrators by Faculty.

2. A resolution on a performing arts center for Clemson University (FS-77-3-11) was formulated and will be introduced later.

3. At the request of President Edge, the Research Committee has examined the University's energy conservation policy and will present a report at the April meeting.

4. The new faculty orientation program was discussed and the opinion was that it was worthwhile. It was suggested that perhaps more emphasis should be placed on service areas such as central services, the motor pool and the computer center.

d. Welfare - Senator McInnis reported that the Committee met on March 1 with the major item of business being the drafting of a set of Bylaws and operational procedures for the proposed Faculty Club. Using a set of old bylaws drafted by an earlier ad hoc committee as a model, we were able to produce a draft copy for review by the Faculty Senate. It is hoped that the Welfare Committee of the 1977-78 Senate will be able to complete this important piece of business.

The committee also drafted and passed resolutions concerning the state retirement system, pay raises, reimbursement for faculty members representing Clemson while on leave of absence, and smoking in university buildings. These resolutions will be introduced later.
e. Ad Hoc Committees

i. Ad Hoc Committee on Faculty Liability - Senator Melton stated that a written report will be submitted in April and a resolution regarding legal aid for Faculty members will be introduced later in the meeting.

ii. Ad Hoc Committee on Intercollegiate Athletics - Senator Maxwell reported that the new ticket policy is being examined by the committee. The objection that Junior Varsity Tickets were included in Faculty and Staff packets was raised because these games are held at times which interfere with routine work and classes.

iii. Ad Hoc Committee on Amending Process - Senator Steirer informed the Senate that their report would be introduced as constitutional amendments under old business.

f. University Committees and Councils - None

5. President's Report

1. President Edwards has reinstated sabbatical leave and applications will now be accepted and should be submitted through proper channels.

2. Faculty Senate resolution FS-76-11-2 dealing with the "Forgivable F" will be brought before the next meeting of the Educational Council.

3. Faculty Senate resolution (FS-77-2-2) entitled "Request for Periodic Meetings with Board of Trustees" has been accepted by the administration and should prove beneficial to both faculty and administration.

4. No more complimentary memberships in Fike Recreation Center will be available to any faculty or staff members.

5. During a recent meeting of the Council of Academic Deans it was announced that 12 month faculty members are now eligible to earn up to 15% extra pay from other state funds, which gives them the same privilege as 9 month faculty members.

Senator Acton asked if there is a limit to what a faculty member may earn from grants or contract research. The answer was that the prime employer cannot pay more than the employee would earn in a full 12 month time period.
6. A publication called The Graduate Record will be published annually and course descriptions etc., will be edited by a professional editor.

6. Old Business

a. The amendment on Article II, Section 6 of the Constitution and By-Laws of the Faculty and Faculty Senate which calls for abolishment of the Council of Off-Campus Faculty was opened for discussion. Senator Melsheimer moved that the amendment be adopted by the Senate. The move was seconded and the motion carried.

b. Amendment on Filling Unexpired Terms in the Senate - This amendment was opened for discussion by Senator Holleman as Chairman of the Policy Committee. Senator Melsheimer proposed that the amendment be amended by deleting the term "unexpired". After considerable discussion concerning unexpired terms the question was called and the amended amendment was passed after approval of the faculty members who signed the amendment.

c. Senator Steirer introduced the amendments which resulted from a study by the Ad Hoc Committee on the Amending Process (Attachments A and B). These will be voted on during the April meeting.

d. FS-77-2-1 - Faculty Senate Resolution on Ad Hoc Committee for Faculty Evaluation. Senator Saunders moved adoption of this resolution. The move was seconded and the resolution was carried.

e. FS-77-2-3 - Faculty Senate Resolution on Holiday Schedule - Adoption of the resolution was moved and seconded and the resolution was passed.

f. Amendment on Faculty Senate Reallocation Plan - The amendment which was discussed earlier has been duly signed and is being introduced and will be voted on at the April meeting (Attachment C).
7. New Business

a. It was moved and seconded that we suspend the rules so that resolution FS-77-3-4 which requested a Senate ruling on eligibility could be dealt with prior to the election of officers. The motion was passed after a brief period of discussion.

The Senate then moved into a committee as a whole to further discuss the question of eligibility on Senators serving less than three year terms.

Senator Chisman then moved that we follow the sense of the previously passed amendment which states that "No member of the Faculty Senate may succeed himself except after filling a term of 18 months or less." The move was seconded and during discussion a substitute motion was proposed and accepted which stated that the ruling from the chair be sustained. The ruling from the chair was that based on previous Senate action, namely the case of Senator Fiste in September 1977, Senators serving less than three year terms were eligible for reelection by their colleges.

After a period of discussion concerning the constitutionality of Senators succeeding themselves, the question was called and a request for a roll call vote was moved, seconded, and passed. The vote was as follows:

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<th>Aye</th>
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The motion to sustain the interpretation of the chair failed.
Senator Chisman moved that Senator Fiste be allowed to serve two more years and Senator Burch be allowed to serve one more year if they were elected by their respective colleges. The move was seconded and the motion was carried.

b. Senator McInnis moved that the order of the day be changed and that we proceed with the election of officers. The move was seconded and the motion carried.

Senator Melsheimer presented the following candidates which were nominated by the advisory committee.

President: Ray Noblet
Earl Burch
Steve Melsheimer

Vice President: Tom McInnis
Judy Melton
Jimmy Palmer

Secretary: Dave Van Lear
Bill Whitten

President Edge called for additional nominees, there being none, nominations were closed and the election proceeded. The results were: Senator Ray Noblet, President; Senator Tom McInnis, Vice President; Senator Von Lear withdrew and Senator Whitten was elected Secretary by acclamation. Senator Burch moved that the elections be made unanimous. The move was seconded and the motion carried.

c. Faculty Senate Resolution (FS-77-3-1) providing for a vote of confidence for Department Heads was introduced and referred to the Policy Committee for study.

d. Faculty Senate Resolution (FS-77-3-2) requesting that the faculty evaluation of academic administrators go into effect July 1, 1977 was discussed, adoption was moved and seconded and the resolution was carried.

e. Faculty Senate Resolution (FS-77-3-3) requesting an explanation for changing the wording in the Faculty Manual (p. 20) regarding the approval of policies and regulations leading to undergraduate credits and degrees by the Undergraduate Council. Adoption was moved and seconded and the motion was carried.

f. Faculty Senate Resolution (FS-77-3-5) regarding expenses for Clemson Faculty on leave was discussed by Senator McInnis. He moved adoption of this resolution and the move was seconded and the resolution passed.
g. Faculty Senate Resolution (FS-77-3-6) concerning the State retirement system was discussed and subsequently adopted unanimously.

h. Faculty Senate Resolution (FS-77-3-7) addressed the problem of smoking in public buildings. Senator Acton moved that this resolution be tabled and the move was seconded and the motion to table was carried.

8. Senator McInnis moved that we adjourn and the move was seconded and carried. The meeting adjourned at 6:20 p.m.

Respectfully submitted,

Raymond Noblet
Secretary

Senators Absent: F. Day
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 arbitrary power over an individual faculty member in terms of scheduling, evaluation, promotion and salary, and

whereas: a department head system of administration, which makes a department head responsive only to those above him and not 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 five 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, full professors shall cast three votes, associate professors two votes and assistant professors one vote, except that the department head shall have no vote. Those below the rank of assistant professor may take part in the discussions and be present at the time the vote is taken, but shall have no 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 taken at a meeting held during the regular academic year, the exact time and place to be determined by the faculty of the department concerned, with a simple majority necessary to carry.

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 within one year. If a department head should fail to win that vote as well, the machinery for the selection of a new department head, as outlined in the Faculty Manual, shall be put into effect immediately, and the department head shall tender his (her) resignation as department head before the end of that academic year.

Be it further resolved: that for department heads who have held that office for more than five years, the first vote of confidence shall be taken before the end of the academic year in which this resolution becomes university policy. For department heads who have been in office less than five years, the first vote of confidence shall be taken before the end of the fifth year since that person assumed the position of head.
BE IT RESOLVED: THAT THE FACULTY SENATE PLAN FOR THE EVALUATION OF ADMINISTRATORS BY FACULTY SHALL GO INTO EFFECT ON JULY 1, 1977.
Whereas: the old Faculty Manual (1972) stated (with emphasis supplied)

All policies and regulations affecting undergraduate curricula and requirements leading to undergraduate credits and degrees shall be approved by the Undergraduate Council and recommended to the Dean of the University (p. 20)

and

Whereas: the new Faculty Manual (1976) states (with emphasis supplied)

All policies and regulations affecting undergraduate curricula and requirements leading to undergraduate credits and degrees shall be reviewed by [the Undergraduate Council] and recommended to the Dean of the University. (p. 24).

Be it resolved: that the Faculty Senate wishes a full explanation from the Dean of the University as to why that change was made.
Resolution Requesting Ruling on Eligibility of Senators succeeding Themselves

Whereas, the eligibility of Faculty Senators filling unexpired terms to succeed themselves has been challenged;

Be it resolved, that the Faculty Senate as a whole make a procedural ruling on the question of the eligibility of Faculty Senators filling unexpired terms to succeed themselves.
Resolution

Whereas faculty members on leave without pay may represent Clemson University at professional meetings, and

Whereas, they may not be compensated for expenses incurred while attending such meetings, be it hereby

Resolved that the Faculty Senate urges the administration of Clemson University to investigate mechanisms by which faculty members on leave without pay can be compensated for expenses incurred while representing Clemson University.
Resolution on the State Retirement System

Whereas, the mandatory South Carolina State Retirement System does not provide the flexibility desired by many faculty members nor provide the tax benefits of other annuity plans, and

Whereas, most other states allow state university employees the option of contributing to private annuity plans (such as TIAA-CREF) instead of the state system, and

Whereas, the Council of Presidents of South Carolina state-supported schools has considered improvements in the state retirement system, be it hereby

Resolved, that the Faculty Senate of Clemson University requests our representative to the Council of Presidents to urge the Council to request the state to establish alternative retirement plan(s) for state university employees.
Resolution on Smoking

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 (classrooms, auditoriums, hallways, restrooms, offices of other than individual employees, etc.) of any university building.
The faculty may amend these By-Laws at either of the scheduled meetings prior to commencement during the regular University session by a simple majority vote of the members present. A proposal for amendment must be recommended by at least five members of the faculty, submitted to the Faculty Senate at a regular meeting of that body, voted on by the Faculty Senate at their next regular meeting, and submitted in writing with the recommendation of the Faculty Senate to the members of the faculty at least ten days prior to the next meeting at which action on the amendment could be taken.

An amendment shall become effective when approved by the faculty.

**PROPOSED AMENDMENT**

**ARTICLE IV AMENDMENT**

These By-Laws may be amended by either of two methods.

A proposed amendment to these By-Laws may be submitted in writing to the Dean of the University one month before the next scheduled faculty meeting. Signatures of at least ten percent of the members of the faculty must accompany the proposed amendment in order to validate the proposal.

OR,

A proposed amendment may be submitted by at least ten members of the faculty to the Faculty Senate at a regular meeting of that body. The Faculty Senate must vote on the proposed amendment no later than the fourth meeting after submission. A simple majority vote of the Faculty Senate is required for the proposed amendment to be submitted to the next scheduled meeting of the faculty at which action on the proposed amendment could be taken.

The Dean of the University will then publicize the proposed amendment in writing at least three weeks prior to the meeting.

In the event that the proposed amendment is placed before one of the scheduled meetings prior to commencement, a simple majority vote of the members present is required for passage. Any amendment shall become effective immediately when approved by the faculty.
ATTACHMENT B

CONSTITUTION ARTICLE IV
AMENDMENT

The faculty may amend this Constitution at either of the scheduled meetings prior to commencement during the regular school session by a two-thirds majority vote of the members present. A proposed amendment must be recommended by at least ten members of the faculty, submitted to the Faculty Senate at a regular meeting of that body, voted on by the Faculty Senate at their next regular meeting, and submitted with the recommendations of the Faculty Senate to the members of the faculty in writing at least ten days prior to the next meeting at which action on the amendment could be taken.

Any amendment shall become effective when approved by the faculty.

PROPOSED AMENDMENT
ARTICLE IV
AMENDMENT

This Constitution may be amended by either of two methods.

A proposed amendment to this Constitution may be submitted in writing to the Dean of the University one month before the next scheduled faculty meeting. Signatures of at least ten percent of the members of the faculty must accompany the proposed amendment in order to validate the proposal.

OR,

A proposed amendment may be submitted by at least ten members of the faculty to the Faculty Senate at a regular meeting of that body. The Faculty Senate must vote on the proposed amendment no later than the fourth meeting after submission. A simple majority vote of the Faculty Senate is required for the proposed amendment to be submitted to the next scheduled meeting of the faculty at which action on the proposed amendment could be taken.

The Dean of the University will then publicize the proposed amendment in writing at least three weeks prior to the meeting.

In the event that the proposed amendment is placed before one of the scheduled meetings prior to commencement, a two-thirds majority vote of the members present is required for passage. Any amendment shall become effective immediately when approved by the faculty.

William F. Stevens, Jr.
Raymond H. McAdoo
Ira C. Heilman
E. Earl Blend Jr.

Marcia M. McAdoo
Dennis C. McAdoo
Thomas M. McAdoo Jr.
AMENDMENT OF THE BY-LAWS OF THE FACULTY SENATE

Be it resolved that Article II, Section 1, Membership be amended as follows:

Present Provision

As a rule there will be thirty-five (35) members. The Senate seats shall be allocated according to the ratio of the number of faculty members in the college or school to the total number of faculty members in the University, with each college or school having at least one (1) member and no college or school having more than twenty-five (25) percent of the total representation of the Senate. If the ratio of faculty members in a college or school to the total number of faculty members in the University exceeds twenty-five (25) percent, that college or school is assigned eight (8) Senate members. The remaining Senate seats are allocated on the ratio of faculty members in the remaining colleges or schools to total faculty members in the remaining colleges or schools. The above ratios are multiplied by the number of unallocated seats. The remaining colleges or schools shall have as many members as are in the largest whole number when its ratio was multiplied by the number of unallocated seats.

If the total number of members allocated thus far is less than thirty-five (35), the remaining seats are allocated to the colleges or schools with the larger fractions until there is a total of thirty-five (35) members. If this formula produces an exact tie for a seat, each college and/or school involved will be awarded a seat. Thus, in rare cases, the Faculty Senate may have more than thirty-five (35) members.

Amended Statement

As a rule there will be thirty-five (35) members, with each college or school automatically receiving one (1) seat. The remaining Senate seats shall be allocated according to the ratio of the number of faculty members in the college or school to the total number of faculty members in the University. Each college or school shall receive as many seats as are in the largest whole number obtained when its ratio is multiplied by the number of seats remaining to be allocated. If the total number of seats assigned thus far is less than thirty-five (35), seats are allocated to the schools with the larger fractions until there is a total of thirty-five (35) members. If this formula produces an exact tie for a seat, each college and/or school involved will be awarded a seat. Thus, in rare cases, the Faculty Senate may have more than thirty-five (35) members.

Five Faculty Members to sign according to Article IV, Amendments

[Signatures]
<table>
<thead>
<tr>
<th>Colleges</th>
<th>1976-77 Faculty Number</th>
<th>Original Allocation 35 Seats Pro-Rated</th>
<th>Present Allocation Method (Maximum of 8 seats)</th>
<th>Proposed Allocation Method</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture</td>
<td>249</td>
<td>9.87</td>
<td>10</td>
<td>1 + 7.05 ⇒ 8</td>
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<tr>
<td>Architecture</td>
<td>42</td>
<td>1.66</td>
<td>2</td>
<td>1 + 1.19 ⇒ 2</td>
</tr>
<tr>
<td>Education</td>
<td>60</td>
<td>2.38</td>
<td>2</td>
<td>1 + 1.70 ⇒ 3</td>
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<tr>
<td>Engineering</td>
<td>108</td>
<td>4.28</td>
<td>4</td>
<td>1 + 3.06 ⇒ 4</td>
</tr>
<tr>
<td>Forest &amp; Recreation Resources</td>
<td>41</td>
<td>1.63</td>
<td>2</td>
<td>1 + 1.16 ⇒ 2</td>
</tr>
<tr>
<td>Industrial Management and Textile Science</td>
<td>60</td>
<td>2.38</td>
<td>2</td>
<td>1 + 1.70 ⇒ 3</td>
</tr>
<tr>
<td>Liberal Arts</td>
<td>136</td>
<td>5.39</td>
<td>5</td>
<td>1 + 3.85 ⇒ 5</td>
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<tr>
<td>Library</td>
<td>17</td>
<td>0.67</td>
<td>1</td>
<td>1 + 0.48 ⇒ 1</td>
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<tr>
<td>Nursing</td>
<td>36</td>
<td>1.43</td>
<td>2</td>
<td>1 + 1.02 ⇒ 2</td>
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<tr>
<td>Sciences</td>
<td>134</td>
<td>5.31</td>
<td>5</td>
<td>1 + 3.79 ⇒ 5</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>883</strong></td>
<td><strong>35</strong></td>
<td><strong>35</strong></td>
<td><strong>35</strong></td>
</tr>
</tbody>
</table>
MINUTES OF THE FACULTY SENATE

April 12, 1977  Olin Hall Auditorium

1. Call to Order

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

2. Approval of Minutes

The minutes of the March meeting were approved as distributed.

3. Special Reports - None

4. Committee Reports

   a. Admissions and Scholarship - No report.

   b. Research - Senator Palmer presented the final copy of the form to be used in evaluation of academic administrators (Attachment A). The form has not been approved by the administration.

   c. Policy - Senator Holleman stated that during the past month the Policy committee considered FS-77-3-1 concerning a vote of confidence for Department Heads. The resolution was revised and will be considered under Old Business in today's meeting.

   d. Welfare - Senator McInnis presented a revised copy of By-Laws for the proposed University-Faculty Club.

   e. Ad Hoc Committees -

      i. Ad Hoc Committee on Faculty Liability - Senator Melton presented a preliminary written report included as Attachment B.

      ii. Ad Hoc Committee on Intercollegiate Athletics - Senator Maxwell, as chairman, presented a report of this committee's activities (Attachment C). Senator Saunders presented a minority report included as Attachment D.

      iii. Ad Hoc Committee on Fringe Benefits - Senator Addison reported briefly on the activities of this committee and stated that a final written report would be presented at the May meeting.

5. President's Report

1. President Edge welcomed the new Senators. They are as follows:

   College and Senator: Agricultural Sciences

   Expiration of Term

   A. R. Mazur 1980
2. Forgivable F

Student Senate has passed a resolution requesting that the forgivable F be retained. Our contrary request along with their resolution should go before the next Educational Council meeting with Undergraduate Council supporting our position.

3. Exams During Last Week

Student Senate has passed a responsible resolution (attached) requesting that Faculty refrain from giving regular examinations the week preceding finals. The Senate should consider this and pass it on to the Faculty.

4. Legislated Teaching Loads

Attached is a statement from Clemson University to the Senate Finance Committee concerning legislated teaching loads. Further, President Edwards presented these remarks:

If the Amendment to Section 124 of the Appropriations Bill
as presented to the Senate Finance Committee Wednesday is adopted as written, its application to the teaching, research and public service programs of Clemson University would in my considered opinion result in irreparable damage. As a matter of policy Clemson University insists that every employee of the institution, regardless of position, be assigned fulltime duties and responsibilities if they receive fulltime salaries.

5. Educational Council

The Council met on 4 April and several items were discussed of importance to the Faculty.

a) The Tuition and Grants program increase recommended by the House Ways and Means Committee has passed the Senate Finance Committee. The $1,000,000 increase above the current level will impact all State government.

b) The Board of Trustees in addition to increasing fines for parking violations has increased fees for instate students by $100 and by $250 for out-of-state students.

6. Faculty Senate Resolution Scoreboard

<table>
<thead>
<tr>
<th>Resolution</th>
<th>Under Discussion</th>
<th>Rejected</th>
<th>Adopted or Accepted</th>
</tr>
</thead>
<tbody>
<tr>
<td>76-4-1 Protest of Faculty ticket discount</td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>76-6-1 Opposition to Proposed tax reform</td>
<td></td>
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<td>X</td>
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<tr>
<td>76-7-1 Credit for remedial courses</td>
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<td>X</td>
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<tr>
<td>76-7-2 Appreciation to Mrs. MacDonald</td>
<td></td>
<td></td>
<td>X</td>
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<tr>
<td>76-8-2 Departmental equipment insurance coverage</td>
<td></td>
<td></td>
<td>X</td>
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<tr>
<td>76-8-3 Opposition to selection procedure for Vice President of Business and Finance</td>
<td></td>
<td></td>
<td>X</td>
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<tr>
<td>76-9-1 Benefits for retired faculty</td>
<td></td>
<td></td>
<td>X</td>
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<tr>
<td>76-9-2 Opposition to certain energy conservation policies</td>
<td></td>
<td></td>
<td>X</td>
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<tr>
<td>76-9-3 Opposition to numerical evaluation of faculty</td>
<td></td>
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<td>X</td>
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<tr>
<td>Resolution</td>
<td>Under Discussion</td>
<td>Rejected</td>
<td>Adopted or Accepted</td>
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<td>76-10-1</td>
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<td>Summer School</td>
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<tr>
<td>76-10-2</td>
<td></td>
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<tr>
<td>Grade Point Ratio in Major</td>
<td></td>
<td>X</td>
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<td>76-10-3</td>
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<tr>
<td>Sabbaticals</td>
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<tr>
<td>76-10-4</td>
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<tr>
<td>Continuing Enrollment</td>
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<td>X</td>
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<td>76-11-1</td>
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<tr>
<td>Shortening Withdrawal Policy</td>
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<td>X</td>
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<tr>
<td>76-11-2</td>
<td></td>
<td></td>
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<tr>
<td>Dropping &quot;Forgivable F&quot;</td>
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<td>X</td>
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<tr>
<td>76-12-1</td>
<td></td>
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<td>adopted internally</td>
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<tr>
<td>Creation of Ad Hoc Committee to study amending process</td>
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<tr>
<td>77-1-1</td>
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<tr>
<td>Opposition to Numerical Evaluation of Faculty</td>
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<tr>
<td>77-2-1</td>
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<tr>
<td>Creation of Ad Hoc Committee to review Faculty evaluation process</td>
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<td>X</td>
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<td>77-2-2</td>
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<td>Requesting periodic meetings with the Board of Trustees</td>
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<td>77-2-3</td>
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<tr>
<td>Publishing holiday schedule</td>
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<td>X</td>
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<td>77-2-4</td>
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<td></td>
<td>informal by some colleges</td>
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<tr>
<td>Requesting Evaluations of Faculty</td>
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<td>77-3-2</td>
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<tr>
<td>Noting Implementation of Evaluation of Academic Administrators on July 1, 1977</td>
<td></td>
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<td>X</td>
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<tr>
<td>77-3-3</td>
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<tr>
<td>Clarification of wording changes in Faculty Manual</td>
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<tr>
<td>77-3-4</td>
<td></td>
<td></td>
<td>adopted internally</td>
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<tr>
<td>Eligibility of Senators succeeding themselves</td>
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<tr>
<td>77-3-5</td>
<td></td>
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<tr>
<td>Concerning reimbursement for Faculty on leave while representing University</td>
<td></td>
<td>X</td>
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<tr>
<td>77-3-6</td>
<td></td>
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<tr>
<td>Requesting Administrative action on seeking alternative retirement programs</td>
<td></td>
<td>X</td>
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</tbody>
</table>
7. FS-77-3-3 - Faculty Senate Resolution requesting clarification of wording changes in the Faculty Manual. The change was probably made in the Office of the Dean of the University. The wording change was made because programs which were not approved obviously would not be recommended to the Dean of the University.

8. FS-77-3-6 - This resolution on the State Retirement System was favorably received and will be pursued by the administration.

9. FS-77-3-2 - Requesting that the plan for evaluation of academic administrators be implemented on July 1, 1977 needs final approval by the Administration. Their suggested date of implementation is January 1, 1978.

Respectfully submitted,

Raymond Noblet
Secretary
10. **New Officers Seated**

At this point retiring President Edge turned over the gavel of office to the incoming president, Mr. Noblet. The new president suggested that, to meet constitutional requirements, the new Advisory Committee of the Faculty Senate had to be selected. A five-minute recess was declared to permit the separate colleges to caucus and to select representatives.

Following this the President proposed the following senators to comprise the Advisory Committee for the next year: Senators Addison, Burch, Dickey, Fiste, Hipps, Luedeman, Melsheimer, Melton, Walker, and the officers of the Senate as ex-officio members. A motion was made and approved to confirm the Advisory Committee as proposed by the President.

11. **Old Business**

(a) The Ad Hoc Committee on the Amending Process had submitted a proposed amendment to both the Constitution and the By-Laws of the Faculty at the March meeting of the Senate as Attachments F and G. Senator Steirer, chairman of this committee, made a motion to approve both of these amendments simultaneously. The motion was seconded.

It was noted that the typography of Attachment G differed from Attachment F. Senator Steirer accepted the suggestion that they be made identical. Some discussion developed concerning the interpretation of the word "publicize" as an obligation of the Dean of the University.

An amendment to the original motion was made that the Dean of the University should publicize "in writing" the proposed amendments. The motion, as amended, was approved unanimously.

(b) Senator Melsheimer reported on the proposed Senate Re-allocation Plan which was submitted as Attachment H to the Senate at the March meeting. He moved that Article II, Section 1, on membership, be amended as is shown by Attachment H. The motion was seconded and approved.
The matter of the proposed amendment to the Constitution of the Faculty duly submitted by Senator Hilderman in January was raised. The President read the pertinent portion of the Constitution and the proposed amendment. The discussion which ensued focused on the seeming conflict between the amendment proposed by Senator Hilderman and the motion of the Ad Hoc Committee on the Amending Process which the Senate had just approved this date. There seemed to be no solution to this conflict under the present Constitution and requires the President to submit both proposed amendments to the faculty in May. (See attached memorandum of April 22, 1977.)

FS-77-3-1 was brought to the floor by the Policy Committee. A copy of the resolution as amended by the Policy Committee is attached. Senator Saunders discussed the deliberations of the Policy Committee and the suggested changes in the resolution. He particularly noted the proposed changes in the voting procedure (paragraph b). After some discussion, particularly of the last paragraph, a motion was made that the resolution be referred back to the Policy Committee. The motion was seconded and approved unanimously.

The President inquired about a suitable meeting time for the Advisory Committee. A meeting was set for 3:30 p.m., Monday, April 18.

The President noted that Dean Hurst had appointed a committee to monitor the new faculty evaluation procedure, and that the Faculty Senate resolved to appoint a similar monitoring committee. He suggested Senator Melton as chairman and Senators Burch, Hipps, and Jacobus and past Senator Saunders to that committee. A motion was made and approved to confirm the President's selections.

The President noted that two ad hoc committees had not completed their work. They are the committee on Fringe Benefits chaired by Senator Addison, and the Committee on Faculty Liability chaired by Senator Melton. He proposed that these two committees be empowered to continue their work until completed. A motion was made and approved to this effect.

12. New Business

A motion was made to defer new business until next meeting; motion seconded. Objections were raised and the motion was withdrawn.
(b) Senator McInnis presented resolution FS-77-3-8, a copy of which is attached. A motion was made and approved to send this to committee.

(c) Senator Steirer moved approval of resolution FS-77-4-4. After discussion and amendment by addition of a final paragraph (as appended) the motion was approved.

(d) Senator Steirer moved approval of a resolution commending retiring President Edge for his leadership. (FS-77-4-6). The motion was approved unanimously. A copy is attached.

Respectively submitted,

Wm. C. Whitten, Jr.
Secretary
This evaluation form represents various personal and professional qualities generally considered to be desirable in administrators of colleges and universities. The purpose of this questionnaire is to provide information that may lead to the improvement of the administration of each academic unit of Clemson University. All faculty and administrators are encouraged to evaluate those administrators to whom they would be responsible, including Department Head, Director, College Dean, etc.

The form consists of two parts. You may complete either Part I or Part II, or Part I and Part II. The results will be shown to others, only at the discretion of the academic administrator being evaluated. Evaluation will take place in January, every even-numbered year. Forms will be distributed to the various colleges and/or administrative units where they will be made available to all faculty. Once in the hands of the faculty, the evaluation of academic administrators is strictly on a voluntary basis.

The faculty member should mail the evaluation form to the academic administrator being evaluated.

Date of evaluation: ______________________

Administrator's name: ______________________

Administrator's title: ______________________
Instructions: On the basis of your own experience and judgement, rate the administrator for each quality by marking (X) in the appropriate space.

<table>
<thead>
<tr>
<th>Quality</th>
<th>Very High</th>
<th>High</th>
<th>Medium</th>
<th>Low</th>
<th>Very Low</th>
<th>Unable to respond due to limited knowledge</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Interest in the Progress of Education</td>
<td></td>
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<tr>
<td>2. Educational Background</td>
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<tr>
<td>3. Considerate Attitude Toward Students</td>
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<td>4. Fairness in Dealing With Students</td>
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<td>5. Considerate Attitude Toward Faculty</td>
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<td>6. Fairness in Dealing With Faculty</td>
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<td>7. Sense of Humor</td>
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<td>8. Self Confidence</td>
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<td>9. Tolerance of New Ideas</td>
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<td>10. Trustworthiness (Honesty, Reliability)</td>
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<tr>
<td>11. Ability to Inspire Confidence</td>
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<tr>
<td>12. Skill in Securing Group Action</td>
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<td>13. Ability to Organize</td>
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<tr>
<td>14. Ability to Evaluate Faculty Performance</td>
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<td>15. Ability to Maintain Faculty Morale</td>
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<td>16. Communicates Effectively With Group Members</td>
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<td>17. Presents Appropriate Materials for Group Action</td>
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<tr>
<td>18. Respects Professional Rights of Faculty</td>
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<td>19. Assigns Work Fairly &amp; Suitably</td>
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<tr>
<td>20. Makes Fair Decisions on Promotions &amp; Salary</td>
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<td>21. Makes Contributions to His Academic Field</td>
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<tr>
<td></td>
<td>Very High</td>
<td>High</td>
<td>Medium</td>
<td>Low</td>
<td>Very Low</td>
<td>Unable to respond due to limited knowledge</td>
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<tr>
<td>22. Uses Generally Appropriate Administrative Methods</td>
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<tr>
<td>23. Ability to Sell Programs to Higher Administration</td>
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<tr>
<td>24. Ability to Make Decisions</td>
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<td>25. Ability to Lead</td>
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<td>26. Overall Rating</td>
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</tbody>
</table>
Instructions: For each of the four categories, make a brief evaluation in the same thoughtful manner that you would expect others to use when evaluating you. The points and comments which follow under each category are just suggestions for thought or reference; you are encouraged to add under each category the strengths and areas where improvement is needed. It is not necessary to comment in all areas. You may use a scale from high to low as used in Part I.

A. DECISION MAKING

1. Skill in securing group action -- presents appropriate material for group action; encourages democratic participation; considers group decision.

2. Ability to organize -- uses generally appropriate administrative methods; knows and adheres to stated policies of the University; understands the missions of the University.

3. Renders equitable decisions regarding recommendations for appointments, promotions, salary, and tenure, within ranges feasible under the circumstances.

B. COMMUNICATION

1. Ability to inspire confidence -- communicates effectively with group members both up and down the line; open and public in sharing rationales for his actions; open and receptive to all points of view.

2. Promotes a good public relations image -- is an accurate and positive representative of the University.
C. FACULTY

1. Ability to maintain faculty performance -- recognizes superior performance and attempts to reward it; recognizes poor performance and attempts to correct it.

2. Attitude toward faculty -- cooperative; assigns work fairly and suitably.

D. PROFESSIONAL VALUES

1. Respects the professional rights of the faculty.

2. Exhibits an appreciation for and a sense of balance in all phases of the University program.

3. Strives to achieve an exciting, open environment in which each person can develop toward professional excellence.

E. OVERALL ABILITIES

1. Specify the greatest attributes of this administrator.

2. Specify area for improvement not previously mentioned.
MEMORANDUM

TO: President Billy Edge
FROM: Ad Hoc Committee on Faculty Liability of the Faculty Senate
SUBJECT: Report

April 5, 1977

ATTACHMENT B

MEMORANDUM

TO: President Billy Edge
FROM: Ad Hoc Committee on Faculty Liability of the Faculty Senate
SUBJECT: Report

In view of increased litigation alleging negligence of faculty members in the performance of their educational duties, the Ad Hoc Committee on Faculty Liability of the Faculty Senate would like to submit the following report.

As well as can be ascertained litigation alleging Faculty malpractice has centered around the following areas of a faculty member's duties.

1. Advising

Inappropriate or incorrect advising resulting in the delay of a student's graduation, thus causing the student to miss available job opportunities. (Over 50% of the suits brought have concerned improper advising.)

2. Class-room Teaching

a. Standards

1. Inaccurate or incomplete Syllabus
2. Course content not in accordance with catalog listing
3. Insufficient or inconsistent information concerning exam policies
4. Inconsistent administering of grades
5. Posting of grades not in compliance with the Buckley Amendment

3. Defamation of Character

1. In class humiliation of a student
2. Written or oral statements concerning students

4. Letters of Recommendation

Because of the preceding situation, the committee would like to make the following recommendations.

First, we urge every faculty member to evaluate his own performance of his duties to insure that he is in no way being negligent. We also recommend that faculty members and in particular those faculty members who are advisors be thoroughly familiar with the Student Handbook and the Catalog. Complete and meticulous records on the part of the faculty member are an added protection.
Second, we would also like to urge departments on campus to review existing departmental policies and procedures to insure that student rights are protected.

Third, we would like to suggest that the university review policies affecting students and faculty, such as the Student Grievance Committee to insure that all rights are protected.

The most satisfactory protection for faculty members is comprehensive Educational Liability insurance. Unfortunately, such liability insurance is difficult to obtain on an individual basis.

The University has Tort Liability Insurance on behalf of university personnel. Information about this policy is stated on p. 68 of the Faculty Manual. This committee feels that this insurance should be renegotiated, since certain areas, such as misadvising, do not seem to be covered by this policy. The committee will present a detailed resolution at a later date.

The committee would also like to point out that group insurance policies may also be obtained through certain educational organizations such as the South Carolina Educational Association.

The committee would also like to propose that the University provide a legal advisor for faculty as has been done at other universities such as the University of Richmond. (See proposal #FS-77-3-9 Resolution on University Legal Aid for Faculty).

Since the committee feels that the possibility of litigation may be an ongoing problem, we would also urge that the Faculty Senate continue to monitor information concerning this issue as it becomes available.

Submitted by

Judith M. Melton
Chairman
ATTACHMENT C
Report of the Faculty Senate ad hoc Committee
on Intercollegiate Athletics

Intercollegiate athletics is a concern to all faculty members since students
are involved as participants. Athletics can and should be an extension of the
total education and development of the student. The Faculty Senate, in May of
1976, expressed its concern at the apparent failure of the Athletic Council to
effectively represent the interests of the faculty in the formulation of policy
relating to athletics. As a result of the concern expressed by the Faculty Senate,
an ad hoc committee of the Faculty Senate was formed to work with faculty members
of the Athletic Council and Athletic Department Administrators to formulate recom-
mendations concerning the Athletic Council.

Recent changes in the Athletic Council's committee structure has involved
more faculty input in formulating Athletic Department policy. However, the Faculty
Senate ad hoc committee on intercollegiate athletics feels that the council should
and can provide a service to the University in two ways. Firstly, the Athletic
Council can provide an unbiased review of policy relating to Athletic Department
procedures. Secondly, the Council should provide a public relations role to
inform the University family of pending and enacted Athletic Department policy
which involves or affects members of the University family. To improve these
functions, the ad hoc committee recommends the following changes:

1. To improve communications between faculty and Athletic Council, the
   ad hoc committee recommends:

   a. That the Athletic Council meet monthly during the academic year to
      allow individual members an opportunity to participate more fully
      in Council activities and make the Athletic Council a more effective
      policy-advising body. Standing committees should be appointed to
      address areas of continuing concern in order to enable more effec-
      tive participation by individual Council members.
b. That all items to be discussed at an Athletic Council meeting be published in an agenda to be distributed to each Council member at least one week prior to the meeting so that the member may study and obtain input from various sources in order to allow the Council member to more effectively advise on proposed policy.

c. That the minutes of the Athletic Council be published in the "University Newsletter" to inform the University community of Athletic Council action.

d. That individual members of the Athletic Council continue to be willing to discuss Athletic Council decisions with faculty/staff to communicate reasons for certain policies or procedures.

2. To change Athletic Council composition and responsibilities.

a. The University desires and NCAA regulations require that institutional control of the "Athletic Advisory Committee" exist. Institutional control of the Clemson Athletic Council has been diminished by the addition of student, IPTAY, and Alumni representatives. This broader representation is desirable, but institutional control should be strengthened by adding the past President of the Faculty Senate as a member and possibly expanding appointed faculty membership to one per college.

b. The Faculty manual states that the responsibility of the Athletic Council is to advise the University Administration on all policy matters pertaining to Athletics. Therefore, this requires that all matters of policy and procedure, including the selection and retention of key administrative personnel, be referred to Council for their recommendation prior to any action by the University Administration.
c. Terms of office for appointed members should be fixed at 3 years. Members should not be eligible for reappointment until at least one full intervening term has elapsed. The Chairman of the Athletic Council could be appointed for a longer term since the Chairman has significant administrative responsibilities.

3. To study and recommend a uniform athletic ticket policy for faculty/employees.

The proposed uniform athletic ticket policy recently recommended by the Athletic Council (60 percent of face value) places ticket prices on a clear and firm basis. However, several inequities remain:

a. The discount given faculty/employees is well below the southeastern average (approximately 50 percent) and that given faculty/employees at the University of South Carolina (50 percent).

It is also recommended that the Athletic Council submit any future proposals for changes in the faculty/employee ticket price policy to the Faculty Senate for its review and comments prior to action by the Athletic Council.

b. The requirement for purchase of Junior Varsity football tickets by faculty/employees is in conflict with required duty hours of the University in that JV games are scheduled during "normal" working hours. In addition, regular season ticket purchasers are not required to buy JV tickets. Most universities surveyed in the southeast allow free admission to JV games and other minor sports on presentation of University ID card.

It is strongly recommended that the requirement for purchase of tickets to JV games be eliminated.
c. High school athletic coaches continue to receive more favored treatment than University family as regards athletic ticket price.

While this policy is disturbing to the faculty, the practice is probably necessary for a viable recruiting program.

d. The ticket policy for Athletic Department employees is far more liberal than that offered to other University staff.

It is recommended that the athletic ticket price policy should be uniform for all university employees.

4. To study procedures concerning prospective student athletes to meet entrance requirements and the program offered by the Athletic Department to ensure a reasonable chance of student athletes to obtain a University degree.

Recent statements of policy by the Athletic Department and discussion of current procedures used by the Athletic Department has emphasized the concern of the Athletic Administration over the academic qualifications of prospective student athletes and the academic progress of student athletes on campus. We applaud the increased emphasis in this area by the Athletic Department.

5. To study the utilization and regulation of University facilities and the use of the University name by certain individuals in the promotion and conduct of sports camps, clinics, etc.

The ad hoc committee recommends that a standing committee of the Athletic Council be appointed to formulate policy and ascertain that the utilization of the University facilities for sports camps and clinics be regulated to insure that the rights of students and staff not be unsurpassed and establish lines of communication with the office of Business and Finance to insure that the University receives a fair return for the value of the facilities used.
6. To review the implementation of current policies on athletic recruitment.

The current policies and procedures of the Athletic Department appear to be in full compliance with all NCAA and ACC regulations. In addition, it seems to the ad hoc committee that the Athletic Department and University Administration intends to follow the spirit and intent as well as the letter of all policies and procedures on recruiting. However, a review of the actual implementation of these policies is a monumental task and beyond the scope of this committee.
Sen. Saunders, Minority Report

I believe the resolution of the Faculty Senate which established the ad hoc committee on intercollegiate athletics intended a much fuller discussion of athletics than it received in the committee's majority report, the kind of discussion it may never have had at Clemson and which it certainly did not get in the 1971 self-study. If the majority report is an interim report, it should be so labelled. But I fear that, in effect, it will be a final report, because the committee is not automatically an on-going body. It is unfortunate that we on the committee let the momentum of the investigation, which reached a peak in the meetings with the Athletic Council last November and December, fall apart this spring. It will be unfortunate if all the information we have collected is never assembled into a meaningful presentation.

I believe my colleagues have erred in their suggestion that athletics is a concern of faculty only because it involves students. The faculty are professional people who have given their service to Clemson. Their individual professional reputations and the reputation of the university will rise or fall together. As the university inserts into the Faculty Manual provisions to protect its good name from poor judgment by faculty, so the faculty can expect the university to pursue policies that will not impugn their good name. Intercollegiate athletics is a sensitive area with a high degree of public exposure. The faculty benefits from the prestige of a well-run athletic program and suffers from mismanagement in that area.
I endorse all of my colleagues' suggestions for the reform of the Athletic Council. In the first place, however, I would hesitate to make any suggestions at all without laying out in detail our findings about the council and its effectiveness. Since suggestions were made, I would say in the second place that even if they were all put into effect, they would probably not change very much. The Athletic Council seems to need more information about the athletic program than it is now getting, for example, on the well-being of athletes and on the finances of the Athletic Department. To get this, it needs to ask tough questions and initiate investigation and action when the situation calls for it. I do not believe it is capable of doing this as it is presently constituted. More than the suggestions made in the majority report, I believe this deficiency might be remedied by a change in the method of selection of faculty members for Athletic Council. While the present faculty members of the council are some of the best teachers and hardest-working people on campus, I believe a number of them are also administrators-in-waiting, and therefore unwilling to ask the tough questions or demand the hard answers that might disturb administrative powers in the University. My only suggestion would be to require that nominations for the Athletic Council, made as at present out of the office of the vice-president for student affairs, receive the advice and consent of the Faculty Senate. That would (1) give both faculty and administration a veto over membership, (2) would not limit the Athletic Council to the talent of the Senate, as would be the case if nominations were to be made by that body alone, and (3) would give the Senate a chance, in open hearing, to know the qualifications of the nominees. It has been pointed out to me that such a change could not be made because membership on other councils is not chosen that way. I would answer that 1) athletics is special because it is auxiliary to the purpose of a university, and because of its sensitivity and high public exposure, and 2) perhaps change needs to come to all councils and it can begin here.
I regret that the price of football tickets figures so heavily in the majority report, as I never believed the dollar price was as much an issue as the attitude that seemed to lay behind last year's increase. It is unfortunate the JV business has gotten into this, as it gives the faculty an unnecessary wart to rub. I believe a final report should make clear the contributions the faculty make to the athletic program in the time and effort they spend on the special problems of athletes, and to emphasize that a loss of general faculty enthusiasm would make the present athletic program impossible to conduct.

I do not believe that point 4 (on the academic standing of athletes) or point 5 (on the privilege of earning more than 15% of salary while using the university's name and facilities which is accorded to certain members of the Athletic Department through the summer camps) reflect the depth of faculty feeling on these matters, nor do they indicate the potential danger to the university and the athletic program if they do not receive the open and frank discussion they demand.

I do not agree with the final paragraph of the report. We have no evidence either to support or deny the statement that Clemson is in compliance with NCAA regulations. I believe a full investigation of all facets of the athletic program, including implementation of policy, is the business of the Faculty Senate and was meant to be within the scope of the ad hoc committee. Such an investigation would hopefully, assuming there is nothing to hide, certify the health of the athletic program and calm fears and suspicions of many friends of Clemson. It should be welcomed by all true friends of Clemson, for it would go far to cement relations between the Athletic Department and the rest of the university and to make the athletic program an integral part of the whole university program.

K. Saunders
ATTACHMENT E
Statement from Clemson University

In relation to Section 124 currently before a sub-committee of the Senate Finance Committee, Clemson University policy requires of each full-time faculty member twelve credit hours of teaching per week (twelve-eighteen class contact hours per week), or its equivalent in research and public service. Faculty in the College of Agricultural Sciences and in the Forestry Department of the College of Forest and Recreation Resources are paid on a twelve-month basis and do not receive extra compensation for summer-time teaching. The remaining faculty are paid on a nine-month basis and are paid additionally to teach in summer school only when needed. The average faculty member can anticipate teaching in only one out of three summers. No strict teaching rule is applied to department heads although they are expected, unless administrative and other duties preclude their doing so, to teach six credit hours per week. Teaching roles of the deans vary, but in general they do not have the time, because of administrative duties, to teach regularly scheduled courses.

Representative responses to Section 124 from University deans include:

1. The amendment gives no credit to graduate teaching whatsoever, but lumps it into the general teaching duties of the faculty. This fails to recognize the importance of scientifically trained manpower to the state of South Carolina at this critical time in its development. Without the input from and the leadership provided by graduate programs and research at the senior university of the state, economic development will be irreparably damaged.

2. The amendment could result eventually in a loss of accreditation for many programs since the effect of this requirement would run counter to developing the quality criteria that are investigated by such organizations as the Engineers' Council for Professional Development.

3. Recruitment of competent faculty members would be nearly impossible if a clock-hour amendment were to be interpreted as a requirement on all faculty members. Those with particular abilities in program development, continuing education, and research would simply not bother with institutions in South Carolina.

4. The Department of Industrial Education, with eleven faculty members, works an average of sixty-seven (67) hours per week.

5. For universities which have as their mission -- teaching, research, and public service -- it must be realized that some people with the title of "professor" do not actually teach any clock hours but may be completely involved with research. Hence, this combined with graduate programs, directing research, and directing graduate students as well as teaching upper division classes means that it is normal for the teaching load of a full-time faculty member to vary from zero to an average perhaps of fifteen or eighteen hours teaching.
CONSTITUTION ARTICLE IV
AMENDMENT

The faculty may amend this Constitution at either of the scheduled meetings prior to commencement during the regular school session by a two-thirds majority vote of the members present. A proposed amendment must be recommended by at least ten members of the faculty, submitted to the Faculty Senate at a regular meeting of that body, voted on by the Faculty Senate at their next regular meeting, and submitted with the recommendations of the Faculty Senate to the members of the faculty in writing at least ten days prior to the next meeting at which action on the amendment could be taken.

Any amendment shall become effective when approved by the faculty.

PROPOSED AMENDMENT
ARTICLE IV
AMENDMENT

This Constitution may be amended by either of two methods.

A proposed amendment to this Constitution may be submitted in writing to the Dean of the University one month before the next scheduled faculty meeting. Signatures of at least ten percent of the members of the faculty must accompany the proposed amendment in order to validate the proposal.

OR,

A proposed amendment may be submitted by at least ten members of the faculty to the Faculty Senate at a regular meeting of that body. The Faculty Senate must vote on the proposed amendment no later than the fourth meeting after submission. A simple majority vote of the Faculty Senate is required for the proposed amendment to be submitted to the next scheduled meeting of the faculty at which action on the proposed amendment could be taken.

The Dean of the University will then publicize the proposed amendment in writing at least three weeks prior to the meeting.

In the event that the proposed amendment is placed before one of the scheduled meetings prior to commencement, a two-thirds majority vote of the members present is required for passage. Any amendment shall become effective immediately when approved by the faculty.

William F. Steiner Jr.
Raymond Hettik
Miky Umbreker
J.R. Comber
D.H. Van Lear
ATTACHMENT G

BY-LAWS ARTICLE IV
AMENDMENT

The faculty may amend these By-Laws at either of the scheduled meetings prior to commencement during the regular University session by a simple majority vote of the members present. A proposal for amendment must be recommended by at least five members of the faculty, submitted to the Faculty Senate at a regular meeting of that body, voted on by the Faculty Senate at their next regular meeting, and submitted in writing with the recommendation of the Faculty Senate to the members of the faculty at least ten days prior to the next meeting at which action on the amendment could be taken.

An amendment shall become effective when approved by the faculty.

PROPOSED AMENDMENT
ARTICLE IV
AMENDMENT

These By-Laws may be amended by either of two methods.

A proposed amendment to these By-Laws may be submitted in writing to the Dean of the University one month before the next scheduled faculty meeting. Signatures of at least ten percent of the members of the faculty must accompany the proposed amendment in order to validate the proposal,

OR,

A proposed amendment may be submitted by at least ten members of the faculty to the Faculty Senate at a regular meeting of that body. The Faculty Senate must vote on the proposed amendment no later than the fourth meeting after submission. A simple majority vote of the Faculty Senate is required for the proposed amendment to be submitted to the next scheduled meeting of the faculty at which action on the proposed amendment could be taken.

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William F. Steiner, Jr.

Floyd R. Noble

J. R. Albert

F. H. Mitchell

Dale D. Van Loan
ATTACHMENT H

AMMENDMENT OF THE BY-LAWS OF THE FACULTY SENATE

Be it resolved that Article II, Section 1, Membership be amended as follows:

Present Provision

As a rule there will be thirty-five (35) members. The Senate seats shall be allocated according to the ratio of the number of faculty members in the college or school to the total number of faculty members in the University, with each college or school having at least one (1) member and no college or school having more than twenty-five (25) percent of the total representation of the Senate. If the ratio of faculty members in a college or school to the total number of faculty members in the University exceeds twenty-five (25) percent, that college or school is assigned eight (8) Senate members. The remaining Senate seats are allocated on the ratio of faculty members in the remaining colleges or schools to total faculty members in the remaining colleges or schools. The above ratios are multiplied by the number of unallocated seats. The remaining colleges or schools shall have as many members as are in the largest whole number when its ratio was multiplied by the number of unallocated seats.

If the total number of members allocated thus far is less than thirty-five (35), the remaining seats are allocated to the colleges or schools with the larger fractions until there is a total of thirty-five (35) members. If this formula produces an exact tie for a seat, each college and/or school involved will be awarded a seat. Thus, in rare cases, the Faculty Senate may have more than thirty-five (35) members.

Amended Statement

As a rule there will be thirty-five (35) members, with each college or school automatically receiving one (1) seat. The remaining Senate seats shall be allocated according to the ratio of the number of faculty members in the college or school to the total number of faculty members in the University. Each college or school shall receive as many seats as are in the largest whole number obtained when its ratio is multiplied by the number of seats remaining to be allocated. If the total number of seats assigned thus far is less than thirty-five (35), seats are allocated to the schools with the larger fractions until there is a total of thirty-five (35) members. If this formula produces an exact tie for a seat, each college and/or school involved will be awarded a seat. Thus, in rare cases, the Faculty Senate may have more than thirty-five (35) members.

Five Faculty Members to sign according to Article IV, Amendments
## Allocation Schemes for Faculty Senate

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<th>Colleges</th>
<th>1976-77 Faculty Number</th>
<th>Original Allocation Method</th>
<th>Present Allocation Method (Maximum of 8 seats)</th>
<th>Proposed Allocation Method</th>
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<tr>
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**Seats = 1 + \frac{\text{College Faculty}}{25} ^{\text{Univ. Faculty}}**
MEMORANDUM

To: Faculty Senators
From: Ray Noblet - President Faculty Senate

Subject: Faculty Senate Amendments

Each of you should have received by now the amendments to be voted on by the Faculty at the May meeting. One amendment concerning the approval of amendments by the Faculty Senate, proposed by Senator Hilderman in November was not included. It is the interpretation of the chair, that since this amendment failed to pass the Faculty Senate, it should not go forward to the general Faculty meeting. This interpretation has been confirmed by Admiral McDevitt, Vice President for Executive Affairs.

RN: scf

cc: Faculty members signing the amendment in question
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 only to those above him and not 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 five 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 above the level of instructor shall have one vote, except that the department head shall have no vote. In addition, all instructors with at least 3 years consecutive service as instructors at Clemson shall have one 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 taken as a meeting held during the regular academic year, the exact time and place to be determined by the Senior faculty of the department concerned, with a simple majority necessary to carry.

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 machinery for the selection of a new department head, as outlined in the Faculty Manual, shall be put into effect immediately, and the department head shall tender his (her) resignation as department head before the end of the academic year.

Be it further resolved: that for department heads who have held that office for more than five years, the first vote of confidence shall be taken before the end of the academic year in which this resolution becomes university policy. For department heads who have been in office less than five years, the first vote of confidence shall be taken before the end of the fifth year since that person assumed the position of head.
Second Resolution on Neglected Faculty Evaluation

Whereas the Faculty Senate at its February meeting unanimously supported a resolution expressing its dismay at the unilateral abrogation of the Faculty Manual provisions detailing the annual process of faculty evaluation (page 49);

And whereas the administration has advanced neither explanation nor justification of this section;

Be it resolved that the Faculty Senate re-emphasizes its dismay and disappointment at this unilateral abrogation of contractual obligations.

Be it further resolved that each faculty member be urged to prepare and present a written self evaluation of his professional activities, including teaching, research, service and extension, for the academic years 1975-76 and 1976-77 to his department head, to be included in his permanent file.

Further, the Senate desires an explanation for the administration's insistence upon the proposed numerical evaluation and their refusal to institute an evaluation form that would satisfy the procedures outlined in the Faculty Manual.
Whereas, the 1977-78 University appropriation will, in all likelihood, contain funds for "cost of living" salary increases, and

Whereas, across-the-board increases reward those faculty members who perform at minimum levels while penalizing those faculty members who do work far and beyond that required, and

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

Resolved that the administration distribute any "cost of living" funds contained in the state appropriation among the faculty based upon merit of job performance.
Whereas, President Billy Edge has served the Faculty and Faculty Senate of Clemson University with distinction as President of the Faculty Senate.

Be it resolved, that the Faculty Senate of Clemson University officially thanks President Edge for those services in 1976-77.
<table>
<thead>
<tr>
<th>NAME</th>
<th>ACADEMIC UNIT</th>
<th>CAMPUS ADDRESS</th>
<th>PHONE</th>
<th>TERM ENDS</th>
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<td>J. Palmer (R)</td>
<td>Agronomy &amp; Soils</td>
<td>268 P&amp;AS</td>
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<td>K. DeHaven (A)</td>
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<td>J. H. Walker (W)</td>
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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.