MINUTES

of the

FACULTY SENATE

of

CLEMSON UNIVERSITY

May 1975 through April 1976
## TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty Senate Roster, 1975-76</td>
</tr>
<tr>
<td>Minutes of Regular Meeting, May 8, 1975</td>
</tr>
<tr>
<td>Attachment A - Senate Members on University Committees</td>
</tr>
<tr>
<td>Attachment B - Faculty Senate Meeting Dates</td>
</tr>
<tr>
<td>Attachment C - Faculty Senate Committees</td>
</tr>
<tr>
<td>Minutes of Regular Meeting, June 10, 1975</td>
</tr>
<tr>
<td>Resolution on Sabbatical Leave, FS 75-6-1</td>
</tr>
<tr>
<td>Minutes of Regular Meeting, July 8, 1975</td>
</tr>
<tr>
<td>Faculty Privileges, FS 75-7-1</td>
</tr>
<tr>
<td>Promotion, FS 75-7-2</td>
</tr>
<tr>
<td>Minutes of Regular Meeting, August 19, 1975</td>
</tr>
<tr>
<td>Resolution re Standards for Graduation Honors, FS 75-8-1</td>
</tr>
<tr>
<td>Resolution re The Freshman Register, FS 75-8-1</td>
</tr>
<tr>
<td>Attachment A re Tax-Sheltered Annuity, etc.</td>
</tr>
<tr>
<td>Minutes of Regular Meeting, September 9, 1975</td>
</tr>
<tr>
<td>Minutes of Regular Meeting, October 14, 1975</td>
</tr>
<tr>
<td>Attachment re Federal Intervention in Universities</td>
</tr>
<tr>
<td>Minutes of Regular Meeting, November 11, 1975</td>
</tr>
<tr>
<td>Report of Faculty Senate Research Committee</td>
</tr>
<tr>
<td>Policy on Academic Dishonesty, 11-75-1</td>
</tr>
<tr>
<td>Minutes of Regular Meeting, December 9, 1975</td>
</tr>
<tr>
<td>Minutes of Regular Meeting, January 13, 1976</td>
</tr>
<tr>
<td>Grievance Procedure Policy, FS 76-1-1</td>
</tr>
<tr>
<td>Amendment of Faculty Senate By-Laws, FS 76-1-2</td>
</tr>
<tr>
<td>Resolution re Family Use of Fike Center, FS 76-1-3</td>
</tr>
<tr>
<td>Faculty Salaries for Academic Year, 1975-76</td>
</tr>
<tr>
<td>Minutes of Regular Meeting, February 10, 1976</td>
</tr>
<tr>
<td>All Undergraduate Grades, 1960, 1962, 1964-71, 1975, First Semester</td>
</tr>
<tr>
<td>Freshman Grades, 1961, 1964-70, 1974, Second Semester</td>
</tr>
<tr>
<td>All Grades, 1961, 1964-70, 1974, Second Semester</td>
</tr>
<tr>
<td>Minutes of Regular Meeting, March 9, 1976</td>
</tr>
<tr>
<td>Jacobus Amendment re Article II, Section I, Membership</td>
</tr>
<tr>
<td>Holleman Amendment re Article II, Section I, Membership</td>
</tr>
<tr>
<td>Policy on Academic Dishonesty</td>
</tr>
<tr>
<td>Minutes of Regular Meeting, April 6, 1976</td>
</tr>
<tr>
<td>Resolution of Protest of Reduced Faculty-Staff Athletic Ticket Discounts</td>
</tr>
<tr>
<td>Faculty Senate Roster, 1976-77</td>
</tr>
<tr>
<td>NAME</td>
</tr>
<tr>
<td>------</td>
</tr>
<tr>
<td><strong>AGRICULTURAL SCIENCES</strong></td>
</tr>
<tr>
<td>G. D. O'Dell (A)</td>
</tr>
<tr>
<td>G. C. Skelley (Pres.)</td>
</tr>
<tr>
<td>J. C. Acton (R)</td>
</tr>
<tr>
<td>K. A. Hollemon (P)</td>
</tr>
<tr>
<td>J. D. Maxwell* (W)</td>
</tr>
<tr>
<td>W. Witcher (A)</td>
</tr>
<tr>
<td>J. Palmer (R)</td>
</tr>
<tr>
<td><strong>ARCHITECTURE</strong></td>
</tr>
<tr>
<td>K. E. Carpenter (W)</td>
</tr>
<tr>
<td><strong>EDUCATION</strong></td>
</tr>
<tr>
<td>J. E. Matthews (R)</td>
</tr>
<tr>
<td><strong>ENGINEERING</strong></td>
</tr>
<tr>
<td>J. A. Chisman (P)</td>
</tr>
<tr>
<td>B. L. Edge (Sec.)</td>
</tr>
<tr>
<td>S. S. Melsheimer (R)</td>
</tr>
<tr>
<td><strong>FOREST &amp; RECREATION RESOURCES</strong></td>
</tr>
<tr>
<td>H. J. Grove (V. Pres.)</td>
</tr>
<tr>
<td><strong>INDUSTRIAL MANAGEMENT AND TEXTILE SCIENCE</strong></td>
</tr>
<tr>
<td>C. W. Roberts (W)</td>
</tr>
<tr>
<td>E. Bunch (A)</td>
</tr>
<tr>
<td><strong>LIBERAL ARTS</strong></td>
</tr>
<tr>
<td>R. J. Knapp (R)</td>
</tr>
<tr>
<td>J. L. McCollough (P)</td>
</tr>
<tr>
<td>M. W. Slann (W)</td>
</tr>
<tr>
<td>R. L. Saunders (A)</td>
</tr>
<tr>
<td>F. L. Day (P)</td>
</tr>
<tr>
<td>J. Melton (A)</td>
</tr>
<tr>
<td><strong>LIBRARY</strong></td>
</tr>
<tr>
<td>C. Triche, III (W)</td>
</tr>
<tr>
<td><strong>NURSING</strong></td>
</tr>
<tr>
<td>M. A. Brandt (A)</td>
</tr>
<tr>
<td><strong>SCIENCES</strong></td>
</tr>
<tr>
<td>O. J. Jacobus (P)</td>
</tr>
<tr>
<td>B. B. Bookmyer* (R)</td>
</tr>
<tr>
<td>J. Luedeman (A)</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.
Minutes of the Faculty Senate

May 8, 1975

I. Call to order and approval of the minutes

The meeting was called to order by President Skelley at 3:32 p.m. Senator Jacobus moved that the minutes be amended to reflect his reasons for moving for a reconsideration of Resolution FS-3-75-1, "Faculty Evaluation Computerization," and to show that the Resolution was defeated unanimously when it was reconsidered. These changes were accepted by the Senate and the amended minutes were then approved.

II. Announcements

President Skelley clarified that the current wording of the Faculty Manual concerning appointment of senators to University committees or councils is interpreted to mean that senators can be reappointed on a yearly basis. Appointments of senators to University committees and councils were made by the President of the Senate and the Advisory Committee. A list of these appointments are included as Attachment A. A motion was made and approved to schedule all monthly meetings of the Senate in Olin Hall Auditorium and to adopt the meeting dates listed in Attachment B. The members of the standing committees of the Senate, as given in Attachment C, were presented for information.

III. Committee Reports

1. Admissions and Scholarships - No Report
2. Policy - No Report
3. Research - No Report
4. Welfare - No Report
5. Landscape and Site Development Committee

Senator Grove reported that one of the main problems his committee faces is that no money is allocated for site development notwithstanding the monies for construction. The committee has proposed a three year site development program to the Campus Master Planner, Professor Efland, for diverting some construction money to landscaping. The committee has made a proposal to the Physical Plant to prepare the historic buildings on campus for the bicentennial; this is now being done.

Senator Jacobus asked why the entire front of Mell Hall was concreted in lieu of allowing the grass to remain. Senator Grove suggested that changes in the use of the building has necessitated this change and that more changes of this type can be expected. He added that the Ornamental Gardens behind Poole Agricultural Center will be changed to a parking lot.

6. Graduate Council

Senator Maxwell stated that the report on graduate course duplication has been prepared by the Council and is available through individual college
IV. President's Report

The House of Representatives is investigating the number of publications by State agencies. They are particularly concerned over promotional literature.

Melford Wilson, Vice President for Business and Finance, stated in a memorandum to Dean Hurst that Federal Circular No. 73-8 required that no faculty be paid over or above his regular base pay on federal projects.

It has been recommended to the Administration that faculty be charged $40.00 per year for the use of Fike Field House. Moreover, $60.00 would entitle faculty to use both the Fike facilities and the YMCA. President Skelley indicated that all users other than full time students must pay to use the facilities. The recommendation to the Administration would allow faculty use of the nautatorium from noon to 5 p.m. daily and all day on weekends. Schedules for the other facilities have not been set. Senator Grove indicated that the annual fee covers essentially everything but footwear.

President Skelley attended the Tri-County State Employees Association meeting in April. From discussions with the members of the Association he learned that the Association finally recommended the 4.29% salary raise and that Blue Cross/Blue Shield is changing their rules. The changes in the Blue Cross/Blue Shield program would require subscribers to pay the first $100 per year; Blue Cross/Blue Shield would then pay 80% of covered medical expenses up to $5000 and then pay 100% of covered medical expenses over $5000.

The Extension Council decided in a recent meeting that no duplication exists among extension activities.

The site across from the library and beside Lowry Hall has been chosen for the Continuing Education Center. There is no other news on the Center.

Dean Schwartz has accepted an invitation to talk to the Senate on a) the Compu Center and b) problems with the Graduate School that concern the faculty. It was suggested and agreed that he be asked to speak before the Senate concerning only the latter item.

Tates Locke has also indicated that he may like to talk with the Senate. It was pointed out that the Athletic Staff is not considered a part of the faculty. Senate suggested that he be allowed to speak for a reasonable period of time.

V. Old Business

Senator Bookmyer asked about the status of the Center for Performing Arts. Senator Grove indicated that it is not in the current five year plan; it would have to be resubmitted to get into the program.

Senator O'Dell moved that the time of all Senate meetings begin hereafter at 3:30 p.m. The motion was seconded and passed unanimously.
Professor Dillon reported on the changes proposed by the Committee on the Faculty Manual to the revised version submitted by the Senate. He indicated that initially the Committee began objectively to study how to implement the changes made by the Senate but that this direction was revised when they received the comments from the Dean of the University. Professor Dillon asked if there were any specific questions on the revisions. Senator Maxwell asked if the Graduate Dean had the authority "to grant degrees" as indicated in the current manual. Professor Dillon responded no and that the description of the duties of his office were being changed to cover that. Senator Chisman asked about the chairmanship of councils which the Senate had so seriously considered. Professor Dillon stated that all of the deans in the University unanimously recommended that the chairmanship should reside with those who currently hold that position.

Professor Dillon indicated that a new Council of Deans may be initiated consisting of the Dean of the University, the academic deans and the President of the Faculty Senate as a non-voting member. Senator Roberts asked if the Manual would be resubmitted to the Senate for their approval. The response was affirmative and it was also pointed out that the Senate could request changes, modifications or reconsiderations but the success of such a request would be very doubtful. Additionally, the wire diagrams in the Manual have been changed to reflect the responsibility of the academic deans directly to the Dean of the University.

Senator Jacobus asked if there was a change in the wording on the section dealing with the use of University equipment for personal activities and Dillon responded that this section would remain as in the old Manual. Senator Maxwell asked if the titles Assistant, Associate and Professor Emeritus could be changed to Professor Emeritus to add even more dignity to retiring professors. Dillon responded no; there would be no way to make it retroactive.

Professor Dillon then said that the Manual was being forwarded directly to Dean Hurst and it would not be returned to the Senate for their approval unless it was strongly requested by the Senate.

VI. New Business

Senator Jacobus asked for a clarification on the policy requiring attendance at graduation since the Faculty Manual is silent on the matter of approval at any level and requires only "conscience approval of self." The President stated that faculty attendance at graduation and the failure to grant promotions will be explored.

The meeting adjourned at 5:01 p.m.

Respectfully submitted,

[Signature]
Billy L. Edge
Secretary

Senators absent: Hedden
Attachment A

Administration-Faculty-Student Council - Senator L. T. Fitch
Extension Council - Senator J. H. Palmer
Graduate Council - Senator J. D. Maxwell
Honors Program Council - Senator M. W. Slann
Undergraduate Council - Senator J. K. Luedeman
Research Council - Senator B. B. Bookmyer
Archives Committee - Senator C. W. Triche, III
Advisory Committee to the Bookstore - Senator J. A. Chisman
(2nd year of a 3-year term)
Audio-Visual Committee - Senator C. B. Russell
Computer Advisory Committee - Senator J. G. Goree
Disciplinary Committee - Senator M. A. Brandt
Faculty - Dr. W. F. Steirer
Fine Arts Series Committee - Senator K. E. Carpenter
Landscape and Site Development Committee - Senator H. J. Grove
Library Committee - Senator J. L. McCollough
Patent Committee - Senator J. C. Acton
Safety and Fire Prevention Committee - Senator C. W. Roberts
Scholarships and Awards Committee - Senator R. L. Saunders
Student Relations Committee - Senator H. J. Grove
(Senate Vice-President)
Senator B. B. Bookmyer
(2nd year of a 2-year term)
Senator E. E. Burch
(1st year of a 2-year term)
Traffic and Parking Committee - Senator O. J. Jacobus
Union Governing Board - Senator B. L. Edge
Faculty - Dr. R. G. Bursey
Affirmative Action Committee - Senator R. T. Benson
Attachment B

Faculty Senate Meeting Dates

May 8, 1975
June 10, 1975
July 8, 1975
August 19, 1975
September 9, 1975
October 14, 1975
November 11, 1975
December 9, 1975
January 13, 1976
February 10, 1976
March 9, 1976
April 6, 1976
## Attachment C

### Faculty Senate Committees 1975-1976

<table>
<thead>
<tr>
<th>Welfare</th>
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<td>J. D. Maxwell*</td>
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*Chairperson
MINUTES OF THE FACULTY SENATE

June 10, 1975 Olin Hall Auditorium

I. Call to Order and Approval of the Minutes

The meeting was called to order by President Skelley at 3:30 p.m.
Minor changes in the minutes were proposed and were accepted by the Senate.

II. Announcements

President Skelley introduced:
- W. F. Beckwith - Chemical Engineering
- G. Patterson - Substitute - Architecture
- J. Y. LeBourgeois - Substitute - History
- R. Mabry - Economics Department - Guest
- G. Carter - Substitute - Plant Pathology

III. Special Reports

President Skelley stated that a new section will be added to the agenda, that of "Special Reports." He suggested that the incorporation of such a section would allow a place for speakers invited by the Senate to appear on the agenda.

IV. Committee Reports

1. Admissions and Scholarships - No Report
2. Policy - No Report
3. Research - No Report
4. Welfare - No Report
5. Ad Hoc Committees - No Reports
6. University Standing Councils and Committees - No Reports

President Skelley commented that all Senate committees are functioning, that these committees are not overloaded with special assignments, and suggested that each committee generate much of its own work during the coming months, utilizing input from the various colleges.

V. President's Report

President Skelley said that the Faculty Senate Ad Hoc Committee on Faculty Work Loads had not reported to the Senate. He stated that he will send a memorandum to Dr. Holmes requesting that this Committee report at the July meeting.
The chairman stated that he also would like reports from the Ad Hoc Committees on Evaluation of Administrators and the Retirement System. He said that he would make these requests to Professors West and Brown in memorandum form.

He announced that faculty promotions which previously had been approved were granted through Dean Hurst's office on June 3. Senator O'Dell asked if a list of Faculty promotions would be issued and President Skelley replied that such a list could be made available in the future.

President Skelley reported that he intends to appoint two ad hoc committees as directed by previous Senate action. These committees are: the Faculty Manual Revision Committee and the Faculty Evaluation Committee.

President Skelley gave the locations at which he might be reached on Senate business: Office, Food Industry Building, Room 106; telephones, 656-3459, 656-2456 (Senate number); mailing address, P & AS Building, Room 231.

President Skelley stated that a Senate committee consisting of Senators Jacobus, Fitch, Roberts, Carpenter, ex-President Dillon, and President Skelley reviewed the faculty manual after it had been revised by the Administrative Committee. This committee recommended that certain Senate-recommended changes remain in the new manual. These changes included:

1. That the Senate be allowed to review policies from University Councils and Committees.
2. That the Deans of Extension, Undergraduate and Graduate, are members of the Councils and that the chairperson is elected.
3. That the Senate revision of tenure remain as stated.
4. That the Senate revision of termination of appointment remain as stated.

Copies of these pages along with the revised manual have been resubmitted to Dean Hurst, who is reviewing the new manual.

The Sabbatical Leave policy has been changed until further notice. If a Sabbatical Leave has been approved previously, it will be granted. However, for those individuals planning a Sabbatical, approval will be delayed.

Senator Grove and President Skelley attended a meeting of the Planning Council. A study has been made on selecting permanent signs, both directional and building, around campus.

The fee system for the Fike Recreation Center went into effect May 19, 1975. Notices were sent out. The system was approved by the executive officers on May 1 but not made effective until release of the minutes on May 15.
Senator Bookmyer raised the question of dual membership in the Y and Fike Recreation Center. The $20.00 fee above Y membership fee is in effect for dual membership.

Senator Jacobus stated that a sense of the Senate should be obtained on hours available to faculty versus students, use of tennis courts, and the necessity of or laundry fee. He suggested that the Senate might request that the accounting books of Fike Recreation Center be opened for examination. Senator LeBourgeois questioned the purpose of the fee.

Senator Jacobus pointed out that the primary purpose of the fee is to allow the Recreation Center to break even. Senator Chisman suggested that the Senate determine what other universities are doing.

Professor Mabry pointed out the idea that use of such facilities by faculty elsewhere is considered a fringe benefit and the imposition of such a fee at Clemson may well curtail the use of the available facilities. He suggested that solutions to the current unrest might be:

1. Leave the use of these facilities as a fringe benefit.
2. Charge for use of lockers, laundry, etc.
3. If congestion should arise as a result of over use by faculty families, a charge for the particular family or the use of the facilities might be adopted.
4. Break the fee into parts, such as a separate fee for use of swimming pool, for use of tennis courts, etc.
5. If a fee must be charged, the University might reduce the participating faculty member's salary by the amount of the fee and thereby create a tax benefit.

Dr. W. R. Beckwith clarified a point that "faculty" means the faculty and not necessarily the faculty member and his or her family.

Senator Jacobus pointed out that single cards have been issued to participating members, and that this might help to reduce possible congestion.

VI. Old Business

Senator Chisman made these comments concerning graduation ceremonies:

Graduation Ceremonies: This senator has received several complaints from faculty about graduation exercises. To summarize:

a. Most people who have talked with me feel that, because of the size of the graduating class, handing out a diploma to each student should be reconsidered.

b. Mandatory faculty attendance at graduation should be modified by requiring attendance on a rotating basis, say once every two (2) years.
c. Some faculty who do attend graduation do not wear their garments properly, such as taking their hats off and unbuttoning their robes during the ceremonies. Also, eating and the reading of books has been seen on occasion. This does not enhance faculty image.

d. This senator suggests that an Ad Hoc Committee on "Graduation Exercises" of the Faculty Senate consider or reconsider these problems in the near future.

VII. New Business

Senator Jacobus submitted a resolution to the faculty on Sabbatical Leave.

FS-75-6-1

RESOLUTION ON SABBATICAL LEAVE

Whereas the granting of sabbatical leave has been University policy for a number of years, and

Whereas sabbatical leave for faculty has 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 in expertise, and

Whereas sabbatical leave has not imposed a financial burden upon the University nor impaired its primary mission of education by temporary loss of personnel, be it

Resolved that the recent administrative decision to suspend sabbatical leave be reversed.

Supporting Data

The present Faculty Manual provides for one-semester leave with full remuneration or two-semester leave with half remuneration after six years service to the University. University policy currently provides no additional funds to departments with members on leave; teaching loads are either redistributed internally or a temporary instructor is secured to handle the teaching load of the faculty member on leave.

Senator Jacobus, in discussion of the resolution, stated that a faculty member, after six years of service may request and be granted a sabbatical leave. He said that sabbaticals incur no cost to the University and that the benefits of such leaves to both the University and the faculty are incalculable. Sabbatical leaves enhance our public image and demonstrate the continuing desire on the part of the faculty to renew itself. After a discussion by the Senate on who might apply for a sabbatical and at what rank, the question was called.
The Resolution unanimously passed.

Senator Roberts asked that the Senate consider a resolution supporting continued courtesies to Clemson area clergy. After a lengthy discussion, a motion to delay consideration of the resolution to the policy committee was made and seconded. The question was called and the motion passed.

Senator Chisman introduced for information only comments concerning a recent Gallup Poll on College Students: A recent Gallup Poll of college students showed that only 32% of college freshman considered themselves to the left-of-center. Gallup partly explained this trend of liberalization throughout a student's college exposure by stating that: "Finally, there is evidence from the current survey that considerable influence may be exerted by college teachers. Approximately one-third of college students interviewed said their teachers had influenced their political views. And when asked to describe the political views of those teachers who had influenced them, those teachers perceived to be left-of-center are found to have had far more impact than those right-of-center." The columnist James J. Kilpatrick in further summarizing Gallup's findings stated: "Within the total college sample, 41% of the students thought that their political views had been influenced by individual teachers. Overwhelmingly, the influence was toward the left-of-center or far left."

This senator and other faculty members feel that politics should be left out of college teaching. Unfortunately, there are many abusers of "academic freedom" crusading in our colleges. "Right" or "left", this type of person jeopardizes "academic freedom" for all of us. If it can be shown that politics is playing a significant role in the teaching function at Clemson University and that both sides of the fence are not being given "equal time", this senator suggests that action be taken by the administration to remedy the situation.

In particular, it is proposed by this senator that an ad hoc committee be established within the Faculty Senate to poll the students and faculty at Clemson along the lines of Gallup's poll to determine if there are problem areas. If so, then this committee should recommend action for the Faculty Senate. Senator McInnis suggested that students have mechanisms to register complaints, and that the time involved in making a survey is not justified.

President Skelley accepted the comments as information.

There being no additional new business, motion was made to adjourn.

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

Respectfully submitted,

Charles W. Triche, III
Acting Secretary

Senators absent:

W. Witcher – G. Carter, Jr. Substituting
K. W. Carpenter – G. Patterson, Substituting
L. T. Fitch
J. Melton
B. L. Edge
I. Call to Order and Approval of the Minutes

The meeting was called to order by President Skelley at 3:30 p.m. Minor changes in the minutes were proposed and accepted by the Senate.

II. Announcements

All guests and Alternates were invited to sign the Senate Roster.

III. Special Reports

President Skelley introduced Dr. A. E. Schwartz, Dean of Graduate Studies and University Research. Dean Schwartz first addressed the Senate on the Policies and Procedures of the Graduate School. He pointed out that the graduate school should continually review and evaluate the quality of a graduate program. Historically, the establishment of a graduate school at Clemson University has failed twice because of the poor quality of the graduate program at that time. There are two basic rules that are fundamental to maintaining a quality program: (a) graduate education must be distinct and above undergraduate education and (b) the quality of a graduate program is governed by the quality of admitted graduate students. Dean Schwartz referred to the operation of graduate programs in general across the nation as summarized by the Council of Graduate Schools in the United States. At most universities, the graduate faculty elects a graduate council to continually review and evaluate the quality of the program. The duties of the graduate dean vary considerably across the nation. The extent of authority that he exercises is largely determined by his own personality. The typical graduate dean has intimate connections with the university research program; he is often the university vice-president for research. The single most important function of the dean is to select M.S. and Ph.D. advisory committees. The philosophy of the Office of the Graduate School is that it should play the role of an advocate on the part of both the student and the faculty and not just blindly administer the rules in the Graduate Record. There is significant planning in the Graduate School now in the light of critical views taken towards higher education. The realities of life dictate that every department can not have its own Ph.D. program.

The Office of University Research is a service organization and has tried to maintain a low profile in carrying out its functions. The primary activities of the office are to:
a. disseminate and distribute sources of research support
b. disseminate and distribute sources of graduate student support
c. provide assistance to university faculty in getting approval of proposals
d. provide mechanism for security clearance
e. provide liaison with the Oak Ridge Associated Universities Program
f. provide support for University Research Council and for Faculty Research Grants
g. prepare periodically a list of faculty publications
h. maintain responsibility for compliance with laws on human subjects research

It was asked if the Graduate School was investigating the diminishment of quality of the graduate program due to overloading of the faculty. Dean Schwartz indicated that there is not much being done about this now but with their new information data base the problem can be more easily handled. Senator Jacobus asked if there was any consideration in the evaluation of a student's GPR of the school he graduated from. Dean Schwartz said yes. He added that the new policy on "I" grades has reduced the number of incompletes by a factor of 10. Senator Acton expressed concern that often the student's advisory committee is bypassed in actions by the Graduate School. Dean Schwartz indicated that this is generally not the case; they are always in close contact with the student's department and committee. Sometimes, however, mail does go slowly. The staff of the Graduate School and the office of University Research consists of the Dean, two Assistant Deans and ten non-professionals.

IV. Committee Reports

A. Admissions and Scholarships - No report

B. Policy - Senator Benson said that his committee has considered the stand of the Senate on the S. C. Employees Association and has decided that it must be an individual decision and the Senate should not take a stand. The Policy Committee suggested that the administration make a list of fringe benefits and the associated costs per man available to the faculty.

C. Research Committee - No Report

D. Welfare Committee - Senator Maxwell noted that Mr. Ron Herrin, Clemson University Insurance Supervisor, has offered to meet with the Committee on July 15 at 3:30 p.m. in the Library. All members
of the Senate are invited to attend. Senator Maxwell presented Resolution FS-75-7-1 to the Senate for the Welfare Committee.

**FS 75 - 7 - 1 Faculty Privileges**

WHEREAS, Custom has provided to the Faculty open access to University facilities; and

WHEREAS, This access has been considered part of the rights, privileges, and recompense of the faculty; and

WHEREAS, Mutual use of University facilities is an essential part of the student-faculty interaction.

NOW THEREFORE, Be it resolved that recent University Administrative decisions restricting this open access of facilities are opposed by the University Faculty.

The motion to approve the Resolution was seconded and passed unanimously.

Senator Maxwell presented Resolution FS-75-7-2 to the Senate for the Welfare Committee.

**FS - 75 - 7 - 2 Promotion**

WHEREAS, Faculty morale, professional standing, and pride are directly affected by deserved promotions; and

WHEREAS, Budget contingencies in the past have not delayed promotions for faculty; and

WHEREAS, In the opinion of the faculty, promotion and salary increases are separate entities affecting morale.

BE IT RESOLVED, That all members of the faculty be afforded equal opportunity to promotion regardless of budget considerations, and, be it further resolved that salary inconsistencies arising by virtue of promotion during economically inopportune periods be rectified as rapidly as budgetary conditions allow.

The motion to approve the resolution was seconded and the resolution passed.

E. Ad Hoc Committees - No Reports

F. University Standing Committees - No Reports

V. President's Report

There is an ad hoc committee on Faculty Manual Revision consisting of Senators Jacobus, Goree, Roberts, Carpenter, McCollough, and Holleman and Dr. Dillon. This Committee will review and make recommendations to Dean Hurst on the current version of the revised Faculty Manual. Dean
Hurst plans to have the manual published by the end of the semester. Senator Roberts asked if the suggestions of the previous ad hoc committee have been accepted. President Skelley indicated that several of the suggestions have not been accepted.

President Skelley was invited to represent the University at ROTC activities at Fort Bragg.

Mr. Sam Ingram and President Skelley met with Dean Cox recently on the honor system. If anyone has formal input to the formation of a University Honor System, they should respond directly to Dean Cox.

Recently promoted faculty will be recognized at the College Faculty meetings and afterwards a list will be published in the newsletter.

The Senate was briefed on the recent committee actions pertaining to Fike Recreation Center.

The Senate was briefed on the official policy pertaining to use of the dining halls. It was pointed out that the dining halls are available to staff and official guests during duty hours which does not necessarily limit it to the noon meal.

VI. Old Business

Senator Jacobus inquired about the Status of FS-75-6-1 on Sabbatical Leave Policy. President Skelley indicated that the administration was receptive to the Resolution but has not approved it.

Senator Jacobus presented a proposal for the formation of an Ad Hoc Committee on Grade Inflation.

Proposal

To conduct an inquiry into the continually rising grade point ratio (GPR) within the University and to make recommendations to the Administration and Faculty for possible alleviation of problems in this area.

The rationale for inquiry included:

1. From 1963-1972, CEEB scores are constant, while GPR's have risen.

2. In May, 1975, almost 30% of the graduating class had GPR's above 3.0.

It was pointed out that the Admissions and Scholarship Committee is looking into this situation. The proposal was accepted as information and referred to that committee.

The meeting was adjourned at 5:20 p.m.
Senators absent:

J. Palmer - D. Graham, Substituting
J. A. Chisman - J. J. Komo, Substituting
H. J. Grove - J. Stevenson, Alternate
E. Burch - D. Swanson, Substituting
J. L. McCollough
M. W. Slann - H. E. Albert, Substituting
R. C. Saunders
W. R. Boland - J. Fulton, Substituting

Respectfully submitted,

Billy L. Edge
Secretary
1. Call to Order and Approval of Minutes

President Skelley called the meeting of the Faculty Senate to order at 3:32 p.m. During consideration of the minutes, Senator Roberts moved to reconsider Resolution FS 75-7-3, Faculty Status for Clergy on the basis that the intent of the resolution was not clear in the final wording. The motion was carried. The resolution was amended to read:

WHEREAS the Clergy of the Clemson area perform services to the University in the teaching and counseling of students and faculty,

THEREFORE

BE IT RESOLVED THAT the Faculty Senate recommends that the Administration of the University continue to offer the courtesies of the University to the members of the clergy of the Clemson area.

The courtesies offered to clergy withCourtesy ID Cards are:
(a) entry into dining halls, (b) faculty rate on athletic tickets,
(c) library privileges, (d) parking in staff areas, and (e) entry to recreation facilities. A concern was expressed by Senator Brandt that these courtesies must be extended fairly by the Administration especially in view of the fact that only few clergy are aware of them. The amended resolution was defeated. The Minutes of the July meeting were then approved.

2. Special Reports

No reports

3. Committee Reports

A. Admissions and Scholarship - Senator Fitch presented Resolution FS 75-8-2.

FS 75-8-2 Standards for Graduation Honors

WHEREAS the percentage of students achieving grade point ratios above 3.0 since the inception of current standards has risen considerably, AND

WHEREAS the graduation honors are indicative of standing within the graduating class, AND

WHEREAS it may be four years before any adopted standard may take
effect,
BE IT RESOLVED that the standards proposed by the University
Scholarships and Awards Committee in their report of April 1975
be adopted at the earliest possible date.
BE IT FURTHER RESOLVED that a periodic review of the percentages
at each grade level be conducted with future changes as necessary.

Senator Fitch noted that the proposed honors levels are:

<table>
<thead>
<tr>
<th>Honor</th>
<th>Proposed GPR</th>
<th>% of students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highest Honor</td>
<td>3.9</td>
<td>1.5 0.3</td>
</tr>
<tr>
<td>High Honor</td>
<td>3.7</td>
<td>5.0 2.0</td>
</tr>
<tr>
<td>Honor</td>
<td>3.4</td>
<td>11.5 6.0</td>
</tr>
</tbody>
</table>

Most of the discussion on this Resolution centered around the
justification of changing the standards rather than directly addressing
the real problem of grade inflation. Senator Jacobus offered that some
colleges would no longer be able to offer honors because of the in­
flationary grading of other colleges. Senator McMeiner responded that
recent data from the Registrar indicate no such disparity. The
resolution was passed.

Senator Fitch then presented Resolution FS 75-8-1.

FS 75-8-1 The Freshman Register

WHEREAS the "Freshman Register" serves the purposes of the Inter­
Fraternity Council at least as much as those of the incoming
freshmen, AND
WHEREAS such a compilation could be construed to serve discrimina­
tory purposes,
BE IT RESOLVED THAT the University cease its official support of
this activity in the form of letterhead stationery and signatures
not clearly designated as fraternity related.

Senator Fitch further presented the letter to new students con­
cerning the "Freshman Register". Senator Roberts moved to table the
Resolution until Senator Fitch could discuss it with Dean Walter Cox.

B. Policy - Senator Benson requested the members of the Senate to
forward ideas to him directly for his Committee to investigate.

C. Research - Senator Bookmyer discussed the plan of the Committee
to prepare an updated report on direct and indirect costs.

D. Welfare - Senator Triche presented the results of the meeting of
the Committee with Mr. Ron Herrin. A summary of this meeting is
included as Attachment A.
4. President's Report

Faculty and staff can get a 90 day extension from Ron Herrin for submitting major medical forms on Blue Cross/Blue Shield policies.

President Skelley noted that the recently published regulations on recreation facilities was due in large part to the efforts of a committee composed of student leaders, faculty members, Mr. Banks McFadden, and Mr. Walter Cox. Appreciation is extended to all involved.

President Skelley relayed from Dr. Dillion his statement that he did not compromise the thoughts of the Faculty Senate with the Faculty Manual Revision Committee.

The Senate version of the Manual will not be totally accepted. Several suggestions made by the last review committee of the Senate were incorporated. Since the Ad-Hoc Committee on the manual is charged with keeping the Manual current, it was suggested that they begin immediately with the major points concerning the manual.

Status of Resolutions -

Sabbatical Leave - The Administration recognizes the importance of this issue and hopes that the problem may be alleviated in the near future.

Promotions - The feeling of the Administration on this stems from the potential for development of inequities in salaries which has occurred in the past. Therefore, there is a desire to accompany promotions with salary increases.

Privileges - The Administration is considering this resolution but it has noted that both the dining halls and the recreation facilities are open to the faculty. Several concessions to the faculty have been made in this area.

Benefits - The Administration is considering this request.

5. Old Business

None

6. New Business

Senator Roberts referred to the recent letter from the Office of the Graduate School concerning time sheets for Graduate Assistants and indicated that such a practice is unprofessional.
The Senate adjourned at 4:45 p.m.

Senators absent:

F. H. Hedden
G. D. O'Dell
J. D. Maxwell
W. Witcher
E. Burch
J. L. McCollough

Respectfully submitted,

Billy L. Edge
Secretary
TAX-SHELTERED ANNUITY

The Faculty Senate Annuity report is out-of-date.

1. Load charge for many companies has changed.

2. The best use is to give uninformed an idea of the working of tax-sheltered annuity and to give an idea of questions to ask the salesman.

3. Information is available in the insurance office concerning tax-sheltered annuities.

CREDIT UNION

The South Carolina State Employee's Credit Union will be available to Clemson University employees September 1, 1975 for payroll deduction.


2. Nine-month employees presently being paid in 12 installments may wish to investigate using the credit union rather than the University to provide this service since no interest can be earned on the money held by the University.

GROUP LIFE INSURANCE: PLANNING STAGES

A committee will be appointed to investigate group life insurance availability.

DENTAL

Blue Cross/Blue Shield will not offer dental unless it is a part of the basic plan which would add approximately $5 to $7/month. If a separate group is formed, only those "who need it" would sign up and essentially it would be more expensive.
DISABILITY

The State will pay 60% of basic monthly salary up to a maximum of $600. Reductions are made for social security and retirement from the 60% base and disability will cover the remainder so long as the remainder does not exceed $600.

BLUE CROSS/BLUE SHIELD NEW OPTION

Plan "C" option is primarily for those with military retirement or with other insurance. A $750 deductible clause exists but it is not shown on the information sheet from the state personnel office. More information will be available by September 1st.

LIFE INSURANCE

$3000 on the employee free
$1000 each dependent over 5 yrs. \$0.46
$800 each dependent under 5 yrs.

COMPARISON OF BASIC PLANS OFFERED BY BC/BS FOR FULL FAMILY

<table>
<thead>
<tr>
<th></th>
<th>Individual policy</th>
<th>State group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deductible</td>
<td>$50</td>
<td>$25</td>
</tr>
<tr>
<td>Surgery limit</td>
<td>$375</td>
<td>$550</td>
</tr>
<tr>
<td>Major medical limit</td>
<td>$10,000</td>
<td>$50,000</td>
</tr>
<tr>
<td>Cost/month</td>
<td>$55</td>
<td>$19.43</td>
</tr>
</tbody>
</table>

Difference: $35.57
Cost to the state: $16.47/employee
MINUTES OF THE FACULTY SENATE

September 9, 1975 Olin Hall Auditorium

1. Call to Order

President Skelley called the meeting of the Faculty Senate to order at 3:40 p.m. He then requested and received consent of the Senate to change the orders of the day.

2. Special Reports

Messers Roy Rochester, Director of Physical Plant, and Jack Wilson, Director of Purchasing, addressed the Senate relative to an article in the Greenville News by C. L. Gray concerning the recent purchase of cars for the motor pool. Prior to the article, Mr. Gray of the Pickens Bureau of the News interviewed both Rochester and Wilson concerning the operation of the motor pool, the selection procedures for purchasing new automobiles and the conformance of these procedures with state regulations. The motor pool has been in operation for 19 years and has saved over $1,000,000 during this period. It is a self sustaining operation.

Mr. Rochester discussed the manner in which preliminary bids were requested, evaluated and final bids subsequently requested. Initially subcompacts, compacts and standard size cars were considered. On the final bid only standard size cars were included. According to Mr. Gray, this was done because the efficiency of professors would be reduced if they were required to travel in autos with fewer "creature comforts". According to Mr. Wilson and Mr. Rochester, very little of Mr. Gray's article was accurate based upon their interview. Both Mr. Wilson and Mr. Rochester stated that the efficiency and comforts of professors were not mentioned by them. Mr. Gray has indicated subsequently that the article was drastically modified after he had submitted it for publication. Mr. Rochester further stated that the automobiles purchased were deemed to be the most efficient and most economical when one considers initial cost, trade-in value, use by up to six adults at one time (average load is approximately three people), repair costs and energy costs. President Skelley indicated that Mr. Gray had been in contact with him and had said that a "more accurate" follow-up article was being prepared. A Senator suggested that President Edwards send a letter to the Greenville News indicating that the faculty have no role in the selection or purchase of autos for the motor pool. The chairman indicated that President Edwards is working on the situation at this time.
3. **Minutes**

After several minor corrections were suggested and accepted, the corrected minutes of the August meeting were approved.

4. **Committee Reports**

   A. **Admissions and Scholarships** - Senator Fitch moved to retable FS 75-8-1, Freshman Register, until he had an opportunity to meet with Dean Cox. The motion was passed.

   B. **Policy** - No report.

   C. **Research** - Senator Bookmyer reported that the committee has met with Mr. Henningson about indirect cost rates. A subcommittee is preparing a report on the calculation of indirect costs which will be made available to all concerned faculty and administration. It is hoped that this document will alleviate the need for a yearly study of indirect cost rates.

   D. **Welfare** - No report.

   E. **Ad Hoc Committees** - No reports.

   F. **University Councils and Committees**

      Undergraduate Council - Senator Luedeman reported that a committee has been appointed within the council to consider the report of the Scholarships and Awards Committee on grade point ratios required for honors.

5. **President's Report**

   There are currently 10,154 students on campus and 1,574 of these are graduate students.

   President Skelley and Senator Benson have discussed the outside work policy with Dean Hurst. According to Dean Hurst, the policy is university wide but it is enforced individually by the college deans.

   Several letters were mailed to off-campus faculty regarding representatives to the off-campus council. Vice President Grove will be in charge of that body.

   President Edwards is currently reading the Faculty Manual. It will then be presented to the Board of Trustees for their study and approval.
President Skelley reported that Dean Cox is studying the situation relative to treatment of Clergy. The objective is to provide equal treatment to all Clergy in the Clemson area.

Another Fike Recreation Committee has been established for which the Senate recommends three members. Because of unpublished changes in the Official Policy for Fike Recreation Center, much confusion has resulted. Mr. McFadden had rescinded all hours for family of faculty and staff for a period of two weeks after the fall semester started. Dean Cox reports that the two hours on Saturday and Sunday are back in operation. The advisory committee of the Senate will recommend to Dean Hurst and Dean Cox that the three faculty members of the committee should be K. E. Carpenter, G. E. Howard and K. T. Wallenius. President Skelley noted that Faculty can get a new ID card if they request it. The new card will show identity as a member of the Faculty.

Status of Resolutions:

Sabbatical Leave - Dean Hurst has suggested that individual requests may be prepared but should not be submitted to his office. The Faculty should not make any commitments until approval can be received. The present policy will be reconsidered after January 1, 1976.

Privileges - The Administration is considering this resolution. It is noted that several concessions have been made to Faculty in this area such as access to the dining halls and recreation facilities.

6. Old Business - None

7. New Business

President Skelley requested and received the approval of the Senate to invite Professor Robert Efland, Campus Planner, to speak at the October meeting.

The Senate has been asked to recommend an individual to serve as University Marshall. Dr. Al Newton, Head of Industrial Education, was nominated to be the Senate recommendation for University Marshall. The nomination was approved by acclamation.
Senator Jacobus discussed an article which appeared September 1975, in the New York Times on grade inflation and the decline in CEB scores. According to the article, CEB scores have slightly declined while grades have correspondingly inflated. Senator Jacobus moved that an Ad Hoc Committee on Grade Inflation be established to investigate this trend. The motion was unanimously approved.

8. At 4:45 p.m. the Senate adjourned.

Respectfully submitted,

Billy L. Edge
Secretary

Senators absent:

K. DeHaven
J. L. McCollough
T. McInnis
MINUTES OF THE FACULTY SENATE

October 14, 1975 Olin Hall Auditorium

1. Call to Order

The meeting of the Faculty Senate was called to order at 3:35 p.m. Due to the late arrival of the September 9, minutes, President Skelley suggested they be approved and further changes noted be sent to either the President or the Secretary.

2. Special Report

Professor Bob Eflin, Campus Planner addressed the Senate relative to a study being undertaken concerning Clemson University Graphics. Slides were shown that were prepared by a consulting firm which has been retained by the university to illustrate a new system of road, pedestrian, building and general information signs.

This consulting firm has analyzed our present system and made recommendations for improvements and changes. The East and West campus approaches as currently being implemented were considered appropriate.

Some particular problems discussed were traffic to special events, building identification, both name and function or departments. Graphics for pedestrian routes would use standard regulatory traffic signs.

Suggested plan from the consultants should be ready within a month. Estimated cost is about $100,000 to complete. No designated funds at the present however, exist for this purpose. If the plan is approved, the University will assure that all new or replacement signs fit the new scheme.

Professor Eflin also noted that when the Continuing Education Center is built the University will have to construct a new commuter student parking area to account for the spaces lost to the Continuing Education building. Also, no new parking areas for employees in the area of Jordan Hall and the College of Nursing will be built. About 400-500 parking places on East campus were lost over the last few years and only 250 new places have been created in the same period.

3. Committee Reports

(a) Admissions and Scholarship - Senator Fitch - no report

(b) Policy - Senator Benson (1) Met on September 25, discussed outside work policy and decided to take no action.
(2) Discussed the creation of a faculty organization within an individual college on the lines of the Faculty Senate. Dean Hurst and others do not see the need or the value of such a group, but would not oppose it.

(c) Research - Senator Bookmyer

(1) Recommended that all faculty see the film on indirect cost being shown by Dean Schwartz's office.

(2) Dean Schwartz suggested to the Research Committee that he would like to hear of any problems or complaints concerning his office. These grievances are to be forwarded to Dean Schwartz from the Research Committee.

(d) Welfare Committee - Senator Maxwell - no report

(e) Ad-Hoc Committee - no report

(f) University Committees

Affirmative Action Committee; Senator Benson reported that in a meeting of October 1, a profile was devised as to the ratios of classified employees within a college or unit. We are to establish goals to bring our classified work force in line with the available work force in the employment area of Clemson.

Recreation Committee; Senator Carpenter reported the Committee meets every other week and has discussed (a) cost of membership (b) eligibility (c) availability. No results or changes should be expected until spring semester.

Graduate Council; Senator Maxwell. Dean Schwartz has appointed a subcommittee of the Council to review criteria for admission to all graduate programs; would also review criteria for continuing enrollment and also serve as an appeals committee and an ad-hoc review committee. Dean Schwartz indicated that he will request this committee be included as a standing committee of the Graduate Council.
4. President's Report

a. At the Educational Council meeting of October 2, 1975, President Edwards announced that:

A State Senate bill #493 is under study by the Senate Finance Committee and the House Ways and Means Committee. This bill proposes to study the CHE and the CHE formula.

A State Senate bill #492 has passed the Senate and is a proposal to make a study of higher education in South Carolina.

The 1976-77 budget was submitted to the State on October 8. The 1976-77 budget proposal from Clemson is the same as the 1975-76 original budget request. No new programs or new positions were included in the revised budget.

b. A loose leaf publication concerning "University Statues" will be published in the near future. Therefore, policy that pertains to the total University will be a part of this publication.

c. A private organization is making a study of the office of Business and Finance and a study of the functions of the Board of Trustees. The organization is Cresap, McCormick and Paget and a Mr. E. J. Bofferding is doing most of the research. The appointment of several individuals as assistant vice-presidents is one result of this study.

d. Mr. Allen Spence is working with the state on state-owned automobiles. He has already visited Clemson and will probably have recommendations in the near future. It is therefore advisable that all faculty and staff be particularly mindful of use of state automobiles. This is not limited to but definitely includes the fact that there should be no speeding in University automobiles. A letter from Governor Edwards of August 19, is available. Also, President Edwards' letter to University Employees should be heeded.

e. The vending machine committee will meet tomorrow. President Skelley represents the faculty on this committee. The faculty receive little if any from the vending machine fund. Please contact President Skelley if the faculty has a request of use of vending machine money. It is recognized that the bulk of this fund goes to student organizations.

f. A memo was received from Dean Schwartz of the Graduate School concerning a short course for Graduate Student Advisors.

g. The University Recreation Advisory Committee is now a functioning University-wide Committee. The composition is 2 undergraduate students, 1 graduate student, 3 faculty (1 from RPA), 3 administration representatives, and 3 Ex-officio members (Mr. McFadden, Mr. Kriese, and Mr. Trent).

h. A resolution report involves a past request to increase parking fines to second, third and fourth offenses. This will apparently be partially implemented so that successive offenses will increase in cost.
i. The Parking and Traffic Committee has noted that a faculty or staff member with over 4 traffic tickets will be summoned to court.

j. At the meeting of the Board of Trustees on September 12:

(1) Mr. Buck Mickel of Greenville was officially announced as the new life member of the Board to replace Senator Edgar A. Brown.

(2) The Board then named the University Union in honor of Senator Brown.

(3) The Board approved the purchase of 60 acres of land adjacent to the Simpson Station.

(4) The Board confirmed the purchase of 29.73 acres known as "The Ravenel Research Center." This property is located adjacent to the YMCA Beach area and contains improvements of a building with 43,000 sq. ft. It was purchased from Liberty Properties for $600,000.

(5) The Board removed the Coast Experiment Station from the market with the belief that off-shore oil development would greatly enhance the property value.

(6) The Board gave President Edwards authority to cooperate with Pendleton Historical Society in obtaining additional land at Woodburn.

(7) The Board again discussed the commission on higher education and the CHE formula. The Board re-emphasized the fact that the CHE formula does not produce an equitable system of funding for Clemson University. It was stated that the CHE formula can rapidly change Clemson from a University to a College.

(8) The Board confirmed the agreement between the Belle W. Baruch Foundation, Clemson, and USC toward joint efforts in teaching and research in Forestry, Marine Biology, and Wildlife.

(9) The Board elected Mr. Paul M. McAlister as Chairman.

k. It should be known by all faculty that there is a real possibility for a budget cut in the very near future.

l. An architectural engineering firm has been selected to plan the golf course.

m. Your Chairman was invited to attend the press conference at Jervey Center one week ago today. The newspapers have reported this essentially the way it was released. In other words, the reports you have read were those found by the NCAA.
There are some errors in the deferred annuities booklet in the portion referring to Liberty Life. These should be corrected in the near future.

Senator Witcher inquired about the current leave policy. President Skelley said that the new 12 month leave policy has been approved, however, in a legal determination the old policy would hold until the faculty manual is approved and published.

5. Old Business

The Policy on Academic Dishonesty was discussed. Senator Bookmyer noted that the Student Senate wished some changes: (a) in 1-A, letter defining unauthorized aid, (b) in 11-A, definition of probation.

Dean Susan Deloney has told Senator Bookmyer that first offenses will not go on official transcript. It will however be kept in University records until the student completes his work at Clemson.

Senator Bookmyer noted that a letter from Mr. S. G. Nicholas, Vice President for Development concerning the Center for the Performing Arts stated that the center is on the current five year plan (in the second year).

It was noted in open discussion, that the present faculty evaluation being administered by the student government was prepared by a student-faculty committee with the assistance of Professor S. Cole. The results will be compiled by the Student Government and a booklet of the results distributed to students. Senator Carpenter added that the faculty still receives from Dean Green every second semester, the faculty evaluation form.

President Skelley reported that Dean Hurst did not approve of naming a department head as University Marshall.

A motion was made by Senator Chisman that the nomination of Professor A. Newton as University Marshall be returned to Dean Hurst.

The motion failed and the Senate Advisory Committee will make further recommendations.

Senator Fitch reported on FS 75-8-1 the Freshman Register, which was tabled at the August 19 meeting. According to Dean Cox the letter transmitted was not the letter Dean Cox authorized. In the future letters of this type will be more closely monitored by Dean Cox's office.

6. New Business

Senator Roberts asked that the editorial entitled, "Federal Intervention in Universities" from Science be included in the minutes for information.
7. At 5:10 p.m. the Senate adjourned.

Senators Absent:

F. H. Hedden
K. DeHaven
B. L. Edge
O. J. Jacobus

Respectfully submitted,

Billy L. Edge
Secretary
Federal Intervention in Universities

University presidents and other spokesmen are beginning to state publicly what they have been saying privately. Congress and the federal bureaucracy are increasing their many modes of interference with universities. No institution is immune, and indeed the more prestigious one is, the more it is an object for attack. A common device is the ultimatum with a short deadline: If you do not do such and such, your grants and contracts will be cut off.

For some schools the confrontation is not dramatic, it is piecemeal. There are at least 12 federally mandated programs that cumulatively impose on the financial health of all universities. The American Council on Education has stated that one large public university's annual expenses for implementing federal programs increased from $438,000 to $1.3 million between 1965 and 1975. During the same period a large private university's expenses increased from $110,000 to $3.6 million, and a private college's $2,000 to $300,000. The monetary expenditures are only part of the costs. They do not reflect the diversion of effort from scholarship to attention to federal demands.

Until about 1960 government involvement in academia was not great and interference was minimal. But in the late fifties, federal grants for research started to become a substantial factor in university budgets. The government chose to demand detailed accounting for individual grants. Since that time, the fastest growing component at many universities has been the business office. The sixties also brought a weakening of the status of presidents of universities. A contributing factor was the Vietnam war, but the federal grants system also played a major role in diminishing the authority of university leaders. In addition, the sudden termination of large federal fellowship programs which had previously grown rapidly caused substantial financial problems.

Thus, in the seventies the leaders of universities were ill-equipped to deal decisively with Washington and its agents. In consequence, the universities are now forced to cope with laws, proposed laws, regulations, proposed regulations, and authority-grabbing bureaucrats. The laws are proposed and enacted for worthy purposes, such as occupational safety, fair employment, or social security. Each of itself is laudable and defensible. But their total impact on the financial and intellectual life of the universities is severe. Moreover, the laws are subject to interpretation by the Executive Branch. Enforcement of regulations is in the hands of local agents, who often extend federal interference with university affairs. For example, auditors from the San Francisco office of the Department of Health, Education, and Welfare have been pushing around the California State University and College System. They demand that anyone paid on a federal project account for his or her total effort and that the schools change their payroll systems, under the threat that noncompliance will result in withholding of letters of credit.

A saddening development in the federal approach to universities in the past decade has been a shift from offering inducements to threatening punishments. This is especially significant in the area of fair employment practices. The universities have been slow in recruiting women and minorities, but bludgeoning and threats are creating a poor climate for change. Competent women appointees are being taunted that they owe their positions not to their own qualifications but to federal pressure. How much better change might have gone with the carrot instead of the stick?

The irony of punitive federal intervention is that a government which is unable to manage its own affairs competently insists on spreading its own brand of inefficiency throughout higher education. It is to be hoped that the university faculties will unite behind their presidents in opposing further federal involvement. A truly unified academic community could halt the federal crippling of higher education. —PHILIP H. ABELSON

MINUTES OF THE FACULTY SENATE

November 11, 1975
Olin Hall Auditorium

1. Call to Order and Approval of Minutes

The Senate was called order at 3:37. The minutes were modified and approved.

2. Special Reports - no reports

3. Committee Reports

   a. Admissions and Scholarship - Senator Fitch discussed the proposed Policy on Academic Dishonesty. He noted that in this policy it was incumbent upon the professor to define what is meant by authorized versus unauthorized aid. Otherwise, it will be the prerogative of the Student Relations Committee to decide whether unauthorized aid was obtained by a student. Senator Fitch also pointed out that the proposed policy does not specifically state that a student found guilty of academic dishonesty remains thereafter on probation, although it is implied.

   b. Policy - no report

   c. Research - The attached report on "Indirect Costs of Research" was submitted for information.

   d. Welfare - Senator Maxwell has invited Mr. Rochester to meet with his committee and identify problems relative to planning, construction, and maintenance of the University.

Retirement - Senator Maxwell has received a letter from the University of South Carolina Faculty Senate. They are proposing a meeting on December 6 of representatives from all state supported colleges to discuss the retirement system.

A subcommittee has been appointed with the objective to define the selection procedure and duties of a review committee for revisions of the Faculty Manual.

   e. Ad-Hoc Committee - no report

   f. University Councils and Committees - no reports

4. President's Report

   a. The Senate voted in October to reconsider the nomination of a department head for University Marshall. The Advisory Committee has selected Dr. Jim Lazar, from the Department of Dairy Science as the new University Marshall.
b. The Student body has conducted an evaluation of professors. In addition, the faculty will also have the opportunity to use the same rating sheets as have been used in the past for course and professor evaluation.

c. The Welfare Committee has suggested that the faculty should be involved in future reorganization of university personnel.

d. At the last meeting of the Educational Council, President Edwards announced that in the future, all university automobiles will be registered as state vehicles and not as Clemson University vehicles. This includes departmentally owned vehicles as well. In addition, the State will control university vehicles, rather than Clemson University hereafter.

e. At the same meeting, President Edwards also discussed the state budget cut of 8 percent. Apparently, this is the maximum that will be necessary. The administration is still trying to obtain a slightly smaller reduction. Dr. Edwards emphasized that the reduction will be made without cuts in personnel or in salaries.

f. Your chairman will give a report to the total faculty in December. I would like for this to be a Senate report and not just a report from the President of the Senate. Please send me a memorandum concerning any item you would like to see covered in this report.

g. An ad-hoc committee to study the problem of grade inflation began work in September. If you have any ideas for this committee to consider, please send them to one of the members. The committee is composed of Senator Jacobus, Chairman, Senator Melsheimer, Senator Witcher and Senator Day.

h. The Student Senate passed a resolution entitled "Return Tests Promptly, Please." The administration has not acted on it to date, however, it will probably be approved.

i. President Edwards is presently reading the Faculty Manual. As soon as he finishes it, the manual should be ready for printing.

j. The proposed form on "Faculty Evaluation of Administrators" has been forwarded to the academic deans. To this date, I have received favorable comments from two Deans. I would hope that the evaluation forms will be available for faculty use in March.

k. A memorandum concerning reimbursement for use of private automobiles has been sent from the Senate to Mr. Wilson, Vice President for Business and Finance. After conferring with the Senate Advisory Committee, President Skelley forwarded a recommendation pertaining to reimbursement for use of private automobiles. The recommendation includes a provision for reimbursement of eleven cents per mile for use of personal autos when motor pool vehicles are not available.
1. The Clemson Players presented a letter to Mr. Stanley G. Nicholas, Vice President for Development officially requesting the use of the old dairy barn for a temporary theater. This letter of October 31 requested that the barn be turned over to the College of Liberal Arts for improvements.

m. The Chair has mailed a memorandum concerning teaching loads to the academic deans. Discussion on this was centered around the use or potential misuse of the data that would result from an indepth study of faculty work loads.

n. An Ad-Hoc Committee concerning a "Faculty Club" has been appointed. Senator Triche will serve as chairman with Senator Holleman, Professor Carmack and Dr. Shannon.

o. Two complaints have been received concerning the library. First, there are new rules that limit the number of periodicals that students, staff, and faculty can check out at a time. Secondly, there is opposition to closing the library for the whole week around Christmas.

5. Old Business

It was noted by Senator Bookmyer that the Student Senate has approved the attached Policy on Academic Dishonesty. Senator Bookmyer moved that the version accepted by the Student Senate be approved by the Faculty Senate. The motion was carried.

6. New Business

Senator Roberts asked that the minutes of the meeting of the Advisory Committee be submitted to the body of the Senate.

Senator Brandt noted that the current "temporary" barricades in the area of the library are not well planned and creates the loss of several parking places. Because of the location it creates much disorder in the parking lot and is definitely a safety hazard. The situation was characterized as ridiculous by President Skelley.

The Senate requested that President Skelley investigate the possibility of more frequent issuance of parking stickers. The current schedule of new stickers every three years is too infrequent because of the turnover of staff.

Senator Melsheimer asked the Chair if the Athletic Council was fulfilling a useful purpose. The President noted that this year the Council has only received reports concerning athletics and has not had any major inputs to the Athletic program. Moreover, it was asked if Council members were appointed for indefinite periods and if they received any special compensation for their association with the Council. The chair answered the first question affirmatively and could not answer the second.
7. The meeting was adjourned at 5:03 p.m.

Senators Absent:

F. H. Hedden
J. C. Acton
J. Palmer
K. DeHaven
J. G. Goree
R. L. Saunders
C. Triche, III

Respectfully submitted,

Billy L. Edge
Indirect Costs of Research

The following are facts:

1. The indirect cost rates for research at Clemson expressed as a percentage of salaries and wages are 53% for Agricultural Sciences and Experiment Station and 63% for all other colleges.

2. Indirect costs are audited annually for Clemson by an outside accounting firm. Table I is a summary of audited cost rates for seven years, and Table II gives the most recent figures by category. Research costs are also audited by the Department of H.E.W. for the Federal Government.

3. After determining these indirect costs Clemson submits a request for a new indirect cost rate to the cognizant federal agency (HEW). The agency may accept, reject or negotiate the requested rate. The present rates were negotiated for the fiscal year ending June 30, 1974 and accepted in 1975.

4. By agreement with HEW and as a matter of University policy Clemson cost shares an amount equal to ten percentage points of the indirect costs on grants from most federal agencies.

5. Clemson will negotiate the cost sharing on a specific proposal at the request of any funding agency.

6. Clemson may under some circumstances (eg. 5 above) cost share more than 10% of salaries & wages. This decision is made by the Dean of the University when in his opinion it is beneficial to the University to do so. This decision is generally made on the advice of the Dean of Graduate Studies and University Research. Such decisions are not made by the Office of Business and Finance.

7. Several institutions have indirect cost rates which are significantly lower (eg. USC, UNC) than Clemson. Clemson's rate is above the national average (based on 1971 data - Table III).

The following are opinions of the Research Committee of the Faculty Senate:

1. The current indirect cost rates at Clemson are determined in a
reasonable and accurate way and do represent fairly those costs of research not included in the direct costs.

(2) Dean Brownley correctly described the role of research in his directive on cost sharing dated February 3, 1969, in which he said "The conduct of research is a significant function and an important responsibility of institutions of higher education. In addition to contributing to the advancement of knowledge, academic research is an essential element in the advanced training of scientists and engineers."

Since research is required in advanced training, there is at this level no clear distinction between research and instruction. In this context, funds which support research may make a significant contribution to advanced instruction. Therefore, while technically acceptable to government auditors the apportionment of indirect costs between instruction and research is at least as subjective as the distinction between the activities.

(3) In many instances the funds sought by Clemson faculty are for research that will contribute directly to the objectives of the graduate program. Sometimes the research is already being pursued as departmental research and therefore funded as an instructional activity.

(4) In many areas federal research funds have become very limited and the competition for them is extremely keen. Those proposals with lower costs may have a greater chance of acceptance in these cases.

(5) When the conditions described in (3) and (4) above apply, it is beneficial to the University to cost share a substantial part of the indirect costs. In fact, the University recognizes this and does cost share significantly where required by funding agencies.
### TABLE I

**SUMMARY OF AUDITED INDIRECT COST RATES* FOR RESEARCH - CLEMSON UNIVERSITY 1967 - 1974**

<table>
<thead>
<tr>
<th>Year Ending June 30</th>
<th>SCAES (Agricultural Sciences)</th>
<th>All Other Colleges</th>
</tr>
</thead>
<tbody>
<tr>
<td>1967</td>
<td>54.78%</td>
<td>64.42%</td>
</tr>
<tr>
<td>1969</td>
<td>55.49%</td>
<td>62.30%</td>
</tr>
<tr>
<td>1970</td>
<td>59.85%</td>
<td>66.48%</td>
</tr>
<tr>
<td>1971</td>
<td>62.76%</td>
<td>66.48%</td>
</tr>
<tr>
<td>1972</td>
<td>63.51%</td>
<td>70.76%</td>
</tr>
<tr>
<td>1973</td>
<td>56.72%</td>
<td>70.06%</td>
</tr>
<tr>
<td>1974</td>
<td>54.01%</td>
<td>63.94%</td>
</tr>
<tr>
<td>Educational Service Agreements</td>
<td>63.68%</td>
<td></td>
</tr>
<tr>
<td>Instruction</td>
<td></td>
<td>90.13%</td>
</tr>
</tbody>
</table>

* Expressed as a percentage of salary and wages
### TABLE II

**OVERHEAD EXPENSES APPLICABLE TO RESEARCH CONDUCTED**  
**DURING YEAR ENDING JUNE 30, 1974**

<table>
<thead>
<tr>
<th>Category</th>
<th>Agricultural Sciences and Experiment Station</th>
<th>All Other Schools and Colleges</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building Use</td>
<td>1.25</td>
<td>2.21</td>
</tr>
<tr>
<td>Equipment Use</td>
<td>2.52</td>
<td>7.03</td>
</tr>
<tr>
<td>Library</td>
<td>0.98</td>
<td>0.98</td>
</tr>
<tr>
<td>Plant Maintenance</td>
<td>11.49</td>
<td>17.61</td>
</tr>
<tr>
<td>Administration and General</td>
<td>8.66</td>
<td>7.98</td>
</tr>
<tr>
<td>Indirect Departmental Expense</td>
<td>18.58</td>
<td>27.62</td>
</tr>
<tr>
<td>Research Administration</td>
<td>10.53</td>
<td>0.51</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>54.01</strong></td>
<td><strong>63.94</strong></td>
</tr>
</tbody>
</table>

The categories above have the following meanings:

- **Building Use** - depreciation of buildings at 2% of the original cost per year. The fraction of this figure attributable to organized research is the fraction of the building actually used for research. This information is supplied by the Department Head on his space utilization form.

- **Equipment Use** - depreciation of capital equipment at 6 2/3% per year. The fraction of this figure attributable to research is the ratio of salaries and wages for organized research to the total salaries and wages.

- **Plant Maintenance** - cost of utilities, janitorial services, fire and police protection, grounds and building maintenance. The fraction attributable to research is determined from the departmental space utilization forms.

- **Administration and General** - Administration above the college level, accounting, office of business and finance, planning, communications.

- **Indirect Departmental Expense** - Administration and other costs at the college and departmental level. The fraction of such costs attributable to research is the ratio of organized research salaries and wages to total salaries and wages.

- **Research Administration** - personnel and other costs of offices responsible for administering research.

*not departmental research*
TABLE III

SURVEY OF INDIRECT COSTS RATES BY COMMITTEE ON GOVERNMENTAL RELATIONS, MARCH 10, 1972

The tabulation below is a final summary of replies received on 1971 rates. It includes 93 rates from 69 institutions. The figures shown are percentages of direct salaries and wages. Figures in parentheses show the results of a similar survey in 1968.

<table>
<thead>
<tr>
<th>Category</th>
<th>Average</th>
<th>Median</th>
<th>Highest</th>
<th>Lowest</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration</td>
<td>32.04 (27.84)</td>
<td>32.38 (26.88)</td>
<td>62.00 (48.50)</td>
<td>14.80 (14.93)</td>
</tr>
<tr>
<td>Maintenance and Operation</td>
<td>13.38 (11.31)</td>
<td>12.60 (10.88)</td>
<td>41.80 (25.84)</td>
<td>4.63 (2.69)</td>
</tr>
<tr>
<td>of Physical Plant</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Use Allowance: Buildings</td>
<td>2.96 (2.83)</td>
<td>2.69 (2.68)</td>
<td>10.83 (6.80)</td>
<td>0.30 (0.02)</td>
</tr>
<tr>
<td>Use Allowance: Equipment</td>
<td>3.03 (3.15)</td>
<td>2.74 (3.00)</td>
<td>8.25 (10.16)</td>
<td>0.73 (0.20)</td>
</tr>
<tr>
<td>Library</td>
<td>2.80 (2.46)</td>
<td>2.34 (1.97)</td>
<td>10.40 (13.58)</td>
<td>0.50 (0.19)</td>
</tr>
<tr>
<td>Other</td>
<td>1.67 (1.85)</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Total</td>
<td>55.88 (49.44)</td>
<td>56.00 (50.09)</td>
<td>97.00 (77.20)</td>
<td>33.16 (28.50)</td>
</tr>
</tbody>
</table>

NOTES:  

a. "Administration" is the total of G&A, Research Administration, and Departmental Administration. Separate figures for these categories are unreliable because of extreme differences among institutions.

b. "Other" includes services, fringe benefits, and other items. These were reported in a relatively small number of cases, so that median figures are not significant.

c. The median figure is the point below and above which an equal number of rates was reported. For example, while the library rates averaged 2.80% of S&W, half of the reported rates fell below 2.34%.
PURPOSE: To establish a policy for administering cases of academic dishonesty.

I. General

A. Academic dishonesty includes giving, receiving, or using unauthorized aid on any academic work.

B. Plagiarism, a form of academic dishonesty, includes the copying of language, structure, or ideas of another and attributing the work to one's own efforts.

C. All academic work submitted for grading contains an implicit pledge, and may contain, at the request of the Instructor, an explicit pledge, by the student that no unauthorized aid has been received.

II. Penalties

A. A student guilty of the first offense of academic dishonesty will receive as a maximum penalty a grade of "F" for the course.

B. A student guilty of the second offense of academic dishonesty will receive a grade of "F" for the course, will be suspended for one or more semesters, and may be permanently dismissed upon approval of the President of the University.

III. Procedure

A. Academic honesty is the individual responsibility of each student. Students may report violations of this policy to the instructor of the affected course or to the Chairman of the Student Relations Committee or to any member of the Committee.

B. When, in the opinion of an instructor, a student has committed an act of academic dishonesty, the following procedure shall be followed:

1. First Offense

   a. The Instructor will request the Department Head to verify from the Registrar the incident being a first offense.
   b. The Instructor will inform the student in private of the alleged charges.
   c. Upon voluntary admission of guilt for a first offense, the student will be advised in writing of the penalty recommended by the Instructor.
d. If the penalty recommended by the Instructor is acceptable, copies of the letter will be furnished to the Head of the Department in which the course is taught, the Chairman of the Student Relations Committee, and the Registrar.

e. Should the act of dishonesty not be in the college of the student's major, the Registrar will notify the major Department Head.

f. If the student does not admit guilt to the first offense or finds the recommended penalty unacceptable, the charge should be brought before the Student Relations Committee. Rules and Procedures of the Student Relations Committee would then be followed, the Instructor appearing as complainant.

2. Second Offense

For a second offense, reported violations will be investigated, heard, adjudicated, and appealed following the Rules and Procedures of the Student Relations Committee.
MINUTES OF THE FACULTY SENATE

December 9, 1975
Olin Hall Auditorium

1. Call to Order

The meeting of the Faculty Senate was called to order at 3:30 p.m. by Vice President Grove.

2. Minutes

The minutes were not available for approval at this time.

3. Special Reports - no reports

4. Committee Reports

(a) Admissions and Scholarship - no report

(b) Policy - no report

(c) Research - no report

(d) Welfare - Senator Maxwell attended a meeting in Columbia about the retirement program for College and University professors. One result of the meeting is the formation of a permanent group in the State on retirement which will consist of a member of each academic institution in South Carolina. Senator Maxwell will provide a more complete report at the January Senate meeting.

(e) Ad-Hoc Committee - no report

(f) University Councils and Committees - no report

5. President's Report

(a) Dean Hurst has promised that salary reports will be distributed to University employees by January 13, 1976.

(b) The Faculty Manual is still in the Office of the President of the University. He should complete it soon.

(c) The leave policy as proposed in the new Faculty Manual was approved by the Executive Officers of the University on December 3, 1975. The policy will take effect officially on January 1, 1976. Faculty with more than 18 days leave can carry over more than 18 to a maximum of 36 days. After 1976, the carry-over will be 45 days. Additionally, faculty with 19 years of service will begin receiving 2 1/2 days per month on January 1, 1976.
(d) President Skelley has sent a letter to Mr. Henry Hill requesting that he make a study of the inter-office mail which often takes five to seven days from sender to receiver.

(e) The issuance of new parking stickers has been discussed with Admiral McDevitt who also felt that it is time for new decals. The President of the Senate will contact the Traffic and Parking Committee to initiate the process. New decals should make more staff and faculty parking available.

(f) Fike Recreation Center will be on a minimum schedule from December 12 until January 4. The center will no longer reserve handball or racquet ball courts by telephone. Over 153 reservations made by phone during September, October, and November were not used.

(g) The chair, with the consent of the Senate, recommended Senator T. McInnis to be the representative to the University Golf Course Planning Committee.

(h) The following reimbursement costs have been forwarded to the Vice President for Business and Finance:

1. Airports 14¢
2. No motor pool car available 14¢
3. Any time an individual chooses to take his own car 11¢

Considerable discussion on item (3) initiated the motion to refer the entire recommendation to the Welfare Committee and that they consider an increase in category (3) to 14¢.

(i) The minutes of the Advisory Committee meeting on November 25, 1975, were presented to the Senate. Following are the more important items discussed at that meeting:

1. An interpretation of the wording of the Faculty Manual on the election of officers during the April meeting has been requested. The question raised applies to who should vote - the outgoing senators or the incoming senators. It was pointed out that this is often a problem, however, the manual says the term of office is to begin with the April meeting. It also states that the retiring officers shall serve at the April meeting. This matter has been returned to the Policy Committee.

2. A discussion was held on a mechanism to update the brochure on the deferred annuities program. It was decided to appoint a subcommittee of the Welfare Committee to determine the feasibility and effort required to update the brochure. Senator Jacobus moved to make the Welfare Committee perennially responsible for updating this information. The motion carried.
(3) Several requests have been made to make an additional study of the commencement exercises. The Advisory Committee felt that such a study would probably be wasted time since many similar studies have been made in the past.

(4) Requests have been made to study the possibility of "Politics in College Teaching." The Advisory Committee felt that such a problem should be studied by the Student Senate and not the Faculty Senate.

(5) Senator Triche stated that individual problems with the library holiday schedule could be directed to Mr. Gourlay. There would be no change this year but if enough interest is shown, adjustments will be considered in the future. He stated that the limitations on checkouts of periodicals could probably be worked out on an individual basis.

(j) The meeting of the Board of Trustees on November 14, 1975, was reported.

(1) A bond issue was approved so that building projects already started could be completed.

(2) They continued to work on the reorganization of the Board. Chairman can serve for a total of 6 years and cannot serve after age 65. The following standing committees of the Board were set up:

- Executive Committee
- Budget and Finance Committee
- Development Committee
- Educational Policy Committee
- Student Affairs Committee

These committees will function with the President and the respective Vice Presidents.

(3) President Edwards announced that the space at the Ravenal Center may be used by the USDA labs which are currently located in Sirrine Hall.

(4) The Admissions office has accepted all applications for which there is space for the Fall semester.

(k) Two resolutions passed by the Student Senate are of concern to the faculty. These two resolutions, R-75-76-39, Instructor Attendance Policy, and R-75-76-40, Saving Student Time, are being considered by the Administration.

(1) The intent of the Instructor Attendance Policy is given by

"That each department be encouraged to establish an attendance policy for instructors stating the length of time students must wait for the instructor. This policy should be structured to include the attendance requirements for graduate student instructors, instructors, and professors."
The consensus of the Senate was that attendance of instructors at all classes is implied in each instructor's contract and no resolution is needed on this subject - it is an administrative problem.

(2) The intent of the Saving Student Time resolution was

"That each department be encouraged to establish a policy for instructors stating that any required activities (i.e. attending plays or lectures, exams given outside of a regular class period, etc.) outside of class be considered as class time with that amount of time given or a free period in one of the following class periods."

Senator Jacobus moved that the Faculty Senate go on record as opposing the Student Senate Resolution on Saving Student Time in that work assigned outside class hours is a requisite of a course and should not be allowed compensatory time. This was approved by the Senate.

6. Old Business - none

7. New Business

(a) Senator Jacobus expressed concern over the current drop policy. Principally, the concern is that with the large attrition in some classes which are closed out at the time of registration, many students who could be accommodated at the end of the semester are precluded from registering at the beginning because of closed sessions. It was moved to refer this situation to the Admissions and Scholarship Committee.

(b) Concern was expressed over the scheduling of athletic activities during exam week. A resolution was passed by the Senate on this in 1974.

(c) Again, sincere concern was expressed that President Edwards has not yet finished reviewing the Faculty Manual. It was suggested that the Senate President determine if the problem is because of a lack of time on the part of the President or whether there are problems with the manual itself.

8. The Senate adjourned at 4:50 p.m.

Respectfully submitted,

Billy L. Edge
Secretary
Senators Absent:

G. D. O'Dell*
G. C. Skelley
J. D. Maxwell
K. E. Carpenter
J. A. Chisman*
J. G. Goree
F. L. Day
C. Triche III*
B. B. Bookmyer*

* Were represented by a substitute
MINUTES OF THE FACULTY SENATE

January 13, 1976

1. Call to Order

The January 13, 1976, meeting of the Faculty Senate was called to order at 3:35 p.m. by President Skelley.

2. Minutes

The minutes of the November 11, 1975, and December 9, 1975, meetings were approved as modified.

3. Special Reports - no reports

4. Committee Reports

a. Admissions and Scholarship - no reports

b. Policy - Senator Benson introduced FS 76-1-1 Grievance Procedure Policy. Senator Benson pointed out that at this time there is no formal policy in existence and that the resolution submitted by the policy committee is a suggestion that a procedure be established.

Senator Roberts said that a policy had been formulated in July, 1975. Senator Benson stated that the policy had not yet been drafted.

A motion was made and seconded. The resolution was passed by voice vote.

Senator Benson next introduced FS 76-1-2, An Amendment of the Bylaws. The amendment concerns having outgoing Senate members elect new officers. The amendment will be considered at the next Faculty Senate Meeting.

c. Research - no report

d. Welfare - Senator Maxwell reported that he attended a meeting in Columbia of representatives from eight colleges appointed to examine the possibility of the State of South Carolina making the S. C. Retirement system a non-contributory system. Additionally, Senator Maxwell related to the Senate that improvements and changes in the S. C. Retirement System are currently being considered.

e. Ad Hoc Committees

Recreation Committee - Senator Carpenter said that at the end of the semester a formal report will be given to Dean Cox stating all the committee's recommendations.
5. President's Report

a. The chair referred all input on "Evaluation of Academic Administrators by the Faculty" to the Advisory Committee for recommendation to the Senate.

b. The faculty salary reports have been prepared in Dean Hurst's office and are available to all faculty.

c. In the minutes of the Traffic and Parking Committee, the chairman read a memorandum from Mr. Roy Rochester, which dealt with the matter of installing traffic lights on Highway 93 near Sikes Hall. The lights are a suggestion of the Traffic Engineer and would be pedestrian actuated time which would assist pedestrians in crossing the street. Mr. Rochester emphasized that this suggestion has not been approved by the Highway Department nor have funds been allocated for this type of work.

d. The Golf Course Planning Committee has been officially established. The Senate member is Dr. Tom McInnis.

e. Professor Jacobus has asked the Traffic Committee to look at the policy pertaining to registration of employee cars. To date, no action has been taken.

f. The chair recently attended the meeting of the "Southern Association of Colleges and Schools."

g. At the Educational Council meeting on January 5, Dr. Edwards announced the following:

1. A total of 4256 applications are in hand for August admission. This is a 35% increase over last year.
2. The drop in SAT scores is continuing. The last release shows a recent nationwide drop of 13 points.
3. The breakdown of computer time is:

   - 50% academic
   - 20% non-academic
   - 15% non-university but on campus
   - 15% non-university and off campus

h. The Board of Trustees has started with a new schedule; the Board will have four 2-day meetings per year in January, April, June, and September. The Board began this new schedule on January 9 and 10. The Friday morning session was taken up with meetings of the five standing committees of the Board. Friday afternoon the Board had an indepth report from the College of Agriculture. On Saturday morning, an indepth report came from the College of Architecture and then the College of Education. On Saturday afternoon, the regular business meeting was held. At this meeting,

1. Mr. William Green DeChamps Jr. was recognized as the new life member of the Board.
2. The Board authorized the administration to apply for a license to sell draft beer in the Student Union.
3. The Board authorized the use of property at the Pee-Dee station for the Florence-Darlington Technical Center.
4. The Board authorized conveyance of approximately 6 acres of land at Woodburn to the Pendleton Historical Commission.
5. The Board authorized the disposal of the Holtzendorff Residence on North Clemson Avenue.
6. The Board authorized the sale of Official Residence #2 located on Martin Street.
7. The Board passed a resolution pertaining to approved use of the name Clemson or Clemson University.
8. Dr. Edwards stated at the Board meeting that the Faculty Manual be completed as soon as possible, particularly since the Trustee Manual is now complete.

6. Old Business

Senator Bookmyer stated that the Resolution on Academic Dishonesty has been questioned by 4 or 5 of the College Deans and will come back to the Senate at a later date.

Senator Bookmyer also expressed concern over the lack of a concise document explaining disability benefits. President Skelley said that he would investigate this matter.

7. New Business

Senator Melsheimer introduced Resolution FS 76-1-3, Family Use of Fike Center. A motion for this resolution was made and seconded and passed unanimously by voice vote.

Senator Maxwell expressed concern over smoking being allowed at the basketball games. President Skelley will pursue the matter.

Advances for travel are not currently available because of alleged abuses of the system.

Senator Benson expressed concern over the blocking of the parking lot behind Tillman Hall. President Skelley said that he would look into the matter.

Senator Bookmyer reported her concern over many faculty members not having telephones in their offices. The matter will be investigated by President Skelley.

The meeting was adjourned at 4:50 p.m.

Respectfully submitted,

Charles Triche, III

Senators absent:
F. H. Hedden
G. D. O'Dell
B. L. Edge
FACULTY SENATE RESOLUTION FS 76-1-1

GRIEVANCE PROCEDURE POLICY


Be it resolved that the Affirmative Action Officer of Clemson University be asked to formulate written policies relative to grievance proceedings for the policy of Nondiscrimination under Title IX of the Educational Amendments of 1972 and the Department of Health, Education and Welfare Regulation, Title 45, Part 86, of the Code of the Federal Register.

That these policies include faculty representation in ALL proceedings related to faculty members, utilizing procedures similar to those currently employed by the Faculty - Student Relations Committee.
Be it Resolved that Article II, Section 2, Officers be amended as follows:

1. Present Provision

.....Elections thereafter shall come at the regular meeting held in April of each year."

Amended Statement

"Elections thereafter shall come at the regular meeting held in March of each year."
FACULTY SENATE RESOLUTION FS 76-1-3

FAMILY USE OF FIKE CENTER

WHEREAS, The Intramural Athletic Department opened Fike Recreation Center for a number of days to faculty and their families during the Christmas break,

BE IT RESOLVED, That the faculty wishes to thank Mr. McFadden and his staff for making these facilities available during this period;

BE IT FURTHER RESOLVED, That the faculty requests the Intramural Athletic Department to continue this policy of having Fike Recreation Center open to the faculty and their families during future university vacation periods.
CLEMSON UNIVERSITY

FACULTY SALARIES FOR ACADEMIC YEAR 1975-76

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.

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

December 1975
## Professors

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12/75
## ASSOCIATE PROFESSORS

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# Librarians

(Master's Degree Only)

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MINUTES OF THE FACULTY SENATE

February 10, 1976
Olin Hall Auditorium

1. Call to Order

The February meeting of the Faculty Senate was called to order at 3:30 p.m.

2. Minutes

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

3. Special Reports - no reports

4. Committee Reports

a. Admissions and Scholarship - no reports

b. Policy - Senator Benson moved to approve FS 76-1-2, An Amendment of the Bylaws. It was seconded and discussed at length. It was suggested that incoming senators do not always have sufficient knowledge to make a selection of officers. Moreover, those who have had the opportunity to observe Senators in action have a better vantage from which to select officers. The motion was passed.

c. Research - no reports

d. Welfare - Senator McInnis reported on the policy of reimbursement for use of personal automobiles in lieu of the motor pool fleet. The committee recommends no change in the existing policy. The committee has also evaluated the need for and method required to update the deferred annuities program booklet.

e. Ad Hoc Committees

Ad Hoc Committee on Grade Inflation - Senator Jacobus presented the attached data on undergraduate grades from 1960-1975.

f. University Councils and Committees

Undergraduate Council - Senator Luedeman noted that there was a move to eliminate further use of the faculty and course evaluation form that is provided every semester from the office of the Undergraduate Dean. This action was in favor of allowing expanded use of the student questionnaire.

Library Committee - Senator McCollough said that the committee has requested $2000 to provide an online computer library search service. Such a service would cost about $20 per search. A copy of the search would then be mailed from the Palo Alto Computer Facility to the requesting faculty member. Initially, the service will be in the biological sciences area.
Committee on Academic Dishonesty - Senator Bookmyer noted that the Policy on Academic Dishonesty is still under discussion.

5. President's Report

a. The data on "Evaluation of Academic Administrators" is being reviewed by the Advisory Committee. We should have a definite decision on this within the next couple of weeks.

b. President Edwards and Admiral McDevitt have finished with the review of the Faculty Manual. They have sent a memorandum to Dean Hurst concerning the suggested corrections. Dean Willis is presently studying these suggestions. Dean Willis had the President of the Senate look over the list. He will report the specific changes at the next Senate meeting. Many of the changes relate to state law and items that generally the Senate, at this point, could not change. Dean Hurst, Dean Willis, Admiral McDevitt and President Skelley plan to study the area pertaining to procedures for appointments.

    Senator Roberts pointed out that there is a committee already established to review their evaluation and this committee should be used. Most of these suggestions have come from Admiral McDevitt. It was moved that a list of corrections and changes be submitted to the Senate before it is considered by the Executive Committee of the University. The motion passed.

c. President Skelley reported to the Senate on the Questionnaire which he sent to the members.

i. On the question of beer in the Student Union, the Senate vote was 21 in favor and 10 opposed.

ii. On the mail system - The report was mailed to the Senate at 2:00 p.m. on Thursday, January 29, 1976. They were received back as follows:

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<tr>
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<th>Time</th>
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<td>15</td>
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<tr>
<td>Monday</td>
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<td>2:00 p.m.</td>
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<tr>
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<tr>
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<td>32</td>
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</table>

The four on Tuesday came from Riggs, Kinard, and Long. On Wednesday and Thursday, the three arrived from Riggs, Long, and Strode. The rapidity of the turn around mail indicates relatively efficient mail service.

iii. The question on use of the two teacher evaluation forms - Thirteen (13) voted to use both forms and eleven (11) voted
to drop the regular university form. Four (4) individuals did not vote. Most senators felt that two forms were too much. Several Senators suggested that we should have one good form and utilize it entirely. The current forms were identified as not satisfactory and neither should be required.

d. Various Senators recommended that the Senate consider the following items:

1. Alternative or improved retirement system
2. The Faculty Manual
3. Additional studies on salary equalization
4. Travel - Out-of-state regulations
5. Travel - Employee advance fund
6. Travel - Use of non-motor pool vehicles
7. Faculty evaluation
8. Teaching load limits
9. Extra duties as part of teaching load
10. A look at outside activities such as consulting
11. Faster printing of Senate minutes
12. The role of the Staff Deans
13. Grade inflation
14. System for students dropping courses
15. Redesigning the Library parking lot
16. The lost parking lot behind Tillman Hall
17. Faculty Senate reapportionment
18. Course load for students
19. Commission on Higher Education
20. Fringe benefits to Faculty
21. Possibility of internal reallocation of resources
22. Faculty input into University decisions
23. Have the legal counsel and campus security talk to the Faculty Senate
24. Investigate the adequacy of the department head system of administration

e. At the Educational Council meeting on February 2, 1976

i. There was considerable discussion concerning the Equal Pay Act and its relationship to Title IX - Discrimination Because of Sex. President Edwards, Admiral McDevitt, and Dean Cox discussed these problems at length.

ii. President Edwards announced that a steering committee had been formed to make a self study of Title IX. This committee is made up of

Col. Albert Marx, chairman
Dean Willis
Dean Delony
Mr. Ray Thompson
Dr. Carolyn Briscoe
Dr. George Skelley
Miss Pat Warren
Mr. Mike Morris
This committee will evaluate our current policies and practices and the effects thereof concerning admission of students, treatment of students, and employment of academic and non-academic personnel. This committee is presently at work.

iii. Dean Hurst announced the withdrawal of three proposed math courses from the agenda of the Educational Council. These courses were Math 805, 867, and 868.

iv. The Council approved the proposed change for graduation with honors to become effective in the Spring graduation of 1980. The respective GPR required for the three stages of honor are 3.4, 3.7, and 3.9.

v. President Edwards discussed a proposed bill in Columbia to "Investigate the Overlapping and Duplication of Academic Offerings and Opportunities in Various Geographical areas of the State in State supported institutions of higher learning, technical and vocation education."

vi. A committee on the grievance procedure for Title IX will go to work in the very near future. The President recommended Senator Carlton Roberts for this committee. It was moved to appoint Senator Roberts. The motion was seconded and carried.

vii. The reallocation of the Faculty Senate - Since administrators are to be considered in the reallocation, a question was raised as to the number of these in each college and school. It was requested that a list be provided of the number of administrators in each unit. These are listed below along with the total number of faculty in each unit.

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Senator Roberts moved that the Senate not support the reallocation. The motion was seconded and it was noted that even though the Senate may not support the reallocation it will proceed. The major objection to the reallocation was stated by Senator Roberts to be that the current Faculty Manual requires the inclusion of administrators in the numerical reallocation of the Senate. The motion was defeated.

h. According to the Minutes of the University Traffic and Parking Committee, Dr. Jacobus is chairman of a committee to study the registration of employee vehicles.

i. It should be noted that the Bookstore has made some changes on departmental purchases. A faculty member must obtain permission and a form from the Departmental Secretary before he can obtain an item and charge it to his department. Senator Chisman noted that the Bookstore Committee did consider the new policy after it was announced and decided that it was not a faculty matter. It was pointed out that considerable inconvenience has been caused to the faculty by this more "efficient administrative procedure."

j. Senator Grove and President Skelley have been studying the procedures used for campus planning. We are concerned, at this point, that the services of the campus planner may not be totally utilized.

k. A memo is being sent out from the Senate requesting that all faculty members be supplied with a telephone in their office.

l. A report from "Higher Education and National Affairs" shows that faculty salaries increased nationwide 6.1% in 1975. It also stated that total faculty with tenure was at 55%. Total tenured faculty at Clemson is approximately 49% and has a potential of rising to 58% this year.

m. The travel advance fund is still unavailable to faculty and staff.

6. Old Business

Senator Bookmyer requested updated information on disability insurance. President Skelley reported that Ron Herron said that the existing booklet is a legal statement. However, since it is in error its legality is seriously doubtful. It was suggested that Mr. Herron send a follow-up note to all subscribers of the program as soon as possible since this has been an issue since early Fall 1975.

Considerable concern by the Senate was expressed over the rampant non-planning and non-execution of previously defined plans of faculty parking lots - particularly the lot behind Tillman Hall.

7. New Business - none
8. **Adjournment**

The meeting was adjourned at 5:50 p.m.

Respectfully submitted,

Billy L. Edge

Senators absent:

F. H. Hedden
G. D. O'Dell
A. L. Recoulley, III for J. Melton
C. Triche, III
### Freshman Grades First Semester WF=F

<table>
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<tr>
<th>YEAR</th>
<th>% A's</th>
<th>% B's</th>
<th>% C's</th>
<th>% D's</th>
<th>% F's</th>
<th>% Other</th>
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### All Grades Second Semester WF=F

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MINUTES OF THE FACULTY SENATE

March 9, 1976

Olin Hall Auditorium

1. Call to Order

The March meeting of the Faculty Senate was called to order at 3:30 p.m.

2. Minutes

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

3. Special Reports - no reports

4. Committee Reports

a. Admissions and Scholarship - Senator Fitch presented to the Senate the Policy on Academic Dishonesty. This is a new policy and will be considered at the April meeting. The intent of the policy remains unchanged although the mechanics are different. They have discussed with Dean Vickery the number of drops over the last several years. Dean Vickery measured the number of cards and reported that there has been no significant change. The committee has investigated the number of orientations (6) for Freshmen in the Summer and has found that this number could not be reduced.

b. Policy - no report

c. Welfare Committee - Senator Maxwell reported that the Committee has considered the formation of a Graduate Faculty. They decided that this would not serve a useful purpose. In addition, they have considered the chairmanship of graduate student committees. Senator Maxwell will submit a resolution on this at the next Graduate Council meeting.

d. Ad Hoc Committees

i. Faculty Club

Senator Triche reported that the faculty does indeed want a Faculty Club and there is no need to further study the need unless there could be a permanent building and manager.

ii. Golf Course Planning Committee

Senator McInnis reported that one of the requirements is that the site be within walking distance of the campus. There are two sites that fit this requirement. The site recommended was that which impinges upon the Forestry Arboretum. This site will be available only if $200,000 can be made available to move the Forestry Arboretum.
iii. University Recreation Committee

Senator Carpenter reported that the Committee has reconsidered dropping faculty and staff dues and allowing members of the Clemson Community to use the facilities. These recommendations were not approved.

iv. Committee on Student Relations

Senator Roberts reported that this Committee will not be changed to handle discrimination grievances but rather a new Committee will be established for this purpose.

5. President's Report

a. A memorandum was sent to each of the Senators pertaining to the proposed form on Evaluation of Academic Administrators. The response of the Senate was to

<table>
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<th>Option</th>
<th>Votes</th>
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<tr>
<td>Make the form available</td>
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<tr>
<td>Make small changes and proceed as above</td>
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<tr>
<td>Use the form</td>
<td>21</td>
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<tr>
<td>Drop the whole idea</td>
<td>4</td>
</tr>
<tr>
<td>Other</td>
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Senator Roberts moved that since there is still some disagreement over the form, that it be returned to a Committee for further evaluation. The motion was seconded and subsequently defeated. The President of the Senate will present the form and the Senate's comments to Dean Hurst.

b. President Skelley and Senator Grove have studied the area of campus planning for some time. They have looked into the role of the Landscape and Site Development Committee, the role of the office of the campus planner and the role of the planning council. They have met with both Professor Robert Eflin and Mr. Stanley Nicholas. They believe that the faculty and particularly the Faculty Senate should continue to make recommendations and suggestions in any area which might be related to campus planning. There are definite improvements that can be made and the people involved are receptive to suggestions. It will take some time and effort before the resources of the campus planning offices are fully utilized.

c. After some opposition was voiced to the planned site for the Clemson University Golf Course, the area has been restudied. It appears that definite improvements can be made in the site. The efforts of Mr. Stan Nicholas in taking a second look at the proposed golf course site is commended.

d. The President discussed his report of February 18 pertaining to the meeting with Dean Sam Willis of the Ad Hoc Committee on the Faculty Manual. Minor corrections can still be made in the Manual. These
should be forwarded to Dean Hurst through President Skelley. A committee of the Board of Trustees currently has a copy of the Manual. It is hoped that the Board will consider it at the next meeting. The most recent major change in the Faculty Manual was in the Patent Policy.

e. A memorandum was sent to Dean Victor Hurst requesting that all faculty members should be furnished with a telephone in their office. Copies went to each academic dean. Answers to that from Dean Hurst and two academic deans have been received. Dean Hurst believes that this is a college matter and that each college must determine their own priorities. Dean Anderson replied that this was departmental business and that it is basically a matter of budgeting. He does not plan to interfere with the internal budgeting authority of a department. Dean Labecki stated that they have a telephone in each faculty office and that the basic cost is $4000 per year.

f. At the meeting of the Athletic Council on February 21, 1976, the following was discussed:

   i. Legislation passed at the NCAA Convention
   ii. Recruiting rules and regulations
   iii. Everything is available to women's athletics that is available to men's athletics with the exception of grants-in-aid.
   iv. Stadium expansion plans will be to widen the ends for soccer and to build a deck on the South side.
   v. The bond fee has been added to the cost of faculty-employee tickets.

Senator Jacobus asked if there was any reason given why there was a vote by Clemson against giving financial aid on the basis of need. There was no response to this question.

g. A memorandum was sent to Mr. Ron Herron asking for a document to state the correct procedure for computation of disability benefits. He is in the process of obtaining this from the State Personnel Office. That office actually publishes the booklet and calculates the disability benefits.

h. A report appeared in the February 9th issue of "The Chronicle for Higher Education" discussing the severe budget limitations of state colleges and universities. The problem is nationwide and one of the hardest hit state university systems is New Jersey.

i. Another report in a recent issue of "The Chronicle for Higher Education" discussed tenured faculty by states. The state of Arizona ranked lowest at 29.5% tenured faculty. South Carolina was fourth from the lowest with 39.4% tenured faculty. This is compared with 48% at Clemson. The State with the highest percentage of tenured faculty was California with 73.3%.

It has been discovered that certain differences exist at Clemson concerning the time an individual is eligible for tenure. In the
case of 9-month faculty, 4 years is determined to be a total of 4 sessions, 9 months in length. In the case of 12-month faculty, 4 years is determined to be 4 calendar years.

j. At the Educational Council on March 1, 1976,
   i. The revised Faculty Manual was approved.
   ii. The 1977-78 calendar was presented and approved.
   iii. President Edwards announced that the three incumbent trustees, Mr. McCabe, Mr. Quattlebaum and Mr. Cribb, were reappointed by the legislature.
   iv. President Edwards announced that the Council of University Presidents were to meet with Senator Lake to discuss the Lake Report on the Commission on Higher Education.
   v. President Edwards discussed the Dept. of Labor investigation and stated that the evaluation forms currently used to evaluate faculty do not meet with Dept. of Labor approval and may have to be revised.

k. The NCAA has sued HEW to try to get intercollegiate athletics excluded from the Title IX guidelines the federal government issued last summer related to sex discrimination. The lawsuit contends that athletics do not receive federal aid and thus should not be included under the coverage of the law.

l. The faculty members on the University Recreation Advisory Committee are Gordon Howard, Ken Carpenter, and Ted Wollenius. Dr. Howard's one-year appointment is due to expire. President Skelley recommended that Dr. Howard be reappointed for a three year term. This particular position must be from the RPA Department. It was moved that Dr. Howard be recommended for reappointment for a three year term. The motion was seconded and passed.

m. The reallocation of the new Senate was mailed to the academic deans on March 3, 1976.

6. Old Business

   The subject of campus mail was again discussed and it was pointed out that problems do still exist, not only in sluggish delivery but in lost material.

7. New Business

   Senator Jacobus presented the attached Amendment to Change the Bylaws of the Faculty Manual. The motion was seconded. Senator Jacobus moved that the rules be suspended to allow consideration of the Amendment at the next meeting by the presently constituted Senate at the time of Old Business. The chair gave an interpretation of the Bylaws that disallowed the motion to suspend the rules. Senator Roberts moved that the chair be overruled. It was seconded. A motion was made for roll-call vote. The motion was passed and the vote is given on the following page.
The motion to overrule the chair was carried. Senator Holleman presented an Amendment to the Resolution which is attached.

8. Adjournment

It was moved to adjourn at 5:30 p.m.

Respectfully submitted,

Billy L. Edge
Secretary

BLE/ga

Senators Absent:

G. D. O'Dell*
J. C. Acton
J. E. Matthews

* Represented by substitute
AMENDMENT OF THE BY-LAWS OF THE FACULTY SENATE

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

1. 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 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 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.

Amended Statement

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 seats. 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.

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Five professors to sign according to Article IV, Amendments
AMENDMENT OF THE BY-LAWS OF THE FACULTY SENATE

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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 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.

Amended Statement

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 thirty (30) 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 thirty (30) percent, that college or school is assigned eleven (11) senate members. The remaining Senate seats are allocated on the ratio of faculty members in the remaining colleges or schools to the 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.

Five faculty members to sign according to Article IV, Amendments

James D. Maxwell

Raymond N. Roberts

J. Kenneth Davenport

T. A. Holleman
POLICY ON ACADEMIC DISHONESTY

PURPOSE: To establish a policy for administering cases of academic dishonesty.

I. General

A. Academic dishonesty includes giving, receiving, or using unauthorized aid on any academic work.

B. Plagiarism, a form of academic dishonesty, includes the copying of language, structure, or ideas of another and attributing the work to one's own efforts.

C. All academic work submitted for grading contains an implicit pledge, and may contain, at the request of the Instructor, an explicit pledge, by the student that no unauthorized aid has been received.

II. Penalties

A. A student guilty of the first offense of academic dishonesty will receive as a maximum penalty a grade of "F" for the course.

B. A student guilty of the second offense of academic dishonesty will receive a grade of "F" for the course, will be suspended for one or more semesters, and may be permanently dismissed upon approval of the President of the University.

III. Procedure

A. Academic honesty is the individual responsibility of each student. Students should report violations of this policy either to the Instructor of the affected course or to any member of the administration.

B. When, in the opinion of an Instructor, a student has committed an act of academic dishonesty, the following procedure must be followed:

1. The Instructor will inform the student in private of the nature of the alleged charge of academic dishonesty and will simultaneously request in writing that the Department Head verify from the Registrar the incident's being a first offense.

2. When this information has been received, the Instructor will notify the student in writing of the charge of academic dishonesty and the penalty recommended by the Instructor and approved by the Head of the Department in which the course is taught. The notification will further state that if the student regards the charge as unfair, the student has five (5) days from the date of receipt of notice to file a grievance with the Student Grievance Committee (Student Handbook, 1976-77, page ____).

3. If no grievance is filed by the student, the Instructor will forward copies of the written notification to the Dean of the College and to the Registrar.

4. Should the act of dishonesty not be in the college of the student's major, the Registrar will notify the major Department Head.
MINUTES OF THE FACULTY SENATE

April 6, 1976

Olin Hall Auditorium

1. Call to Order

The April meeting was called to order at 3:35 p.m. President Skelley welcomed the new Senators.

2. Minutes

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

3. Special Reports - no reports

4. Committee Reports

a. Admissions and Scholarship - no report
b. Policy - no report
c. Research - no report
d. Welfare - Senator Maxwell submitted FS-76-4-1, Resolution of Protest of Reduced Faculty-Staff Athletic Ticket Discounts. It appears that the procedure for calculating the discount has been changed without disclosure to the faculty and staff. Senator Maxwell moved that the Resolution be adopted. President Skelley passed out the attached Supplement to Athletic Council Minutes of February 21, 1976 Meeting. Considerable discussion followed concerning the activities of the Athletic Council. The motion passed unanimously. Senator Maxwell noted that it is now possible that state and municipal employees may withdraw from the FICA retirement system. He recommended that the new Welfare Committee consider this possibility as an alternate retirement system.

It was moved that the Senate act as a committee of the whole for the remainder of the Welfare Committee report. The motion passed.

e. Ad Hoc Committees - no report

5. President's Report

a. The new Senators were introduced:

Agricultural Sciences - T. R. Adkins
               J. F. Dickey
               D. B. Smith
               B. K. Webb

Architecture     - R. W. Drummond
               C. L. Addison

Education       - J. H. Walker
b. The proposed form on "Faculty Evaluation of Academic Administrations" has been delivered to Dean Hurst. The form that has been used for faculty evaluation does not satisfy the requirements of the Department of Labor. It was felt, therefore, that the form on evaluation of academic administrators would also not satisfy the requirements of the Department of Labor. For that reason there will be a slight holdup on both types of evaluation. Senator Fitch noted that this form should not be in violation since it is purely advisory. It was asked by Senator Maxwell if this action is a smokescreen to delay implementation of the request of the faculty to evaluate administrators.

c. Senator Roberts reported that the final work toward the formation of the Student Grievance Committee is nearly complete. This committee will handle Title IX, student employment and student handicaps.

d. The committee report on a self-study of Title IX will be submitted to President Edwards by April 15. There have been approximately 9 people on this committee who have worked long and hard on the study.

e. It has been officially announced by Dean Vogel that students taking Math 100 will no longer receive credit for this course toward the total hours required for graduation in any curriculum.

f. President Skelley has made attempts to have the Senate meet in the Student Senate Chamber, Room 167 of the University Union. If the Senate so desires, the Senate has clearance to hold the May meeting in that chamber.

g. President Skelley with the aid of other individuals has continued to study the problem of slow service for inter-office mail. One of the big problems that has surfaced is that the sorting in the main mail room is often incorrect and items have to be returned after arriving at the wrong building.

h. The new academic dishonesty policy had to be mailed to all Senators in order to make a report to Dean Delany by March 26, which was apparently the deadline for including it in the new student handbook. The vote received was 24 in favor of the change and 1 opposed. The Senate voted to sustain the outcome of the mail ballot.

i. The March 15 issue of "The Chronicle of Higher Education" states that faculty members in Florida's nine state universities have voted to unionize. They selected the United Faculty of Florida, an affiliate of the American Federation of Teachers (A.F.L. - C.I.O.) as their bargaining agent. The vote was 2,344 for the AFT affiliate, 1,304 for no bargaining agent, 701 for A.A.U.P. - Florida (NEA)
The nine institutions in the system are:
University of Florida, Florida State, Florida A & M,
Florida Atlantic, Florida International, Florida Tech,
and the University of North Florida, South Florida and
West Florida

Observers attributed the union victory to the fact that faculty members received no pay increase this year and only a moderate one the year before. Faculty salaries currently average $16,610 per year. The union has made a proposal that would range from $12,000 for a beginning instructor to $35,520 for a full professor with five years service. An assistant professor of education who is president of the Union charged that the university system was "top heavy" with administrators and that administrative salaries were too high compared with faculty salaries.

j. A discussion with several individuals including Mr. Mel Wilson, Vice President for Business and Finance indicates that they are studying methods to increase the amount of money in the Travel Advance Fund. However, before any money can be used for this purpose, they must clear it with the state auditors office.

k. On March 22, the Educational policy committee of the Board of Trustees held a meeting to hear a presentation from Dean Landrith, College of Education. Following this, Dean Hurst and President Skelley went over the faculty manual with the three board members. It was pointed out to this committee that many items are a compromise and that the Faculty are still not in total agreement with several items. Later in the week, the committee passed the faculty manual. The manual is now being read by the Executive Committee of the Board of Trustees.

l. There have been several complaints related to product costs at Central Stores. Products are sold either to the Physical Plant or to Departments at cost and freight and sales tax. There is no markup on items at Central Stores. Differences in price are attributed to differences in cost and in quality. If purchased through the Physical Plant, the items will probably have a markup added for overhead.

m. On the March 29 issue of "The Chronicle of Higher Education" results of an independent survey show that 74% of the professors polled say teaching, not publications, should be the main criterion for promotion. A total of 37% reported a heavy commitment to teaching while 29% reported a heavy commitment to research.

n. President Skelley discussed with Dean Walter Cox and Dr. Jud Hair the University Health Services and possible use by faculty for other than Workman's Compensation. The main problem with increasing clientele would be because of space and staff limitations. The first group to be considered in addition to students would be student dependents. Employees would be considered afterwards. Senator O'Dell noted that American Enka uses facilities of
of Redfern. President Skelley noted that this is part of the consulting activities of the Redfern staff. Faculty may schedule appointments with the staff and will receive a bill from the "Redfern Health Clinic."

o. From 'Higher Education and National Affairs' of March 19, a U.S. District Judge in Pennsylvania upheld the tenure decision of a committee at Penn State and stated the courts will not serve as a Super Tenure Review Committee.

p. At the March 25 meeting of the traffic and parking committee, the committee recommended that all employees register their cars in September, 1976 and thereafter, concurrent with the change of auto tags.

6. Old Business

a. FS-76-3-1, Resolution to amend the bylaws of the Faculty Senate, was brought to the floor by the Chair. Senator Holleman discussed his amendment. He directed his remarks primarily towards unequal representation. Additional discussion centered on the representation of off campus faculty through both the Senate and the Extension Council. Senator Steirer indicated that this body is now inactive and serves no useful purpose. The question was called. There were 12 votes in favor and 18 against the amendment. The Holleman amendment failed. A motion was made to postpone the Jacobus amendment indefinitely. The Chair ruled this motion out of order in accordance with the bylaws. A motion for a roll call vote was made by Senator Acton. The motion was seconded and carried.

<table>
<thead>
<tr>
<th>Aye</th>
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<tr>
<td>Benson</td>
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<tr>
<td>Chisman</td>
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<td>Edge</td>
<td>Maxwell</td>
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<td>Goree</td>
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<td>Whitten</td>
<td></td>
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<td>Steirer</td>
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17  12

Abstention: 1 Melsheimer

b. Senator Melsheimer moved that the changes in the ticket prices in the appended minutes of the Athletic Council be incorporated into FS-76-4-1. The motion was seconded and approved.
7. **New Business**

   a. Senator McInnis asked that the new Senate consider the appointment of a Parliamentarian from the Faculty but not a Senator. The Senate agreed.

   b. President Skelley presented the slate of nominations for Senate Office by the Advisory Committee:

      President: B. L. Edge  
                  R. T. Benson

      It was moved that the nominations be closed. The Senate elected Senator Edge President.

      Vice President: S. S. Melsheimer  
                       C. B. Russell

      It was moved that the nominations be closed. Senator Melsheimer was elected Vice President.

      Secretary: R. Noblet  
                  J. Melton

      It was moved that the nominations be closed. Senator Noblet was elected Secretary.

      The old Senate officers relinquished their positions to the new officers of the Faculty Senate.

      Respectfully submitted,

      [Signature]

      Billy L. Edge  
      Secretary

Senators absent:
B. K. Webb  
R. W. Drummond  
C. L. Addison  
R. W. McLellan  
F. L. Day
New Business Continued

a. The first order of business was to elect the advisory committee. Those elected were:
   - K. A. Hollemon - Agricultural Sciences
   - R. W. Drummond - Architecture
   - R. T. Benson - Education
   - J. G. Goree - Engineering
   - R. W. McLellan - Forest and Recreation Resources
   - W. C. Whitten - Industrial Management and Textile Science
   - W. F. Steirer - Liberal Arts
   - C. Triche - Library
   - A. Snell - Nursing
   - W. R. Boland - Sciences

b. President Edge distributed a list of University Committees and Councils having faculty senate or faculty representation and asked that senators submit their preference for committee appointments.

c. President Edge also requested that senators submit their preference in writing for service on faculty senate standing committees.

The meeting adjourned at 5:45 p.m.

Respectfully submitted,

Raymond Noblet
 Secretary
SUPPLEMENT TO ATHLETIC COUNCIL MINUTES OF FEBRUARY 21, 1976 MEETING

When presenting the material to the Athletic Council meeting on February 21, 1976, the old format was used for ticket price information. Several questions have been asked about the fifty percent or half-price format used for football faculty ticket prices. This should be disregarded. The information should have been: the established price of $4.00 per football varsity game ticket, plus admission tax, plus stadium bond fee - with the exception of the game with the University of South Carolina, which is $8.00 per contract.

For basketball games, the established price for thirteen games should be $2.50, plus admission tax, plus Coliseum bond fee - with the exception of the IPTAY Tournament, which should be $3.00 per game, plus admission tax, plus Coliseum bond fee.

In agreement with the University of South Carolina so that we will have the same high school football coaches' season ticket policy, I would recommend that the following changes be made from that which was presented at the February 21st meeting:

HIGH SCHOOL COACHES - SEASON TICKET

$14.48 (4 games @ $3.00, USC game @ $8.00)  
.72
5.00
$20.00

1976 JAYVEE FOOTBALL SCHEDULE

<table>
<thead>
<tr>
<th>Date</th>
<th>Game</th>
<th>Time</th>
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<tbody>
<tr>
<td>September 13, 1976</td>
<td>Furman at Clemson</td>
<td>3:00 pm</td>
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<tr>
<td>September 26, 1976</td>
<td>Citadel at Clemson</td>
<td>2:00 pm</td>
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<tr>
<td>October 3, 1976</td>
<td>Georgia at Athens</td>
<td>1:30 pm</td>
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<tr>
<td>October 21, 1976</td>
<td>South Carolina at Columbia</td>
<td>2:00 pm</td>
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</tbody>
</table>

RMcL/maa
3-31-76
RESOLUTION OF PROTEST
OF
REDUCED FACULTY-STAFF ATHLETIC TICKET DISCOUNTS

WHEREAS the receipt of athletic event admission tickets at reduced prices is a long established and desirable fringe benefit for faculty and staff at Clemson and other universities and

WHEREAS the Athletic Department at Clemson has arbitrarily and without meaningful consultation with the faculty substantially reduced the effective discount as demonstrated on the appended schedule and

WHEREAS the proposed admission prices are not consistent with the stated policy on the ticket order forms and

WHEREAS the Athletic Department provides substantially larger discounts to some individuals who are not members of the University community be it therefore

RESOLVED that the Faculty Senate strongly protests this arbitrary change in the discount policy which reduces the effective faculty compensation by reducing fringe benefits and be it further

RESOLVED that the Faculty Senate strongly recommends that faculty and staff pay only the correct athletic ticket prices according to the stated athletic ticket price policy of the athletic department and be it further

RESOLVED that an AD Hoc Committee on Inter Collegiate Athletics be established by the Faculty Senate to investigate the operation of the Athletic Department and particularly the apparent failure of the University Athletic Council (as presently constituted) to effectively represent the interests of the Faculty and its failure to provide an effective Faculty voice in formulating policies and overseeing operations of the Athletic Department.
### FACULTY-STAFF TICKET PRICES

<table>
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<tr>
<th>SPORT</th>
<th>PROPOSED PRICES</th>
<th>CORRECT PRICES</th>
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<tbody>
<tr>
<td>FOOTBALL</td>
<td>$30.00</td>
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<tr>
<td>BASKETBALL</td>
<td>$44.00</td>
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<td>SOCCER</td>
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<td>BASEBALL</td>
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<tr>
<td>ALL SPORTS</td>
<td>$94.00</td>
<td>$88.38</td>
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*100% of bond fee

+ Full price on USC football game

### OTHER STATED PRICES

High School Football Coaches - season football ticket - $20.00

High School Football Players - single game football admission - $2.00

Students (high school and undergraduates) - single game football admission - $4.00
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<thead>
<tr>
<th>NAME</th>
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<th>CAMPUS ADDRESS</th>
<th>PHONE</th>
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<tr>
<td>J. C. Acton (P)</td>
<td>Food Science</td>
<td>235 P&amp;AS</td>
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<td>K. A. Holdeman (P)</td>
<td>Poultry Science</td>
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<td>J. D. Maxwell (W)</td>
<td>Agronomy &amp; Soils</td>
<td>279 P&amp;AS</td>
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<td>W. Witcher (R)</td>
<td>Plant Path. and Phys.</td>
<td>205 Long</td>
<td>3451</td>
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<td>R. Noblet (Sec.)</td>
<td>Entomology &amp; Ec. Zoology</td>
<td>B30 Long</td>
<td>3111</td>
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<td>K. DeHaven (A)</td>
<td>Agri. Ec. &amp; Rural Soc.</td>
<td>251 Barre</td>
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<td>J. F. Dickey (R)</td>
<td>Dairy Science</td>
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<td>B. K. Webb (R)</td>
<td>Agri. Engineering</td>
<td>106 McAdams</td>
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<td>C. L. Addison (W)</td>
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<td>J. H. Walker (A)</td>
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<td>B. L. Edge (Pres.)</td>
<td>Civil Engr.</td>
<td>501-2 Rhodes</td>
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<td>S. S. Melsheimer (V. Pres.)</td>
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<td>Ind. Management</td>
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<td>History</td>
<td>115 Hardin</td>
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<td>F. L. Day (A)</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.