1974

Faculty Senate Minutes, May 1973 - October 1974 Meetings

Clemson University

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<td>312 Brackett</td>
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TO: All Faculty Senators

FROM: John D. Fulton

The Advisory Committee of our Faculty Senate met on Thursday, April 19 and decided the following concerning standing committee membership and meeting schedules for the Senate term May, 1973, through April, 1974.

1. Meetings. All meetings will be held in Olin Hall auditorium promptly at 4:15 p.m. Except for the August meeting, the Faculty Senate will meet on the second Tuesday of each month. Other meetings will be as called.

   Schedule of Regular Meetings

   May 8, 1973
   June 12, 1973
   July 10, 1973
   August 21, 1973
   September 11, 1973
   October 9, 1973
   November 12, 1973
   December 11, 1973
   January 8, 1974
   February 12, 1974
   March 12, 1974
   April 9, 1974

2. Committee Assignments

   Admissions and Scholarship
   W. F. Steirer, Jr., Chairman
   W. E. Johnston
   G. C. Skelley
   K. E. Carpenter
   L. T. Pitch
   A. L. Recoulley
   M. A. Kelly
   K. T. Wallenius

   Research
   N. R. Bauld, Chairman
   J. R. Hill
   T. R. Adkins, Jr.
   J. E. Matthews
   A. R. Abernathy
   A. H. Holt
   M. D. Sherrill
   O. J. Jacobus

   Policy
   T. E. Skelton, Chairman
   D. O. Ezell
   F. H. Hedden
   H. J. Grove
   C. W. Roberts
   E. P. Arnold
   R. J. Knapp
   P. T. Holmes

   Welfare
   C. R. Dillon, Chairman
   V. D. Carmack
   G. D. O'Dell
   W. Baron
   R. L. Cross
   J. Y. Lebourgeois
   S. Sullivan
   C. R. Dillon

I strongly urge each of you to accept your appointment to a standing committee. Let me assure each of you that your appointment to a standing committee was made by a fully democratic process by those members of the Advisory Committee present at the meeting. Only K. E. Carpenter and M. A. Kelly were absent from the meeting.
Minutes of the Meeting of the Faculty Senate

May 8, 1973

President Fulton called the meeting to order at 4:15. Following a recommendation from former President Rogers, the Resolution of Appreciation for the Hunter gift was reworded, and the minutes of the April 10 meeting were approved as corrected.

President's Report

Pres. Fulton announced that Prof. Wallenius had resigned; his replacement will be elected for two years.

Pres. Fulton, following a request from Dean Green that an abbreviated version of the Senate minutes be submitted to the Newsletter in order to economize on costs, suggested that only resolutions and amendments passed by the Senate be included in full, with synopses of those rejected, tabled, postponed, or referred to a committee. He further recommended that resolutions be named and numbered for easier reference. Numbering would take the form of FS-73-5-1, for the first resolution presented at the May 1973 meeting. Profs. Wallenius and Abernathy urged that the full minutes be printed. Prof. Sherrill pointed out that readers might prefer brevity and agreed with Prof. Cross that the full minutes could be made available to anyone who requested them. Prof. Carpenter argued that abbreviation was acceptable provided that the Senate did the abbreviating. Prof. Baron then introduced a RESOLUTION ON PUBLICATION OF MINUTES (FS-73-5-1):

Publication of the Senate minutes should be left at the discretion of the President and the Secretary of the Senate.

The motion was seconded and carried with only one negative vote. Prof. Beckwith suggested that a depository of the minutes be provided in the library; Prof. Fulton will investigate this possibility.

Pres. Fulton reported on the meeting of the Advisory Committee. It had established the meeting schedule for the Senate for the coming year; as in the past, the Senate will meet at 4:15 on the second Tuesday of each month, except in August when it will meet on the third Tuesday. Assignments for the Senate standing committees were also made for the coming year:

Admissions and Scholarship: Steirer (Chairman), Carpenter, Fitch, Johnston, Kelly, Recoulley, Skelley, Wallenius; Policy: Skelton (Chairman), Arnold, Ezell, Grove, Hedden, Holmes, Knapp, Roberts; Research: Bauld (Chairman), Abernathy, Adkins, Hill, Holt, Jacobus, Matthews, Sherrill; Welfare: Dillon (Chairman), Baron, Beckwith, Carmack, Cross, Lebourgeois, O'Dell, Sullivan.

Pres. Fulton reported on the April 24 meeting of the Athletic Council. The Council has requested from coaches weekly schedules of use of the athletic facilities by the University teams so their times
of availability for student and staff use will be known. President Edwards had pointed out that the University cannot provide facilities for the whole town. After the coming year, the basketball camp will not be held in Fike Field House while the students are here. A program of Lifetime Sports has been approved for the students to be offered by the College of Forest & Recreation Resources. Faculty tickets for the coming year cost more due to additional basketball games.

Pres. Fulton also reported that Pres. Edwards had expressed his concern about the ACC minimum requirements for athletic scholarships which put the members at a disadvantage compared with other conferences. The NCAA has new rules which permit only use of a 2.0 average on high school work to be used as minimum in screening athletes. Among the NCAA athletic conferences in the U. S., only the ACC also has retained the requirement of a 1.6 predicted GPR. Retention of this rule resulted from the efforts of the Presidents of Duke and three other ACC schools, apparently taken without consultation with their respective faculties. Dean Vickery had also predicted reorganization of the NCAA into two groups--one for colleges, the other for universities.

Pres. Fulton announced that the membership of the Student Relations Committee had been determined for the coming year; the three Senate members are: Steirer (Chairman), West, Jacobus.

On previous action taken by the Senate, Pres. Fulton reported that the Traffic & Parking Committee had endorsed the Faculty Senate resolution recommending the substantial curtailment of reserved parking permits; the matter is now being considered by the Executive officers. The resolution on approval of graduate degrees is being considered now by the Graduate Council. Profs. Fulton and West had met with the Vice President for Business Affairs, Melford Wilson, regarding the 1972-73 University budget to obtain an explanation regarding the indicated recent increase in expenditures for faculty salaries.

Pres. Fulton announced that he would pursue the policy recommended by the Senate's 1971-72 Ad Hoc Committee on the Book Store in determining that the timetable for ordering materials from the Book Store is being met. Prof. Shannon pointed out that, under the present schedule, books must be ordered before a computer printout has assured that all courses will be offered; this means that orders have to be changed. Prof. Fulton will look into the matter and perhaps suggest that preregistration be held earlier.

At the invitation of Pres. Fulton, Prof. M. W. Jutras addressed the Senate. Prof. Jutras had met recently with President Edwards. He had a subsequent meeting on April 16 with the University Deans on the same matters. Some faculty members had come to him with complaints, and based on his eight years of experience here, he said that he had found that it seemed that the only way to get anything done at Clemson was to go to the President. Insisting that he did not seek equal pay for faculty members, he stated that there are "gross inequities" in faculty salaries at the University, particularly between departments.
at the levels of Associate Professor and Professor. The inequities, he asserted, were due simply to the fact that some faculty members are not paid according to their productivity, the basis which should be used in determining their salaries.

Prof. Jutras stated that University administrators are aware of some of the inequities. Some, for example, are due to the fact that promotions over the last six years have not been accompanied with appropriate pay increases. Promotions have also been granted without tenure, he said, a practice frowned upon by the AAUP. However, he pointed out, the academic administration generally lacks accurate information. Whereas department heads used to be blamed for inequities, the blame now has shifted to the deans. He claimed there is a general lack of confidence in the administration. No one, he stressed, believes that the new administrative positions which have been established have proven useful to faculty members. Further, he said that administrators are generally "terrified" of their superiors.

Only two deans, Prof. Jutras stated, will fight for their faculty members "come hell or high water." There is also a prevailing tendency to ignore policies stipulated by the new Faculty Manual. This surprises Prof. Jutras, since Gen. Rigsby has stated that the Manual is a legal document which administrators are obligated to follow. The failures of deans to support their faculties and to apply the Faculty Manual, he stated, were particularly apparent regarding extension faculty.

Prof. Jutras then recommended several means whereby the University might save money: (1) don't create new positions; (2) program expansion is too rapid and often ill-conceived: consolidate and create new ones out of old areas; (3) eliminate useless programs; (4) remove incompetent faculty members; (5) see that department heads consult with upper level faculty members about promotions; (6) reduce bureaucracy, which tends to increase the amount of work instead of reducing it. He also urged that faculty evaluation of administrators be implemented. The administrators, he said, are experts at administering things, but not at administering people.

Prof. Jutras' remarks were greeted by applause from the Senate.

Pres. Fulton referred to the printed remarks, circulated among the Senators and attached go these minutes, which he had made after hearing Prof. Jutras' presentation to the Deans. He prepared the remarks, he said, because he had not had the opportunity to speak at the meeting of the Deans following Prof. Jutras' remarks. Prof. Adkins argued that Prof. Fulton ought not to have distributed them under his title as Senate President. Pres. Fulton stated that he had had license from the Advisory Committee to prepare such a statement. Prof. Carpenter pointed out that Pres. Fulton's presence at the meeting of the Deans entitled him to make remarks about Prof. Jutras' statements. Prof. Wallenius noted in concurrence that Pres. Fulton's remarks were made in the first person and obviously he therefore did not necessarily speak for the entire Senate. Prof. Steirer stated that the Senate President must "speak for the Faculty Senate at all times," especially when someone else claims to speak for the faculty.
In response to Prof. Roberts' statement that his remarks sounded like they were based on the AAUP's efforts to organize faculty members, Prof. Jutras stated that he "did not want to organize the faculty." Prof. Sherrill urged that Prof. Jutras write out his remarks if he wished to avoid misrepresentation. Prof. Wallenius pointed out that unions, too, have many inequities; their members are often well-paid but unproductive. He also argued that going through the chain of command can be useful in developing ideas. Prof. Holt stated that the AAUP has unionized faculties "only reluctantly" when it appeared that other organizations were about to move in.

Prof. Steirer, referring to the University Self Study disclosures, stated that Prof. Jutras' statements were only more in "a long series of continuing indictments against inequities." Needed now are methods whereby we can assure that the Manual is being followed. Moreover, Prof. Steirer added, we need some guideline in order to discover who is productive and who is not. "Inequities in one man's mind may be a fair differential in the mind of another," Prof. Steirer said.

Prof. Jutras responded that he had recommended such guidelines when he had urged that senior professors be consulted by department heads when granting tenure and promotions as required by the Faculty Manual, that rules requiring 3½% to 5½% salary increases be loosened up, and that, in general, we look at ways to save money so that necessary raises can be afforded.

Committee Reports

Prof. Steirer for the Admissions and Scholarship Committee introduced a resolution on class attendance regulations (FS-73-5-2).

Be it resolved that:

1. Regular and punctual attendance at all class and laboratory sessions is the responsibility of each student. College work proceeds at such a pace that regular attendance is necessary in order for each student to obtain maximum benefits from instruction. In the event that a student finds it necessary to absent himself from a class, it is his responsibility to make up resulting deficiencies through extra study and through contact outside of class by arrangement with the instructor concerned.

2. Absences from classes will be excused for the reason listed below when certified by the proper authority.

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<tr>
<th>REASON</th>
<th>REQUIRED ACTION FOR APPROVAL OF ABSENCE</th>
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<tr>
<td>Hospitalization as in-patient</td>
<td>Certificate will be issued indicating time of admission and discharge</td>
</tr>
<tr>
<td>Official representation in intercollegiate athletic events</td>
<td>Absence certified by the Athletic Director, or by the Office of Student Affairs</td>
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</tbody>
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Educational trips

Participation in other activities considered to be official and authorized by the Educational Council

ROTC Physical Examinations and trips

Personal emergencies of a serious nature such as death or serious illness in the family

Absence certified by the Dean of the School or College concerned, or by the Office of Student Affairs

Absence certified by the Dean of Education

Absence certified by the Office of Student Affairs

It will be the duty of the persons authorizing absences listed above to furnish the student proof of such authorization so the student can present same to the instructor preferably prior to the absences but in no case later than one week after the absence unless an extension of time is approved by the Office of Student Affairs and the instructor concerned. A student will be permitted to make up at the convenience of the instructor involved any work missed during any of the absences listed above.

3. When any full-time student reduces his credit load below twelve hours, but is still carrying nine or more hours, he may be suspended for at least the remainder of the semester upon recommendation of the Vice President for Student Affairs and approval of the President. When a student reduces his credit load below nine hours, he shall be suspended for at least the remainder of the semester.

4. Students desiring to withdraw from a class shall secure a drop card from the Registrar's Office prior to terminating attendance.

Passed by the Student Senate and the AFSC, this resolution was also passed by the Faculty Senate and is expected to be printed in the new Student Handbook. It revises paragraph 1 of the current Regulation (found on pages 186-90 of the Handbook) and omits paragraphs 3, 4, 7 and 8. Prof. Steirer noted that there is now going to be no provision for faculty members to drop students who fail to attend classes; a faculty member can give an F for non-attendance, but Prof. Steirer urged that faculty members announce this possibility to students. In general, the newly recommended Class Attendance Regulations seem to give more freedom to individual faculty members to set their own attendance regulations. However, there was some feeling that several points need to be clarified. Attempts to recommend such clarifications, especially the new section 3, will be considered during the coming year by the Senate's Admissions and Scholarship Committee.

For the Welfare Committee Prof. Dillon moved the adoption of the RESOLUTION OF ANNUAL LEAVE (VACATION) (FS-73-5-3) for full-time employees.
The employment of full-time members of the teaching faculty for the regular two-semester academic session presumes ample time for vacation in the summer interval between sessions, at the Christmas interval between semesters, and during the spring vacation. No annual leave is provided. Teachers may be called on to return to active duty sufficiently in advance of the opening of a new session for preparation for that season. Each academic session officially begins August 15 and ends May 16.

For faculty members employed for 12 months, the following policy statements on annual leave (vacation) will apply.

The leave year shall begin on January 1 and end on December 31.

Annual leave (vacation) shall accrue at the rate of 24 working days per year but not more than 45 days may be carried forward into a new leave year. Leave accrues continuously at the rate of 2 days per month.

Emergency leave may be authorized by the Vice President for Academic Affairs, and advance leave up to 9 working days may be taken without loss of pay. In the event a faculty member resigns with a negative leave balance, his final pay check shall be reduced by the value of any leave used in excess of the amount accrued.

Requests for use of annual leave (vacation) must be submitted far enough in advance of actual need to assure prior approval by proper administrative authorities. Vacations shall be scheduled during periods of low workload to the extent practicable and shall be distributed in a manner to promote efficient operation of each activity.

Annual leave shall not be used for absence due to illness unless all accumulated sick leave has been exhausted, after which accrued annual leave may be utilized.

Annual leave shall accrue to a faculty member while in a leave-with-pay status, provided he returns to duty. Annual leave does not accrue during periods of leave without pay, or during terminal leave.

A regular employee who is separated, regardless of the reason therefor, after completing six months of continuous employment, shall be paid in a lump sum supplement to his final regular payment, the value of annual leave accrued but not taken, as of his final day at work; provided, that no such payment for unused annual leave shall exceed the value of the maximum number of days permitted by State Law.

The resolution was passed unanimously by the Senate. Prof. Dillon stated that his committee has set up a subcommittee to investigate Prof. Baron's amendment which would apply the same rules to nine-month faculty; after polling nine-month faculty over the next nine months, the committee will submit a resolution on this matter.
Prof. Holmes moved the adoption of a RESOLUTION COMMENDING THE
AD HOC FACULTY COMMITTEE ON RETIREMENT (FS-73-5-4).

Be it resolved that the Faculty Senate highly commends the
efforts of the Ad Hoc Faculty Committee on Retirement (Dr. E. L. McLean, College of Agricultural Sciences; Professor Lamar Brown, College of Architecture; Dr. Gordon W. Gray, College of Education; Dr. Eugene Harrison, College of Engineering; Professor N. B. Goebel, College of Forest and Recreation Resources; Dr. J. M. Wannamaker, College of Industrial Management and Textile Science; Dr. Jerome V. Reel, Jr., College of Liberal Arts; Professor Elizabeth J. Hall, College of Nursing; and Dr. K. T. Wallenius, Chairman, College of Physical, Mathematical and Biological Sciences, in preparing their recent report on retirement.

Be it further resolved that the Faculty Senate urges strong and
vigorous executive action by the University toward the imple­
mation of the Committee's recommendations.

The resolution passed unanimously. This committee report points out the advantages of TIAA/CREF and Pilot Life Insurance programs over the present mandatory South Carolina Retirement System. Prof. Wallenius stated that he believes that the prospects for change have improved; Gov. West, among others, has expressed concern about the matter of the retirement program presently available for college and university faculty members who are state employees.

Old Business

Pres. Fulton reported that, although additional cars have been promised for the Motor Pool sometime after August first, there may still be additional problems concerning motor pool operation policies which need investigation. Prof. West introduced a RESOLUTION TO REINSTATE THE AD HOC COMMITTEE ON THE MOTOR POOL (FS-73-5-5).

Be it resolved that the Ad Hoc Committee on the Motor Pool be reinstated to review the operational policies of the Motor Pool.

His motion carried. Pres. Fulton will establish such a committee in consultation with the Advisory Committee.

New Business

Prof. Jacobus stated that with sufficient funding, with additional personnel and with sufficient renovation or construction, the Redfern Health Center could provide health care for faculty members. In particular, there could be an annual voluntary physical examination. He moved the adoption of the RESOLUTION ON REDFERN (FS-73-5-6).

Whereas the maintenance of the general health of the individuals of an academic community is paramount to the uninter­rupted functioning of the University, and

Whereas total health care is presently afforded to a large segment of the University community, and
Whereas the currently available facilities of Redfern Health Center are adequate to afford health care for the entire academic community, be it

Resolved that all members of the University be afforded equal opportunity to avail themselves of the facilities of Redfern Health Center.

The resolution was adopted unanimously.

Prof. Roberts moved the adoption of a RESOLUTION ON REVISION OF THE STUDENT RELATIONS COMMITTEE (FS-75-5-7), which recommended that students try to resolve grievances through the "traditional procedures" involving the faculty member, department head, and dean; that proper protection be provided to faculty members and students involved in grievance procedures; and that, until appropriate action can be taken, the Student Relations Committee be suspended. (Resolution FS-73-5-7 is attached to these minutes.)

Prof. Steirer, the new chairman of this committee, pointed out that in only three cases have faculty members been bitter about the actions of the Committee; several faculty members, on the other hand, have praised it. The committee, he stated, is not a judicial body but simply tries to provide justice based on the facts of the particular case. He denied that the committee's methods are "secretive" but, he stated, they are "confidential." All parties to a grievance know of all activities of the committee relative to the grievance. However, the committee is bound not to publicize its activities. The faculty member does have the right to appeal to Dean Hurst. Prof. Steirer felt that, in some instances, the faculty member would be better served if the grievance were not called to the attention of the faculty member's department head or his dean. He also pointed out that in many cases the Committee has taken no action at all, because, when the student was requested to put his grievance in writing or to discuss the matter with his instructor, he was heard from no more.

Prof. Roberts argued that the need for protection was important and offered an amendment (FS-73-5-7-a, attached to the minutes) to his resolution which would create a special committee to include some persons with legal backgrounds for the purpose of recommending changes in the procedures of the Student Relations Committee. Pres. Fulton, who had served as Chairman of this committee, turned over the chair to Vice President West. Prof. Fulton pointed out that the committee has no power, invokes no penalties, keeps its activities confidential, and, therefore poses no threat to a faculty member. It simply provides some arbitration machinery. Previously, a student with a grievance had to go to a department head, to Dean Walter Cox, or to President Edwards to seek redress. Several Senators indicated a desire to have the Committee studied. However, the amendment was defeated, and when brought to a vote, the resolution itself was defeated.

The meeting adjourned at 7:10.

Respectfully submitted,

Russell D. Shannon
Secretary

Member absent: N. R. Bauld
Attachment #1

April 26, 1973

STATEMENT: Concerning the remarks of Dr. M. W. Jutras to the meeting of the Clemson University deans on April 16, 1973

MADE BY: John D. Fulton, President
Faculty Senate

The thrust of Dr. Jutras' remarks to the deans was toward the removing of salary inequities he claimed to be existing within departments, between departments within colleges, and between colleges within our University. Certainly, if salary inequities indeed do exist within the University, the University immediately should take steps to remove them. I will ask the Welfare Committee of the Faculty Senate to continue trying to determine whether salary inequities do exist within the University. Tables 17, 18, 19, and 20 on pages V52, V53, V54, and V55, respectively, of Book 3 of the 1970-1971 Clemson University Self-Study do reveal median salary differentials between colleges of our University during the years 1966-1967, 1967-1968, 1969-1970, and 1970-1971. Copies of these tables are attached. More revealing information concerning maximum, minimum, median, and average 1972-1973 academic year faculty salaries within colleges of our University were given recently by Dean Hurst to the Faculty Senate Welfare Committee. This information in tabular form is attached. Some of the salary differentials by rank between colleges revealed by this table are so small that they reasonably could be explained to be due largely to person-to-person variability. However, some of the salary differentials by rank between colleges are so large that they must reveal salary inequities. I will ask the Chairman of the Faculty Senate Welfare Committee, Dr. C. R. Dillon, to confer with Dr. M. W. Jutras concerning specific complaints involving salary inequities which Dr. Jutras has received as S. C. Coordinator for the AAUP.

If indeed salary inequities do exist within the University, how does the University resolve them? As long as the per cent increase in money budgeted to the University for faculty salaries does not keep pace with the per cent increase in cost of living, I would oppose any decision not to pass precisely that per cent increase on to each department head for his department's salary budget. After all, any per cent raise in salary which is smaller than the per cent increase in cost of living is really a salary decrease. However, if the per cent increase in money received for faculty salaries is greater than the per cent increase in cost of living, then the University can go a long way toward solving between college and within college but between department salary inequities by establishing yearly University-wide salary ranges by rank and by giving each department sufficient per cent increases in faculty salaries to move its faculty towards these ranges. But in this instance, no department should receive an increase in its money for faculty salaries less than the per cent increase in cost of living. If the Welfare Committee of the Faculty Senate determines that salary inequities do exist in the University, I
will ask the Welfare Committee to recommend policies that will resolve these inequities.

When a member of our faculty who earns $17,000 for the academic year leaves the University and is replaced by a new member of the faculty earning, say, $11,000 for the academic year, the $6,000 difference, or "lapse money" could go a long way toward solving some faculty salary inequities. I will ask the Welfare Committee of the Faculty Senate to determine how such salary lapse money received by the University is spent. I am certain that our faculty will be strongly aroused if they learn that money budgeted by the Legislature for faculty salaries is not spent for faculty salaries.

I urge the University to resist at every level -- in the Budget and Control Board conference rooms, in the offices of deans, and in department heads' offices, any policy of establishing minimum per cent increases for salaries of faculty members, no matter how bad their work was judged to be during an academic year. Department heads should have flexibility to reward initiative, hard work, and quality work and should not be forced to encourage semi-retirement of academic personnel by guidelines which require some minimum per cent increase in salary for faculty no matter what their performance. Real flexibility exercised by department heads in determining yearly salary adjustments can aid significantly in resolving salary inequities.

Dr. Edwards has led this University during his tenure as President of the University through a period of unparalleled growth. In this recent period of declining support for universities nationwide and of our University's unfavorable position in the State formula budgeting system, he has made the case for Clemson University known in Columbia. Though the 1973-1974 budget has not passed the S. C. Senate, the President has won for Clemson University in the S. C. House almost a complete turn around from a meager budget recommendation for Clemson University which would have required the dismantling of the University beginning July 1, 1973. It was reported editorially recently in the Greenville News that Clemson University had an unfavorable position in State formula budgeting for funds for South Carolina public colleges and universities. Perhaps, Dr. Edwards has won for the University a more favorable position for Clemson in formula budgeting as well.

I submit that the Legislature might be inclined to allocate more money for faculty salary increases if less money is allocated for faculty growth. Faculty growth should directly reflect demand for growth revealed by undergraduate credit hour enrollments or should reflect urgent priorities for new programs in education, extension, and research. Since most graduate students hold teaching assistantships and, therefore, must be involved in teaching undergraduates, the expansion of faculty to teach graduate students and the expansion of the number of graduate students in any department should reflect a corresponding past growth in undergraduate credit hour enrollments in that department. Attached is a table which presents undergraduate credit hour enrollments by college at the University for 1969-1970, 1970-1971, 1971-1972, and 1972-1973.
If faculty expansion is to be curtailed, then the University and, therefore, the Faculty Senate should begin facing some difficult problems. The Carnegie Commission report, *Governance of Higher Education: Six Priority Problems*, suggests that institutions of higher education should initiate more stringent tenure reviews and set "peril points" to warn the institution when their percentage of tenured faculty is becoming too high. Moreover, while generally supporting the tenure system, the Commission recommends that persons on a half-time or more faculty status should be eligible for tenure, but the time elapsed before a decision on tenure must be made should be counted on an FTE basis. The academic administration of the University should make known to the Faculty Senate any policies regarding tenure which it is now applying uniformly to all our faculty members but which are not stated in the Faculty Manual. The Dean of the University has told the Past President of the Faculty Senate that he is preparing a position paper on tenure. The Faculty Senate awaits that paper. I will ask the Policy Committee of the Faculty Senate to examine the recent Carnegie Commission report to find possible recommended changes in our tenure policies.

If there is to be little faculty expansion at our University in the near future, then new programs will have to be instituted with existing faculty. The Carnegie Commission notes that student interests, the labor market, and social concern are undergoing the widest changes just at the time when rising tenure percentages are freezing faculties into specialties which may not reflect these changes. Thus, now more than ever, the University needs to budget more money for faculty leave, for sabbaticals, for faculty travel, and for our library. This will allow our faculty to change areas of specialization.

Duplication of effort in the education process is expensive. Dr. Jutras has charged that there are many instances where different departments of the University are offering essentially the same courses which may have different names. Similarly, he has stated that there are different academic units of the University which are offering similar programs. I will ask the Admissions and Scholarship Committee of the Faculty Senate to attempt to determine the extent to which courses and programs are duplicated within the University.

According to the information given by Dr. Edwards to the Ad Hoc Committee of the Faculty Senate to study the 1972-1973 budget, faculty salaries at the University increased about 49.3% from 1970-1971 to 1972-1973 and increased about 65.2% from 1969-1970 to 1972-1973. Moreover, these increases occurred during years when the per cent increases in faculty salaries for salary raises were about 4%, 2%, and 5.5% for the years 1969-1970, 1971-1972, and 1972-1973, respectively. Can the remainder of these increases be attributable solely to salaries for faculty growth? Moreover, just what is included in the line item labeled "Faculty Salaries" in the budget sheet given by Dr. Edwards to Ad Hoc Committee B of the 1972-1973 Faculty Senate? Are graduate teaching assistants' salaries included?

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Are the professional librarians' salaries included? Are the salaries of the seventy-nine new extension faculty included in the 1972-1973 column? The Faculty Senate directed the President and the Vice President of the Faculty Senate to determine from the Dean of the University, the answers to these questions. Since the Dean of the University could not answer these questions, the Faculty Senate President and Vice President respectfully request the answers to these questions from the Business Office or from the President of the University. Dean Hurst has informed me that he will obtain for the Faculty Senate the answers to these questions about the 1972-1973 budget.

Dr. Jutras stated that the control of the growth of the academic administrative staff might tend to induce the Legislature to make available more funds to operate the University and therefore to resolve faculty salary inequities. Indeed, I can see no reason why a new academic unit should be formed before the faculty to be associated with that unit grows to a respectable size. Moreover, I can see but one reason to create a new academic administrative position or to add a new academic administrative staff member -- to perform duties that otherwise would have to be performed by the faculty. That is, I view the role of the academic administration as supportive, as opposed to managerial. The role of the academic administration is to support the staff of professionals, the faculty, who perform the vital functions of the University -- education, extension, and research.

Certainly, since our University is now spending a greater share of our gross state product, the University is more carefully scrutinized by government in its budgeting procedures, in its staff growth, in its physical facilities expansion, and in its space utilization. Thus, producing the type of justification now required to support the budget requests of the University likely has required an expansion of our administrative staff. Just processing information required by government or requested by the AAUP and other organizations has necessitated expansion of our academic administrative staff.

Stewart Alsop, writing in the January 8, 1973, issue of Newsweek magazine, states,

"More and more, the people who perform the basic function of the organization they serve are the proles, the Untermenschen. The administrators, or support types, are the overlords.

"Similarly, the people who actually teach the young are at the bottom of the academic totem pole--the administrators get the big houses and the two-car garages. Everywhere in American life, this phenomenon is visible. Maybe it's time to give more money, and more prestige, to the people who actually do things, and less to the people who solemnly shuffle papers."

Book 2, Table 3, page IV-23 of our recent Self-Study graphically illustrates Mr. Alsop's point. Table 2 is attached to this statement.
In 1969-1970, the average salary for a full professor from the nine-month staff was $16,539, and the average salary for a full professor from the twelve-month staff was $17,801. During the same fiscal year, the average department head's salary was $19,565, the average dean's salary was $23,192, and the average administrative officer's salary was $26,811. Similar salary differences are shown in Table 2 for the years 1965-1966, 1966-1967, 1967-1968, and 1968-1969. I expect that similar salary differences would be the case at Clemson University for the year 1972-1973.

Our University faculty assume our academic administrators earn their higher salaries. We assume that they are all activists on our behalf. We assume that they view their role in the University as supportive of the faculty whom they represent. We assume that the meetings of the deans with administrative officers and of department heads with deans are not merely briefings but are meetings at which academic policies are being formulated by administrators who have done their homework and who speak candidly and eloquently while supporting their faculty. We assume our department heads and deans regularly consult with their faculty concerning academic matters and that they are receptive to complaints and dissent from the faculty they represent.

There is no better evidence of administrative privilege at Clemson University than the University policy regarding reserved parking spaces. The business of the University is education, extension work, and research. Our University administrators only support the business of education, extension work, and research. Why is it then that virtually every Clemson University administrator has a reserved parking place on our campus while virtually none of our faculty have reserved places? Present University policy, which has allowed this privilege for administrators and their staff, stipulates, therefore, that it is more important that an administrator, or perhaps an administrator's secretary, be at his desk on time, than it is for a faculty member to be at his class on time or to be on time to lend his expertise at a meeting involved in his extension work or to make a critical measurement promptly at 8:00 a.m. in his research laboratory. It is unconscionable that there are 241 reserved parking spaces at Clemson University. I urge that the University accept the Faculty Senate resolution of February 13, 1973, concerning reserved parking at the University.

If there are faculty salary inequities at the University and if the University makes a concerted effort to remove them to the extent that yearly salary ranges are established by faculty rank at the University, then the promotion or tenuring of a faculty member would no longer seem to involve just the tenure and promotion committee of that faculty member's department. I submit that each full professor at the University then would have a considerable interest in the promotion of any University associate professor to full professor. Thus, if the University restricts faculty salaries to narrow ranges by rank, it would seem advisable to establish college tenure and promotion committees and University tenure and promotion
committees. I will ask the Policy Committee of the Faculty Senate to consider the advisability of establishing such committees.

The implied threat of Dr. Jutras' remarks to the deans was that if the University does not resolve what Dr. Jutras claimed to be existing salary inequities at the University, then Dr. Jutras and others would take steps to organize the staff of the University into a union. Dr. Jutras hopes that unionization of the staff would not be necessary.

The Carnegie Commission cautions faculty to consider a series of questions it raises concerning collective bargaining. The following questions are extracted from page 4, column 2, of the article by Larry Van Dyne, "Restore Amity in Governance, Kerr Unit Urges," The Chronicle of Higher Education, April 23, 1973. The article is a report on the Carnegie Commission report previously cited.

"What impact will it have on the faculty's traditional 'co-management' rights in determining courses, research projects, and the like? Will it prompt unions of students that might threaten faculty authority? Will it undermine campus autonomy by bringing into the process governors and legislators (who have the money), the National Labor Relations Board and similar state boards (which set the rules), and external arbitrators (who settle the fights)?

"Will it undermine the merit system in favor of seniority and will it adversely affect the tone of relations between professors and administrators? How will it affect the hierarchical relationship between senior and junior professors or between the faculty as a whole and non-faculty personnel? Will strikes undercut public support?"

I strongly oppose collective bargaining by our faculty at this time.

The Faculty Senate must be the sounding board of faculty problems and complaints within the University. Faculty senators should regularly consult with their faculty, their department heads, and their deans. Then the complaints that Dr. Jutras has received from faculty members might be channeled toward resolution of the problems which led to the complaints.

The Faculty Senate should examine carefully the charges made by Dr. Jutras. The welfare of the University is precisely our province. If the Faculty Senate cannot address itself to the weighty and crucial issues facing the University, then I doubt that any University-wide committee can.

It seems to me that it is the role of the Faculty Senate to continually be critical of our University, that we as Senators should be activists in this role as critics, but that we should be loving critics.
MEDIAN NINE-MONTH SALARY OF THE ACADEMIC FACULTY
OF CLEMSON UNIVERSITY BY COLLEGES AND SCHOOLS, 1965-1970
TABLE 18

MEDIAN NINE-MONTH SALARY OF ASSISTANT PROFESSORS
AT CLEMSON UNIVERSITY BY COLLEGES AND SCHOOLS, 1966-1970
TABLE 19

MEDIAN NINE-MONTH SALARY OF ASSOCIATE PROFESSORS

AT CLEMSON UNIVERSITY BY COLLEGES AND SCHOOLS, 1966-1970
TABLE 20

MEDIAN NINE-MONTH SALARY OF PROFESSORS AT CLEMSON UNIVERSITY BY COLLEGES AND SCHOOLS, 1966-1970

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Clemson University
1972-73
Maximum, Minimum, Median, and Average Salaries by Rank, Degree, and Sex
by College and for University*

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<th>College</th>
<th>Professor</th>
<th>Associate Professor</th>
<th>Assistant Professor</th>
<th>Instructor</th>
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<tr>
<td></td>
<td>Min: 12,003</td>
<td>-</td>
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<tr>
<td></td>
<td>Med: 15,603</td>
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<tr>
<td></td>
<td>Avg: 15,660</td>
<td>-</td>
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<td>Med: 19,633</td>
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<td></td>
<td>Avg: -</td>
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## BY COLLEGE

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### BY UNIVERSITY (Male)

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### BY COLLEGE

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#### Liberal Arts

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#### Nursing

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#### NO ACADEMIC RANK

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#### Library

### BY UNIVERSITY

(Female - excluding Library)

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*All salaries are for 9 months; All groups shown represent 4 or more faculty; Smaller groups are not recorded.

1/15/73
### UNDERGRADUATE CREDIT HOURS

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**Education (with ROTC)**
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- 1970: 6,539
- 1971: 6,828
- 1972: 5,959
- Net 1969-72: -907
- Percentage Change, 1969-72: -13.2

*From: Office of Admissions and Registration (Woody Marx)*
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RESOLUTION ON REVISION OF THE STUDENT RELATIONS COMMITTEE
FS-73-5-7

WHEREAS, the Student Relations Committee was created by the University and approved by the Faculty Senate, and

WHEREAS, the defined authority of such committee, which is hereto attached, is so general in nature that it is fearful that said committee could, in interpreting substantively the Faculty Code of Ethics, alter or extend academic policy, which should be done by representatives of the Faculty, as a whole, and the Administration and not by such a committee as the Student Relations Committee, and

WHEREAS, the Rules and Procedures of said Committee, which are also hereto attached, imposes no accountability on the part of the said committee by providing that its interpretations be publicly recorded and given to the Faculty who are presumably obligated to adhere to such interpretations; said rules give said committee secretive investigative authority, the power to change its own procedures, and provides no right of appeal to a faculty member under investigation in those cases where there might be a possible disagreement over the recommendation by the Committee.

WHEREFORE, BE IT RESOLVED, that the Faculty Senate recommends that provisions be made that said Committee be limited in its authority to hear only those student grievances that are found to be impossible to be resolved through the traditional procedures of going through the faculty member involved, the Chairman of his Department, and the Dean of his College, and

BE IT FURTHER RESOLVED, that in order to give full protection to both the Student and Faculty member, and at the same time foster better Faculty-Senate relations, both the substantive and procedural powers of said Student Relations Committee must be more clearly defined, with the basic minimum protections built into such rules that are found in the judicial system, the grievance procedure used in industrial relations, and even the grievance procedure found in the Faculty Manual, and

BE IT FURTHER RESOLVED, that because of the foregoing, the Faculty Senate recommends that the Student Relations Committee be suspended until the foregoing problems be resolved, and that any grievances that are pending be referred to the Chairman of the Department of any faculty member involved whereby the parties may arrive at an amicable solution, and

BE IT FURTHER RESOLVED, that this Resolution is not, and is not meant to be, in any way derogatory toward any members who have served on the Student Relations Committee in the past, nor toward any members who are presently serving on said Committee.
Attachment #3

AMENDMENT TO RESOLUTION ON REVISION OF THE STUDENT RELATIONS COMMITTEE

FS-73-5-7-a

I move that the Revision of Student Relations Committee Resolution (FS-73-5-7) be referred to a special (or ad hoc) Committee to be appointed by the President of the Senate. It is recommended that this Committee be composed so as to include the Legal Counsel of the University and one or more Clemson Faculty members (not necessarily members of the Senate) who have earned degrees in Law. This special Committee should be requested to report their recommendations concerning the original Resolution to the Senate for action at the Senate Meeting August 21, 1973.
AMENDMENT TO RESOLUTION ON REVISION OF THE STUDENT RELATIONS COMMITTEE

FS-73-5-7-a

I move that the Revision of Student Relations Committee Resolution (FS-73-5-7) be referred to a special (or ad hoc) Committee to be appointed by the President of the Senate. It is recommended that this Committee be composed so as to include the Legal Counsel of the University and one or more Clemson Faculty members (not necessarily members of the Senate) who have earned degrees in Law. This special Committee should be requested to report their recommendations concerning the original Resolution to the Senate for action at the Senate Meeting August 21, 1973.
Minutes of the Meeting of the Faculty Senate

June 12, 1973

Olin Hall Auditorium

President Fulton called the meeting to order at 4:15. The minutes of the May meeting were revised to clarify the nature of the meeting between Pres. Fulton, Vice Pres. West, Dean Hurst, and University Vice Pres. Wilson. Regarding resolution FS-73-5-6, Prof. Jacobus pointed out that the Redfern Health Center needed additional personnel, renovation of facilities, and sufficient funding in order to provide services to faculty members. Regarding resolution FS-73-5-7 and its amendment, Prof. Roberts requested that the adjectives indicating the nature of the votes be struck or that numbers of those voting pro and con be inserted. The May minutes were approved incorporating all of these suggestions for revision.

Pres. Fulton announced that Prof. A. S. Tombes had been elected to fill the unexpired term of Prof. Wallenius, who had resigned, for the College of Physical, Mathematical and Biological Sciences. In addition, Pres. Fulton announced that Jeanette Bernhardt had been elected as the alternate for M. A. Kelly in the College of Nursing; Dorothy C. Porter is the alternate Senator from the Library; W. B. Barlage is the summer alternate for W. F. Beckwith; C. B. Russell is the summer alternate for P. T. Holmes; B. J. Skelton was substituting for J. R. Hill, and E. P. Willey was substituting for A. L. Recoulley.

Prof. Steirer moved that the rules be suspended in order to allow Committee Reports and New Business to precede the President's Report. His motion carried.

Committee Reports

For the Admissions and Scholarship Committee the Chairman, Prof. Steirer, moved the adoption of a RESOLUTION ON OPTIONAL FINAL EXAMINATIONS (FS-73-6-1).

WHEREAS, Part IV of the Scholastic Regulations Section, the paragraph titled Semester Grades on page 100 of the Clemson University Announcements now stipulates:

The standing of a student in his work at the end of a semester is based upon daily classwork, tests or other work, and the final examinations. Faculty members may excuse from the final examinations all students having the grade of A on the work of the course prior to the final examination, but for all other students written examinations are required in all subjects at the end of each semester, except in certain laboratory or practical courses in which final examinations are not deemed necessary by the department faculty.
Now therefore, BE IT RESOLVED that said paragraph titled Semestern Grades be replaced by:

The standing of a student in his work at the end of a semester may be based upon daily classwork, tests or other work, and the final examinations. The individual faculty member will have the option of determining the relative weights of all work in assigning the final grade and in allowing exemptions from the final examination. Written final examinations in any course will be discretionary with the individual faculty member.

Prof. Steirer pointed out that current regulations regarding examinations in courses are "much breached." Prof. Knapp noted that the rule is impossible to enforce since only the professor knows what constitutes a "final exam." Prof. Adkins asked about the function of final exams; Prof. Steirer responded that the regulations say merely that they are part of the final grade. Prof. Baron argued that the decision regarding whether or not a final exam be given in a course ought to be left up to the person teaching the course. Profs. Abernathy, Roberts, and Bauld spoke against the resolution, Prof. Bauld arguing that final exams were necessary to achieve "uniformity and a high level of academic endeavor."

The resolution carried by a vote of 17 to 14. A request for a Roll Call vote failed to pass. Profs. Bauld, T. Skelton, Cross, Arnold, and Russell requested to go on record as voting against the resolution.

Prof. Steirer moved the adoption of a RESOLUTION PRESCRIBING GPR FOR GRADUATES IN MAJOR (FS-73-6-2).

WHEREAS it is now possible for students to graduate with a grade-point ratio of less than 2.00 in their major field of study,

BE IT RESOLVED that the following be included in the Scholastic Regulations as listed in the 1972-73 Catalog on page 108 under the heading "Special Graduation Requirements."

A cumulative grade-point ratio of 2.00 is required for graduation. (New material follows). In addition, a college or department will require a cumulative grade-point ratio of 2.00 in such courses as may be determined by that college or department as constituting the major field of study.

After a brief discussion the resolution passed unanimously.

Prof. Steirer moved the adoption of a RESOLUTION ON CLASS ATTENDANCE REGULATIONS (FS-73-6-3) which stated that faculty members...
will "declare the policy on attendance and grade requirements that will be implemented in each course at the beginning of each semester."

Prof. Steirer argued that grievances are apt to be brought before the Student Relations Committee under the New Class Attendance Regulations unless faculty members stipulate their rules. Prof. Bauld argued that the resolution should require that the policy be provided in writing to students and offered an amendment to that effect; Prof. West provided a revised wording of the same amendment. Prof. Sherrill requested that the phrase "at the beginning" in the Resolution go at the beginning of the statement. Prof. Baron argued that "grade requirements" should not be included as part of a rule regarding Class Attendance. Prof. Abernathy moved that the resolution be sent back to the Admissions and Scholarship Committee for revision. His motion carried.

Prof. Steirer moved the adoption of a RESOLUTION ON THE HONOR SYSTEM (FS-73-6-4).

BE IT RESOLVED that the following replace the present "Rules and Regulations on Cheating and General Classroom Dishonesty" found on pages 190-191 of the 1972-73 Student Handbook.

I. Cheating

A. Cheating includes giving or receiving unauthorized aid on any academic work.

B. Plagiarism, a form of cheating, includes the copying of language, structure, or ideas of another and passing them off as one's own.

C. All academic work submitted for grading contains an implicit pledge by the student that he has received no unauthorized aid.

D. Cheating is a violation of the Student Regulations as well as Academic Regulations.

II. Penalties

A. A student guilty of the first offense of cheating may receive a maximum penalty of a grade of "F" for the course; the instructor will determine the final grade.

B. A student guilty of the second offense of cheating will receive a grade of "F" for the course and will be suspended for one or more semesters.
III. Procedure

A. Each student is responsible for his conduct. Students may report violations to the instructor or to the Attorney General of the Student Body.

B. Reported violations will be investigated, heard, and appealed as other violations of Student Regulations.

Prof. Steirer noted that several modifications had been made in the policy originally discussed with Mr. Vic Bost, Assistant to the Vice President for Student Affairs, at the special Senate meeting in March. In particular, there is now in Part IC of the Resolution simply an implicit, not written, pledge not to cheat. Penalties, Prof. Steirer pointed out, will come only after investigation of the charge has been carried through the Student Judicial System. It was also noted that the penalties for the first offense are now so severe that cases are often not reported.

The resolution passed.

Prof. Steirer moved the adoption of a RESOLUTION ON AN ADVISORY COMMITTEE FOR THE STUDENT RELATIONS COMMITTEE (FS-73-6-5).

WHEREAS, the Rules and Procedures of the Student Relations Committee have come under criticism from various faculty members, and

WHEREAS, many faculty members do not understand the Rules and Procedures of said Committee, be it

RESOLVED that an advisory committee be established in order to examine said Rules and Procedures with the objective of determining if faculty rights are being undermined as charged and advising, if necessary, the Student Relations Committee on how better to protect those rights. The advisory committee should be chaired by the Chairman of the Faculty Senate Welfare Committee, and include two other members of the Faculty Senate appointed by the President of the Senate plus two non-Senate faculty members invited to serve by the President of the Senate. The Chairman of the Student Relations Committee shall serve as a non-voting, consulting member of the advisory committee. The term of the Committee shall be for a period of six months.

Prof. West argued that problems pertaining to the Student Relations Committee come under the purview of the Senate's Welfare Committee; Prof. Cross agreed. It was suggested that faculty members unhappy with the operation of the Student Relations Committee could take the matter to the Welfare Committee and that another committee was unnecessary. Prof. Roberts asked what University procedure gives faculty members rights equal to those enjoyed by the students. Prof. Steirer stated that the operating procedures of the committee have been reviewed by Gen. Rigsby, and it is his opinion that they do not compromise the rights of faculty members.
He noted, however, that there is some dissatisfaction with the committee, and that since the committee depends upon the voluntary cooperation of faculty members, he felt it was desirable to try to eliminate this dissatisfaction.

The resolution carried by a vote of 15 to 14.

Prof. Steirer moved the adoption of a resolution (FS-73-6-6) concerning Senate finances. Prof. Dillon stated that the Faculty Senate ought to have a budget for printing costs and other expenses. Prof. West moved that the resolution be referred to the Policy Committee. His motion carried.

Prof. T. Skelton reported on action taken by the Policy Committee. Some faculty members have requested a change in Policy 5034 of the Clemson University Manual on Business and Financial Affairs to permit use of personal vehicles for official travel to points less than 300 miles from Clemson. The committee recommended that this matter be considered by the Motor Pool Committee.

Prof. Skelton then introduced a RESOLUTION ON AN AD HOC COMMITTEE ON FACULTY WORK LOADS (FS-73-6-7).

WHEREAS each college uses a different basis for determining work loads, and

WHEREAS this may be desirable or it may be desirable to have a University policy for determining faculty work loads;

THEREFORE BE IT RESOLVED that an Ad Hoc Committee be appointed to study faculty work loads and report to the Faculty Senate. This Ad Hoc Committee should consist of one member from the Welfare Committee, one from the Policy Committee, and one administrator.

The motion carried unanimously.

Prof. Skelton also noted that his committee is considering several methods for electing faculty members to serve on University councils and committees. The committee has also considered the evaluation of academic administrators by faculty. However, since a University committee already may be looking into this matter, the Policy Committee will seek to determine the nature of the work being done by the committee (if such a committee exists) before working on the matter.

For the Research Committee Prof. Bauld reported that its main concern this year will be the organizational structure of the University's Office of Research. In particular the question of whether or not this office is providing the kind of services faculty members need will be investigated.

For the Welfare Committee, Prof. Dillon reported that his group had discussed faculty evaluations, faculty housing, retirement
programs, and faculty salary differentials. He also made the following formal statement: "The Welfare Committee of the Faculty Senate would like to express its appreciation to Dean Hurst for his willingness to cooperate on the problem of unusual salary differentials by asking for lists of such differentials from the dean of each college with the view that such differentials be corrected. It is requested that a report of progress in correcting differentials be made to the Faculty Senate at his earliest convenience."

President's Report

Pres. Fulton reported on the meeting of the Senate's Advisory Committee on May 30. The Committee had approved the request of Prof. Adkins to be transferred from the Research to the Welfare Committee. The Ad Hoc Committee on the Motor Pool had also been established: Prof. Ezell (Chairman), Prof. Hill, and Ms. Kelly.

Pres. Fulton also reported that at the Undergraduate Council meeting on May 24 the highest priority had been given to the matter of approving degrees for students who leave Clemson after their junior year to work for professional degrees.

Pres. Fulton pointed out that the Senate's resolution on annual leave for 12-month faculty members (FS-73-5-3) will not be submitted to the Board of Trustees at their next meeting. Prof. Hedden moved a RESOLUTION OF CONCERN BY THE FACULTY SENATE OVER DELAY IN APPROVING THE NEW LEAVE POLICY (FS-73-6-8).

WHEREAS the Faculty Senate had passed the revised policy on Annual Leave (FS-73-5-3) unanimously, and

WHEREAS delay in its implementation will be to the detriment of the welfare of some 12-month faculty members;

THEREFORE BE IT RESOLVED that this Resolution (FS-73-5-3) be brought to the attention of the Board of Trustees at their next meeting.

The motion passed unanimously.

Pres. Fulton stated that a report by the Commission on Higher Education shows that Clemson's 1972 freshmen had the highest mean SAT scores of any state-supported institution in South Carolina. The same report shows that among the South Carolina public, four-year colleges and universities, Clemson University had the highest percentage of its 1972 freshmen in the top 10%, top 20%, top 30%, top 40% and top 50% of their high school classes.

Pres. Fulton also reported that the Graduate Council had taken the position that it was the appropriate body to approve candidates for graduate degrees.

On the widening of Highway 93 through the University campus, Pres. Fulton stated that the only University committee other than the Executive officers which considered this development was the Landscaping and Site Development Committee. Since, in effect, the committee has only 1/2 a faculty member on it, Pres. Fulton has requested the Policy Committee to consider the question of additional faculty representation.
Pres. Fulton then distributed data on the University budget prepared by Mr. Melvin Barnett, the Budget Director. He noted that the data are in substantial disagreement with those provided on a similar sheet by President Edwards to an Ad Hoc Committee from the Faculty Senate earlier in the year. He pointed out that the data on the two sheets were gathered at different times each fiscal year. He then suggested that the Senate should consider reactivating this committee in the future to study the data.

Pres. Fulton then read the following letter which he had personally sent to Prof. Hulbert:

May 28, 1973

Dr. Samuel F. Hulbert
Associate Dean
Engineering Research & Interdisciplinary Studies

Dear Dr. Hulbert:

It was with considerable regret that I learned of your acceptance of the position of Dean of Engineering at Tulane University. Thus, Clemson University has lost one of the most prominent members of its faculty.

Your research in bioengineering, which has brought you world fame, has brought credit as well to all the Clemson University faculty. Our faculty will suffer a distinct loss with your departure.

I sense the professional opportunities you will enjoy in your association with Tulane University with its fine medical college and with its excellent program in bioengineering.

On behalf of the faculty of Clemson University, I therefore congratulate you and wish you well and thank you for your meritorious service to Clemson University.

Pres. Fulton stated that he would like to send similar letters to faculty members whenever their services to South Carolina, the nation, and the world had brought them—and therefore the University—international acclaim.

Pres. Fulton then reported on a recent meeting of the Academic Deans. Since the Continuing Education Center now seems likely to be built, Pres. Edwards has appointed a committee to make recommendations for use of this Center. The committee will have as academic members one faculty member from each college, appointed by the college deans. Pres. Fulton had requested that the Faculty Senate be represented, particularly in view of the fact that Pres. Edwards had indicated support for having faculty club facilities in the new Center. Prof. Shannon has been appointed to represent the Senate on this committee.
Pres. Fulton announced that the Vice President for Business Affairs, Melford Wilson, has been gathering data on faculty salaries at various institutions similar to Clemson, including Georgia Tech, Auburn, and VPI. Complete salary rolls are being obtained with a view toward using them as a basis for making salaries at Clemson more competitive with those elsewhere. Information gleaned from these rolls will be used in determining the 1973-74 University operating budget.

Pres. Fulton will send to each Senator copies of information given him by Pres. Edwards at the deans' meeting relevant to the request by the Sumter County Higher Education Commission to terminate this July its agreement with Clemson University for Clemson to operate Clemson University at Sumter.

Finally, Pres. Fulton reported that Dr. and Mrs. J. Wilson Newman have announced a deferred gift to the University for an endowed chair in Natural Resources Engineering which will go to the Agricultural Engineering Department.

The meeting adjourned at 7:10.

Respectfully submitted,

Russell D. Shannon
Secretary

Member absent: A. H. Holt
Minutes of the Meeting of the Faculty Senate

July 10, 1973

President Fulton called the meeting to order at 4:20. He called attention to some errors in the minutes of the June 12 meeting: on page 1, first paragraph, "Prof. Carlton" should be "Prof. Roberts"; on page 2, third paragraph, "Prof. Baron" should be "Prof. Bauld"; and on page 6, third paragraph from the bottom should read "...Clemson's incoming freshmen of 1972 had the highest mean SAT scores of any state-supported institution in South Carolina." In reference to that matter, Pres. Fulton added that the same report shows that, among South Carolina four-year colleges and universities, Clemson University had the highest percentage of its 1972 incoming freshmen in the top 10%, the top 20%, the top 30%, the top 40%, and the top 50% of their high school classes. The June minutes were approved incorporating these corrections.

Pres. Fulton announced that the following alternate Senators were present: E. A. Vaughn for C. W. Roberts, L. E. Seamon for E. P. Arnold, and C. B. Russell for P. T. Holmes.

President's Report

Pres. Fulton stated that faculty members would be notified about their salaries for the 1973-1974 year shortly, probably following the meeting of the State Budget and Control Board.

Pres. Fulton announced that there will soon be a repository of minutes of the Senate meetings in the South Carolina Room of the Cooper Library; the minutes will be the complete and corrected versions. The Newsletter will continue carrying a condensed version of the minutes (omitting resolutions not passed by the Senate).

Pres. Fulton suggested that an administrative member should not be included on the Senate's Ad Hoc Committee on Faculty Work Loads, as stipulated in the Resolution at the June Meeting (FS-73-6-7). Sen. Skelton introduced a RESOLUTION TO CHANGE THE COMPOSITION OF THE WORK LOAD COMMITTEE (FS-73-7-1):

BE IT RESOLVED that there be four faculty members on the committee to study faculty work loads.

The Resolution passed unanimously.

Pres. Fulton announced the membership of the Advisory Committee for the Student Relations Committee, created at the June meeting by Resolution FS-73-6-5. The members are: Susan H. Brown, Industrial Management; Lewis T. Fitch, Electrical and Computer Engineering; Malcolm J. Skove, Physics; Averett S. Tombes, Zoology; and C. R. Dillon, Biology. Profs. Dillon, Fitch, and Tombes are also Faculty Senate members; as prescribed by the resolution, Prof.
Dillon, chairman of the Senate's Welfare Committee, will act as chairman. Prof. Steirer, chairman of the Student Relations Committee, will serve as a consulting, non-voting member.

Pres. Fulton then referred to the Preliminary Report on Graduate Productivity Study prepared by the South Carolina Commission on Higher Education. This study has suggested criteria for elimination of graduate programs at state-supported schools in South Carolina; specifically, it lists magisterial programs which have not produced at least an average of two graduates per year for the past six years and doctoral programs which have not produced at least one per year for the same period. The study recommends that, after the various colleges and universities have confirmed the data, the Commission would "request reports of each institution as to whether or not these programs will be withdrawn; or if not on what basis their continuation is to be justified." Pres. Fulton has requested the Research Committee to investigate the matter of duplication of programs at the graduate level; the Admissions and Scholarship Committee will do the same for undergraduate programs. Pres. Fulton reported that Pres. Edwards had assured the Educational Council that there will be an opportunity for faculty input into the matter.

Pres. Fulton also noted that, effective August 1, Mr. Howard R. Boozer will become the new Director of the Commission on Higher Education.

Regarding the 1972-1973 University Budget, Pres. Fulton again raised the question of whether or not the Senate's committee to study that budget should be reinstated. The data provided for the committee by Pres. Edwards last year presented the most optimistic hopes for funds for the University for each year shown. Data provided the Faculty Senate more recently by Vice President Wilson show the amounts funded as of June 30 each year. Thus there are substantial discrepancies in the two charts. Prof. Carpenter suggested that University officials should supplement the "wish money" data with data on funds actually expended. Prof. Bauld pointed out that politicians who might need the data on actual funding have access to it. Prof. West stated that he believes the Senate has made its point and that Pres. Edwards' future budget summaries would reflect the University Budget as of June 30 each year. No action was taken.

In reference to the construction of new parking facilities in front of Tillman and Godfrey Halls, Pres. Fulton pointed out that the Planning Council had approved the general proposal, but that the Landscape and Site Development Committee worked out the details. Whereas the former group has faculty representation, the latter has only one faculty member. Although Pres. Fulton had no criticism of this particular project, he argued that more faculty input ought to be provided in implementation of University master plans. Prof. Vaughn introduced a RESOLUTION ON FACULTY MEMBERSHIP ON THE LANDSCAPE AND SITE DEVELOPMENT COMMITTEE (FS-73-7-2):
BE IT RESOLVED that the Landscape and Site Development Committee include an additional member from the faculty who has expertise in landscaping and site development, this member to be nominated by the President of the Faculty Senate.

The Resolution passed unanimously. In the discussion it was pointed out that there are plans to provide additional parking spaces for personnel working at Sikes Hall; the question was raised as to whether or not these personnel are more important than faculty members, who often must walk farther to their offices. Prof. Adkins noted that, according to the Parking Master Plan, an effort will be made to permit faculty members to park within 5 minutes walking time to their working station. He further noted that not all faculty members arrive at 8 and leave at 5, since some have errands on campus during the day. He argued that such a distance would be inconvenient for them and urged that the matter be given consideration.

Prof. Grove introduced a RESOLUTION ON PUBLICATION OF PLANS BY THE PLANNING COUNCIL (FS-73-7-3):

BE IT RESOLVED that the Planning Council require that all development plans be published by the Landscape and Site Development Committee and that 30 days be given for public review and comment prior to implementation by the Executive Officers.

The Resolution passed unanimously.

Pres. Fulton said that regarding the matter of leave for 12-month faculty (see Senate Resolution FS-73-5-3) the administration of the University will request the Board of Trustees to permit the administration of the University to determine leave policies for its employees. Dean Hurst indicated to Pres. Fulton that this request does not necessarily imply administrative acceptance of the Resolution. Gen. Rigsby has suggested to Pres. Fulton that the 1972 State law concerning annual leave for State employees may apply to University faculty.

In reference to the situation at Sumter, Pres. Fulton said that Clemson University is proceeding with the orderly transfer of the Clemson Sumter Center to the University of South Carolina. He was assured by Dean Hurst that tenured faculty members at Sumter will be able to remain with Clemson, if they prefer.

Finally, Pres. Fulton reported that the Resolution on the Honor System (FS-73-6-4) will be considered by the Student Senate this fall.
Committee Reports

For the Admissions and Scholarship Committee Prof. Fitch moved the adoption of a RESOLUTION ON AWARDING OF DEGREES AFTER MATRICULATION IN A PROFESSIONAL SCHOOL (FS-73-7-4):

WHEREAS the policy of Clemson University has been, since 1961, to award the baccalaureate degree only to those students who complete a prescribed course of study at Clemson University,

BE IT RESOLVED that all students attending Clemson University in good standing for three academic years in pre-medicine, pre-dental, pre-law, and pre-veterinary medicine curricula will be awarded the baccalaureate degree from Clemson University upon successful completion of the equivalent of one academic year in a professional program.

The extension of this policy to new pre-professional and professional programs will be reviewed upon request.

Expressing concern about the vagueness of the wording, Prof. Jacobus introduced an amendment to change the wording of the second paragraph to read: "... will be awarded the baccalaureate degree from Clemson University upon the attainment of the professional degree." The amendment failed; Prof. Jacobus requested to go on record as voting for the amendment.

The original Resolution passed.

Prof. Fitch then introduced a series of Resolutions: the RESOLUTION ON EXPLICIT STATEMENT OF ATTENDANCE POLICY (FS-73-7-5) would require each faculty member to provide students with a written statement of his attendance policy within the first week of class; the RESOLUTION OF EXPLICIT STATEMENT OF GRADING POLICY (FS-73-7-6) would similarly require each faculty member to inform students of his policy pertaining to final examinations and grades; and the RESOLUTION ON KEEPING OF RECORDS (FS-73-7-7) would require each faculty member "to keep all records of a student's performance in class, including grade books and class work not returned to the student, for a minimum of six months."

All three Resolutions failed. Although there was general sentiment among the Senators that the policies prescribed by the Resolutions are desirable, there was considerable question over whether faculty members should be forced to follow such rules. Prof. LeBourgeois pointed out that, if passed, they would in effect be bringing about a managerial revolution from within. Prof. Russell questioned whether or not they were enforceable. Ms. Kelly noted that, in the new rules, class attendance is the
student's, rather than the faculty member's, responsibility. Prof. Fitch stated that the reason for submitting the resolutions was to help protect the faculty members in grievances brought before the Student Relations Committee. Prof. Baron replied that if a faculty member is not bright enough to do these things without being required to, he deserves what he gets. A Resolution that these rules be printed in a faculty information booklet was withdrawn.

There was no report from the Policy Committee.

For the Research Committee Prof. Bauld reported that a sub-committee had been set up to prepare a questionnaire for pertinent deans and department heads to determine if the University's Office of Research is doing a satisfactory job. Regarding the matter of indirect costs, he said that a letter will be sent out to other colleges to find out what basis they use for determining indirect costs; also the possibility of deflecting some funds received as indirect costs back to the individual departments will be considered.

For the Welfare Committee Prof. Dillon reported that Dean Hurst had indicated that many unusual salary differentials at the University have been relieved in the 1973-1974 budget. The Committee is going to set up a profile on the 17 companies which sell tax-sheltered annuities at the University; a questionnaire will be sent to all companies and their responses will be compiled and published.

Old Business

Regarding the changes in rates for official travel, Prof. Adkins pointed out that there had been no increase in the food allowance. He suggested that the recent inflation made the old one inadequate. Prof. Fulton turned the matter over to the Welfare Committee.

The meeting adjourned at 6:30.

Respectfully submitted,

Russell D. Shannon
Secretary

RESOLUTION ON
EXPLICIT STATEMENT OF ATTENDANCE POLICY
(FS-73-7-5)

WHEREAS, new policies with regards to attendance have been instituted placing the precise attendance requirements within the jurisdiction of individual professors,

BE IT RESOLVED that each faculty member will within the first week of class meetings provide the students in his class with a written statement of his attendance policies.

Include as number 4 under Class Attendance Policy printed in the Student Handbook.
RESOLUTION ON

EXPLICIT STATEMENT OF GRADING POLICY

(FS-73-7-6)

WHEREAS, a new statement on final examinations and grading has been developed for inclusion in the General Announcements of Clemson University, and

WHEREAS, said statement makes final examinations optional with the professor,

BE IT RESOLVED that each faculty member will within the first week of class meetings provide the students in his class with a written statement of his policy pertaining to final examinations and grades.

Include on p. 176 of new Student Handbook under a new heading labeled Information on Final Examinations and Grading (just before Reports and Records).
RESOLUTION ON
KEEPING OF RECORDS
(FS-73-7-7)

WHEREAS, no regulations or guidelines now exist pertaining to the length of time that records of student performances should be maintained by individual professors and,

WHEREAS, it is in the best interests of both professors and students that such be maintained,

BE IT RESOLVED that faculty members shall keep all records of a student's performance in class, including grade books and class work not returned to the student, for a minimum of six months.

Include in new Student Handbook on p. 176 under heading Reports and Records.
President Fulton called the meeting to order at 4:15. He requested that the last two sentences in the second full paragraph on Page 2 of the minutes for the July meeting be deleted. He also requested that the third line from the bottom of Page 4 be revised to read "bringing about a managerial revolution from within." The revisions were accepted by the Senate and the minutes for the July meeting were approved as revised.

Having heard the report by the University Master Planner, Prof. R. D. Eflin, at the July meeting of the Board of Trustees, Pres. Fulton had invited him to present a similar report to the Senate. Prof. Eflin showed the Senators a map for the 1,000 contiguous acres around the academic area which he has zoned into "use" areas. In this plan, the "academic" area surrounds the Cooper Library as the focal point and extends to Perimeter Road. Prof. Eflin pointed out that it provides ample space for additional building. Flanking this area are the student living, recreational and dining areas which, Prof. Eflin said, are in "wonderful proximity" to the academic area.

Prof. Eflin then pointed out the "green belt" extending along Highway 93 which he proposed maintaining. He noted that in the future an interchange will probably have to be developed to relieve congestion at the intersection of Highway 76 on Perimeter Road. He suggested that some of the Physical Plant facilities (e.g., Central Receiving, fire fighting, etc.) be removed from their present locations in the center of the campus to the Perimeter Road. He also suggested that the open spaces on campus be made more attractive to invite greater use.

In connection with the traffic and parking situation, Prof. Eflin presented another map which showed the recent changes in parking facilities and regulations. He stated that although consideration had been given to such innovations as minibuses and parking garages in the "inner" campus, it had seemed more economical to develop free parking outside the inner campus for resident students and to allow commuting students to park nearer the inner campus; this arrangement puts everyone within reasonable proximity to the academic area. In the "inner ring" space is now provided for 30-minute parking for students wishing to use the Bookstore, etc. Prof. Eflin noted that additional policemen will be required for enforcement of all traffic rules and regulations; there is a plan to experiment with student policemen this fall.

Prof. Eflin agreed to the need for bikeways along Highway 93 and Cherry Road. He pointed out that, although the campus was well organized so far as building construction and location are concerned, little thought seemed ever to have been given to the needs of the pedestrians and cyclists. Finally, Prof. Eflin discussed the assignment of faculty members to designated parking areas, a policy which is intended to go into effect January 1, 1974. He noted that from the Master Planner's point of view it would be better if no assignments had to be made.
President's Report

Pres. Fulton reported on the meeting of the Board of Trustees, July 26, 1973, which he had attended. On the agenda had been the matter of awarding bachelor's degrees to preprofessional degree students. The Board had approved the following recommendation: "That the Administration [of Clemson University] be authorized to formulate and implement fair and equitable procedures for awarding the bachelor's degree to students who have attended Clemson University and who later enroll in an accredited, post-graduate professional college or university." Pres. Fulton pointed out that although the Administration had requested from the Trustees the granting of wide latitude within which an administrative policy could be formulated, the above statement went far beyond the recommendations of Faculty Senate Resolution FS-73-7-4, in which it was stipulated that the baccalaureate degree be awarded "upon successful completion of the equivalent of one academic year in a professional program" and confined the policy to the fields of medicine, dentistry, law, and veterinary medicine. The matter, Pres. Fulton stated, has not been settled since the implementation policy must be formulated, but he expressed the desire that the Senate's resolution be given full consideration by the Administration, particularly in view of the fact that some Senators had argued that even the Senate resolution was too lenient.

Regarding the request for changes in the annual leave policy for 12-month employees (see FS-73-5-3) the Board of Trustees had approved a recommendation leaving the matter in the hands of the University Administration. Pres. Fulton stated that the Administration is considering the matter but no final decision on the matter had been made.

Pres. Fulton noted that in the budget for 1973-1974 faculty salaries at the University had increased about 16.3% over the previous year; this increase included the funding of new positions.

Pres. Fulton had also met with Vice President Nicholas in reference to two resolutions passed at the July meeting. He reported that Mr. Nicholas had disagreed with the resolution (FS-73-7-3) requiring the publication of development plans 30 days prior to implementation, since he felt that the Development Office should not have the responsibility of final approval of the working drawings of any project. He felt the Development Office responsibility should end with schematic plans. He also felt that there are already many delays in the processing of working drawings. Mr. Nicholas, according to Pres. Fulton, was "lukewarm" regarding the resolution (FS-73-7-2) requesting an additional faculty member on the Landscape and Site Development Committee. Mr. Nicholas also agreed that the Planning Council should meet the year around and should be kept informed of and give advice relative to anticipated implementation of the master plan for development of the University.

Regarding any plan to provide parking spaces in the Bowman Field area, Pres. Fulton stated that members of the Board of Trustees had received a considerable amount of adverse reaction to any such plan and that a petition opposing such a plan had been circulated. A copy of the petition was given by Pres. Fulton to the Welfare Committee of the Senate.
Pres. Fulton said that the Educational Council and the Administration had endorsed the Senate's resolution which would substantially curtail reserved parking areas. He also noted that the increase in enrollment this fall was greater than had been projected and could have been even greater if more dormitory space had been available. Pres. Fulton urged the Senators to become more familiar with the budgeting formula established by the Commission on Higher Education. Prof. Beckwith inquired whether any attempts were being made to modify the CHE formula. Pres. Fulton stated that Dean Hurst had spent considerable time in Columbia directed toward that goal (modification) and that President Edwards had made a number of proposals to the Commission to make Clemson's position regarding the budget formula more nearly equitable.

Pres. Fulton then reported on action taken by the Senate's Advisory Committee. Membership of Ad Hoc Committee B on Faculty Work Loads will be: T. R. Adkins, chairman; P. T. Holmes; K. E. Carpenter; and W. E. West. For University Committees, the following appointments had been made by Dean Hurst following the Advisory Committee's recommendations: S. Sullivan, Archives Committee; O. J. Jacobus, Poisonous Chemicals and Radioactive Materials Committee; W. E. West, Safety and Fire Prevention Committee; and R. L. Cross, Traffic and Parking Committee.

Pres. Fulton thanked V. D. Carmack, K. E. Carpenter, and L. T. Fitch for their assistance in the orientation program for new faculty members. Vice President West had addressed the new faculty members relative to the Faculty Senate, the Faculty Manual, and the Student Relations Committee.

Pres. Fulton reported that Prof. Corrine Sawyer had requested to be relieved of the responsibility of being the campus representative for the Disney Magic Kingdom Club. Following the suggestion of Prof. Baron, Pres. Fulton agreed that the University Personnel Office might handle enrollment in the Club for the faculty.

Finally, Pres. Fulton stated that as of July 27 the Sumter Center is now a University of South Carolina Regional Campus for one year.

Committee Reports

For the Admissions and Scholarship Committee Prof. Steirer reported that the Committee will meet with Dean Vickery to discuss the University's admissions policies; he said that a long agenda has been prepared.

For the Policy Committee, Prof. Skelton reported that at the September meeting of the Faculty Senate resolutions will be presented in regard to selection of faculty members to serve on University committees, faculty evaluation of academic administrators, and an operating budget for the President of the Faculty Senate. Prof. Skelton also reported that the Faculty Senate President will discuss the policy of advising donors for endowed chairs with the Dean of the University.
There was no report from the Research Committee.

For the Welfare Committee Prof. Adkins introduced a RESOLUTION OF APPRECIATION (FS-73-8-1) commending the Administration for reducing salary discrepancies and improving the competitiveness of faculty salaries. Since the Resolution had not been submitted a week in advance, since the Senators did not have copies of the Resolution, and since there was some question as to the urgency of the Resolution, a motion was introduced to table the Resolution. The motion to table passed unanimously.

Prof. Ezell reported for Ad Hoc Committee A on the Motor Pool. He said the Committee's first consideration was to define its concerns. The members had agreed that they should be concerned with the services provided by the Motor Pool. From a financial point of view, Prof. Ezell said, the Motor Pool is apparently efficient and entirely self-sufficient; this fact had been revealed by an in-depth study by Profs. John Kenelly and H. W. Busching. Several matters had been discussed with the Business Office. One was the suggestion that persons applying for cars indicate on the application form whether they would be willing to use their own vehicles; then, in cases of shortage, cars would be assigned first to those people who did not wish to use their own cars. A suggestion was also made to provide space outside the Motor Pool gate to be used for leaving cars when the Motor Pool is closed. The committee members had also requested that, if van and station wagon requests exceed the number available, the department involved be notified so that other arrangements can be made. A shortage of cars seems to be a particular problem during September, October, and November; additional cars would seem to be the necessary solution unless faculty members can be authorized to use their own. Finally, Prof. Ezell stressed the urgency of persons using Motor Pool cars to return cars when scheduled; he suggested a penalty for those who don't. Prof. Ezell said that there had been some indication that the requests would be given favorable consideration. However, he recommended that the Ad Hoc Committee not be abolished until it can be determined if action will be taken.

Regarding University Policy 5034 which permits faculty and staff members to use their own cars only if their trip exceeds 300 miles, the possibility of eliminating this distance requirement was raised. Prof. Ezell pointed out that if people did not use the Motor Pool, there would be no need to have one. Ms. Kelly pointed out that the difficulty of getting motor pool cars has been aggravated by the new traffic regulations which close off part of the campus; she suggested that this situation made reconsideration of Policy 5034 more urgent.

New Business

Prof. Jacobus introduced a FACULTY OMBUDSMAN RESOLUTION (FS-73-8-2), jointly sponsored by Prof. Baron:

WHEREAS communications between individuals and groups of individuals within a large academic community are necessarily limited, and
WHEREAS questions can occur between individuals or groups of individuals within an academic community for which there currently exist no channels of expeditious resolution, and

WHEREAS channels of communication between individuals, free exchange of information, and resolution of grievances are necessary for the affable operation of an academic community,

BE IT RESOLVED that an individual, to be known as the Faculty Ombudsman, be appointed from the University Faculty by the President of the University, such individual being among nominees suggested by the Advisory Committee of the Faculty Senate, to serve for a period of two years. The Faculty Ombudsman, by mutual consent of the President of the University and the Advisory Committee of the Faculty Senate, may be reappointed for additional terms.

BE IT FURTHER RESOLVED that the academic duties of the Faculty Ombudsman shall be commensurate with the time demands imposed by his additional duties as Faculty Ombudsman,

That the Faculty Ombudsman shall have direct access to any individual for pertinent discussions concerning any question, and

That the duties of the Faculty Ombudsman shall be the expeditious resolution of any question between individuals or groups of individuals, or, failing this, the transmission of said question to further available appropriate channels for dealing with the unresolved matter.

Prof. Jacobus said that the ombudsman would be a general information officer. Prof. Baron, referring to problems involving the payroll, said that the ombudsman could help cut red tape. Prof. Steirer argued that the ombudsman would tend to become an administrator and have a lot of paperwork to do. Prof. Baron responded that he would merely be an expeditor. Prof. Cross suggested that the outgoing President of the Faculty Senate would be an appropriate ombudsman. Prof. Bauld inquired whether one man could handle the load of work. Prof. Jacobus stated that, at least at Princeton, the ombudsman simply channels problems to the proper areas.

The Resolution passed.

In remarks prior to adjournment of the Senate, Pres. Fulton noted that the Administration seemed to have acted vigorously to remove unusual faculty salary differentials and to remove reserved parking. Moreover, it is clear that our Administration through the Council of Presidents of public S. C. colleges and universities is working to integrate TIAA into the S. C. Retirement System. Dr. Edwards has appointed Dr. E. L. McLean (Ag. Econ. and Rural Sociology) to the TIAA-S. C. Retirement System Committee of the Council of Presidents.
The meeting adjourned at 6:55.

Respectfully submitted,

Russell D. Shannon

Secretary

Members Absent: L. T. Fitch; C. R. Dillon
RESOLUTION OF APPRECIATION

(FS-73-8-1)

WHEREAS recent action taken by the administration has resulted in fewer as well as smaller salary discrepancies between the various segments of the university faculty than was the case last year, and

WHEREAS the administration has made a sincere effort to bring Clemson University salaries in line with those being offered by comparable institutions in our area,

BE IT RESOLVED that the faculty of the university, its general morale heightened and its economic status somewhat enhanced, goes on record as warmly appreciative of the efforts taken on its behalf by university and college level administrators.

BE IT FURTHER RESOLVED that as the direct consequences of these efforts, the faculty is (1) more confident with regard to the overall relationship between faculty and administration and (2) more optimistic as to the chances for complete elimination in the near future of all salary discrepancies which might yet persist, whether they exist between departments of the university or between this institution and similar ones.
Minutes of the Meeting of the Faculty Senate

September 11, 1973

President Fulton called the meeting to order at 4:20. He announced that since Prof. Arnold, a Senator from the College of Liberal Arts, will be on leave until July 1974, L. E. Seamon had been appointed as his replacement until an election can be held. Pres. Fulton suggested some modifications in the wording on pages 2 and 3 of the Minutes for the meeting of August 21. The modifications were accepted by the Senate and the Minutes were approved as amended.

President's Report

Pres. Fulton reported on the meeting of the Senate's Advisory Committee on August 29. At that meeting, the items already being considered by each Senate committee were reviewed; a list of these items is appended to these Minutes. Pres. Fulton reported some new items suggested by Advisory Committee members for committee study. These include: charges by the Physical Plant (Policy Committee); Office of Financial Aid (Admissions and Scholarship); transfer of credit by students from tech centers (Admissions and Scholarship); budgeting for equipment one year in advance of need (Research and Admissions and Scholarship); and vending contracts (Prof. Adkins).

Pres. Fulton distributed to the Senators copies of a letter expressing concern about parking problems which he had sent to President Edwards with the approval of the Advisory Committee. In his letter, Pres. Fulton particularly emphasized the need for strict enforcement of parking regulations and the problems that are apt to arise when Phase II of the parking plan goes into effect January 1, 1974.

Pres. Fulton also announced that J. E. Matthews and J. C. Fanning had been recommended for appointment to the University's Disciplinary Committee.

Pres. Fulton then reviewed matters considered at the meeting of the Educational Council on September 3. He reported that Pres. Edwards had stated that there is ample parking space on campus to accommodate faculty, staff, and student cars. Pres. Edwards had also stated that he was more convinced than ever that the ceiling of 10,000 students should be held.

Regarding the Bookstore, Pres. Fulton noted that Pres. Edwards had stated to the Council that there had been some problems this fall because some textbook orders were late arriving and in some cases not enough books were ordered. Pres. Fulton pointed out some disadvantages in having the Bookstore order textbooks from used-book companies: authors lose royalties, publishers suffer, professors are unable to get desk copies of textbooks, professors are forced to make textbook adoptions so early that the numbers needed may be grossly underestimated, and students do not benefit from lower prices.
Prof. R. A. Bannister, director of the Cooperative Education Program, had described the program to the Council and reported that a publication, Cooperative Education, had been prepared to assist faculty members who advise students interested in the program. Prof. Bannister had indicated that enrollment in the program was limited (only 19 participants are currently on work assignments; a goal of 100 has been set) and that there are no black students enrolled in the program. However, he had also said that all of the students who are currently participating seem to find the program rewarding both educationally and financially.

Prof. Fulton also reported on a proposed Public Health Data System. It involves a computer program designed by Prof. J. C. Peck (Math. Sci.), Prof. R. Schouest (Math. Sci.), and Mr. Francis Crowder (Appalachia II Health District) under the auspices of the Appalachia II Health District. The program would provide instant access by medical personnel to health records and would facilitate scheduling of medical appointments in Greenville and Pickens counties. Its advantages were recently outlined in Greenville to a group including Governor West and his staff, members of the State Board of Health, and members of the State Pollution Control Authority, among others. The presentation in Greenville was so successful that Gov. West had stated that the system likely will be implemented statewide.

Pres. Fulton reported that Dr. Howard Boozer, Executive Director of the Commission on Higher Education, had met with each of the Academic Deans and with Pres. Edwards at the University on September 7. The deans told Dr. Boozer of the programs and the special needs of their respective colleges. Pres. Edwards discussed with Dr. Boozer Clemson's position regarding formula budgeting.

Pres. Fulton said he had pointed out to the Educational Council that unusual salary differentials cannot all have been solved in the current University budget. Pres. Fulton also gave his support to efforts to keep faculty salaries here competitive, by academic discipline, with those at universities which have missions similar to those of Clemson. To this end, Pres. Fulton said he had expressed the hope that Vice President Wilson would continue to obtain pertinent faculty salary information from other universities.

Concerning the matter of financing equipment needs, Pres. Fulton reported that he had told the Educational Council that spending no money for equipment in 1972-1973 in a university which is scientifically oriented had been a major tragedy and that, while he agreed that people are more important than equipment, equipment is essential to carrying out the University's missions of service to the people. Furthermore, he had said that, if University enrollment is to be frozen at 10,000 and, thus, faculty growth curtailed, it will be necessary to budget more funds for faculty travel, sabbatical leaves, the library, and publication expenses so that the present faculty can respond to the demand for changes in academic specialties occurring in our rapidly changing society.

Pres. Fulton said that Mr. Dave Partridge of station WFBC had requested from the University names of blacks who might contribute to informational programming at WFBC. Pres. Fulton said also that Mr.
Melvin Long, Director of Public Relations, requested that all public relations matters be coordinated through his office. When necessary, Mr. Long said, he might need to seek assistance from faculty members in requests for information from the news media. He urged faculty members to cooperate with the Tiger staff, by preparing written statements on long-range news items and by freely offering spontaneous statements on timely items.

An updated list of the Development Office's forecast for permanent improvements was distributed to the Senators by Pres. Fulton.

Pres. Fulton then reported on his meeting on September 3 with Dean Hurst regarding the Senate's RESOLUTION OF ANNUAL LEAVE (VACATION) (FS-73-5-3). According to Pres. Fulton, Dean Hurst had stated that this new policy proposal should be included along with a thorough revision of the Faculty Manual. Dean Hurst had proposed that such a revision be undertaken during the current academic year by the Faculty Senate. When the revision was completed, he had said, he would consider the proposal on the leave policy for 12-month faculty along with all the other recommended revisions.

Prof. Dillon then moved the adoption of a RESOLUTION OF FACULTY PROTEST (FS-73-9-1) drafted by Profs. Dillon, Fulton, and Skelton following guidelines and suggestions of the Advisory Committee of the Senate in its meeting on September 6. Prof. Jacobus moved the elimination of one paragraph from the Resolution. Prof. Jacobus' amendment was accepted unanimously. The amended Resolution read as follows:

WHEREAS the Faculty Senate on two occasions, February 13, 1973, and May 8, 1973, had endorsed unanimously the RESOLUTION OF ANNUAL LEAVE (VACATION) (FS-73-5-3), and

WHEREAS the Faculty Senate on June 12, 1973, unanimously passed the RESOLUTION OF CONCERN BY THE FACULTY SENATE OVER DELAY IN APPROVING THE NEW LEAVE POLICY (FS-73-6-8), and

WHEREAS the University Administration on July 26, 1973, requested and received from the Board of Trustees authority to deal administratively with changes in personnel policies "... in order to insure timely amendment to existing policies ...", and

WHEREAS on September 3, 1973, the Dean of the University reported to the President of the Faculty Senate his decision to reserve judgment on the RESOLUTION OF ANNUAL LEAVE (VACATION) until the Faculty Senate recommends to the Dean of the University a revision of the entire FACULTY MANUAL including the RESOLUTION OF ANNUAL LEAVE (VACATION) as part of the revision, and

WHEREAS delay in implementation of the recommended leave policy causes confusion in planning for leave among our twelve-month faculty who anticipate retirement in the near future, and

WHEREAS the FACULTY MANUAL must be considered a dynamic document serving the needs of the faculty of a dynamic university; now therefore,
BE IT RESOLVED THAT the Faculty Senate protests vigorously the delay by the Administration in implementing the leave policy contained in the RESOLUTION ON ANNUAL LEAVE (VACATION).

BE IT FURTHER RESOLVED THAT the Dean of the University arrange a meeting at the early convenience of all parties among the President of the University, the Dean of the University, the President of the Faculty Senate, and the Chairmen of the Policy and the Welfare Committees of the Faculty Senate to discuss implementing the recommended leave policy without total revision of the FACULTY MANUAL.

In the discussion it was pointed out that (1) adoption by the Administration of the new leave policy was generally felt to be urgent, (2) the present Faculty Manual has not been in effect long enough to have been adequately tested, and (3) several matters (such as the TIAA retirement program) will still be unresolved next spring, so that parts of the revised Manual might be obsolete very soon after it was published.

The amended Resolution passed unanimously.

Pres. Fulton announced that the Undergraduate Council will probably establish a committee to study the Senate's Resolutions on optional final examinations (FS-73-6-1) and on prescribing a minimum GPR for graduates in their major (FS-73-6-2). He suggested that he or Prof. Steirer (chairman of the Admissions and Scholarship Committee, which had sponsored the resolutions) might appear before any such study committee of the Undergraduate Council to support the resolutions.

Pres. Fulton reported that members of the Planning Council had discussed the Senate's Resolutions requesting additional representation on the Landscape and Site Development Committee (FS-73-7-2) and publication of development plans 30 days in advance of implementation (FS-73-7-3). The Council unanimously agreed that the Planning Council meet each month of the calendar year. Two other recommendations, passed by the Planning Council to the Executive Officers, suggested that students and faculty members be added to the Landscape and Site Development Committee, that at least one faculty member have a background that would add professionally to this committee, that this committee should communicate to the University family any plans and drawings which might be seriously controversial, and that the committee should make public, prior to the implementation of certain work to be done, notices to the University family.

A tour of local Experiment Stations for members of the Faculty Senate was scheduled for Tuesday, September 18.

Finally, Pres. Fulton announced that a program called "Speak Out," sponsored by the Forensic Union and the Student Senate, will be scheduled during October or November. To be held in the Amphitheater, the meeting will provide an opportunity for students and faculty members to discuss issues, hopefully those related to the University.
Committee Reports

For the Admissions and Scholarship Committee Prof. Steirer simply noted that several topics were under consideration (see the attachment to these Minutes).

For the Policy Committee, the chairman, Prof. Skelton, introduced a RESOLUTION ON UNIVERSITY COMMITTEE MEETINGS (FS-73-9-2):

WHEREAS some committee members have been unable to attend certain committee meetings because of a lack of advance notice, and

WHEREAS some committee chairmen have not published an agenda for meetings resulting in lack of preparation by some committee members, and

WHEREAS publication of committee meeting minutes has been delayed on some occasions, therefore

BE IT RESOLVED that chairmen of university committees publish an agenda for committee meetings and submit the agenda and notification of meetings to committee members at least one week in advance when possible.

BE IT FURTHER RESOLVED that minutes of university committee meetings be published and distributed through normal channels as soon as possible following meetings.

Prof. Steirer inquired why the Resolution did not apply to University councils; Prof. Beckwith responded that the councils seem to be less faculty-oriented. Prof. Beckwith also raised the problem of implementation. Prof. Cross pointed out that the Resolution would be worthwhile even if only one more committee's agenda were published.

The Resolution passed unanimously.

Prof. Skelton introduced a RESOLUTION CONCERNING APPOINTMENT TO UNIVERSITY COMMITTEES (FS-73-9-3). After some discussion, the Senators decided that the most appropriate wording would be as follows:

WHEREAS concern has been expressed to the Faculty Senate concerning utilization of faculty expertise on university committees, and

WHEREAS in the past some university committees have been appointed without taking advantage of faculty expertise, therefore

BE IT RESOLVED that the Dean of the University utilize pertinent faculty expertise on appropriate university committees.

In the discussion, the Senators generally felt that some urging was needed to have faculty experts placed on appropriate University committees.
The Resolution passed.

Prof. Skelton introduced a RESOLUTION ON THE FACULTY SENATE PRESIDENT'S BUDGET (FS-73-9-4):

WHEREAS some means should be available to the President of the Faculty Senate for paying expenses of that office, and

WHEREAS the department of which the President is a member has on occasion paid such expenses as telephone, duplicating, and secretarial help in the past, therefore

BE IT RESOLVED that expenses incidental to operating the office of President of the Faculty Senate be a budgeted item in the University budget.

Pres. Fulton pointed out that, at present, the department of which the Senate President is a member is not financially compensated for the fact that he or she teaches only half-time.

The Resolution passed unanimously.

Finally, Prof. Skelton introduced a RESOLUTION CONCERNING FACULTY EVALUATION OF ACADEMIC ADMINISTRATORS (FS-73-9-5). A suggestion to revise the wording by Profs. Roberts and Sherrill was unanimously accepted. The revised Resolution read as follows:

WHEREAS there had been considerable discussion concerning faculty evaluation of academic administrators, and

WHEREAS, if properly conducted, such evaluation could prove beneficial to the entire University, therefore

BE IT RESOLVED that the President of the Faculty Senate appoint an Ad Hoc Committee to develop a procedure for faculty evaluation of academic administrators.

Prof. Bauld inquired how the evaluations would be used. Prof. Skelton responded that the use of the evaluations was a matter which the committee established by the Resolution would have to decide.

The revised Resolution passed unanimously.

Prof. Beckwith moved that the Senate meeting be adjourned until Tuesday, September 25, since several members had to leave to meet classes. The motion was defeated.

For the Research Committee Prof. Bauld enumerated the items on its agenda (see the attachment to these Minutes).

For the Welfare Committee Prof. Dillon reported that Chief Weeden and Col. McCarter, chairman of the Traffic Committee, had agreed to permit faculty members to leave bicycles parked in their offices. He also noted the memorandum from Pres. Edwards dated August 20 increasing the compensation for breakfast and dinner for faculty members' travel allowances.
Prof. Dillon introduced a RESOLUTION ON RESTRAINT OF SALES REPRESENTATIVES OF NON-ACADEMICALLY ORIENTED COMPANIES (FS-73-9-6) which would prohibit such individuals from "contacting faculty and staff members during the hours from 8 a.m. to 5 p.m. on campus during the work day." It was argued in opposition to the Resolution that it was easier to tell them "no" in the office and better not to have them coming to peoples' homes. The Resolution was defeated.

Finally, Prof. Dillon introduced a RESOLUTION ON ANNUAL SALARY INFORMATION (FS-73-9-7):

WHEREAS it is the concern of the Faculty Senate that the Clemson University faculty salaries be sufficient to attract and maintain a distinguished faculty, and

WHEREAS relative University faculty salaries should be equitable and competitive with universities with missions similar to those of Clemson University, and

WHEREAS salary averages, medians, maxima and minima give some indication of the extent to which faculty salaries are sufficient, equitable and competitive, therefore

BE IT RESOLVED that the Chairman of the Welfare Committee of the Faculty Senate at the beginning of each academic year receive from the Dean of the University the university-wide average, maximum, minimum and median faculty salaries in each rank converted to equivalent nine months salaries and also receive the average, maximum, minimum and median salaries broken into occupancy classes by college, rank and sex converted to equivalent nine months salaries and reflecting the number of faculty in each occupancy class with the understanding that if any occupancy class contains less than five members no information will be given other than the number in the class.

The Resolution passed unanimously.

The Ad Hoc Committees on the Motor Pool, on Faculty Workloads, and on Advising the Student Relations Committee had no reports.

The meeting adjourned at 6:35.

Respectfully submitted:

Russell D. Shannon, Secretary

Members absent:
F. H. Hedden
W. Baron
Items Being Considered by Faculty Senate Committees

Admissions and Scholarship
(1) Review of duplication in undergraduate programs and courses
(2) Implementation of degree programs for those who have left Clemson to enroll in accredited postgraduate degree programs
(3) Admissions policies
(4) Evaluation of faculty by students, colleagues, and the Administration
(5) Attendance and grading policies

Policy
(1) Reapportionment of the Faculty Senate
(2) Orientation of new faculty members
(3) Tenure policies
(4) Advice given by the Administration if sought by prospective donors whose gifts lead to endowment of professorships

Research
(1) Study of indirect cost rates
(2) Review of duplication in graduate courses and programs
(3) Study of nonproductive graduate programs
(4) Need for a Research Council
(5) Need for a separate Office of University Research
(6) Continuing Education Center concerns

Welfare
(1) Determination of extent to which salary inequities have been removed
(2) University faculty and staff housing
(3) Removal of telephone inequities
(4) Phase II parking concerns
(5) Tax-sheltered annuities
(6) Work with E. L. McLean (who represents Clemson on the TIAA-S. C. Retirement System Committee of the Council of Presidents of S. C. Colleges and Universities)
(7) Group purchase plan for automobile insurance
RESOLUTION ON

RESTRAINT OF SALES REPRESENTATIVES OF NON ACADEMICALLY

ORIENTED COMPANIES

(FS-73-9-6)

WHEREAS representatives of companies which offer goods or services not directly related to academic affair are allowed to contact faculty and staff members during working hours, and

WHEREAS the Welfare Committee of the Faculty Senate has received complaints that such contacts are detrimental to the proper carrying out of planned activities,

BE IT RESOLVED that representatives of companies which offer goods and services not directly related to academic affairs be restrained from contacting faculty and staff members during the hours from 8 a.m. to 5 p.m. on campus during the work day.
RESOLUTION OF FACULTY APPRECIATION

(FS-73-9-7)

WHEREAS recent action taken by the administration has resulted in fewer as well as smaller unusual salary differentials between the various segments of the university faculty than was the case last year, and

WHEREAS the administration has made a sincere effort to bring Clemson University salaries into line with those being offered by comparable institutions in our area,

BE IT RESOLVED that the faculty of the university goes on record as being appreciative of the efforts taken on its behalf by university and college level administrators.

BE IT FURTHER RESOLVED that the faculty seeks continued vigorous action from the administration with the ultimate aim of eliminating entirely any and all unusual salary differentials which may yet exist.
RESOLUTION OF FACULTY PROTEST*

WHEREAS the Faculty Senate on two occasions, February 13, 1973, and May 8, 1973, has endorsed unanimously the RESOLUTION OF ANNUAL LEAVE (VACATION) (FS-73-5-3), and

WHEREAS the Faculty Senate on June 12, 1973, unanimously passed the RESOLUTION OF CONCERN BY THE FACULTY SENATE OVER DELAY IN APPROVING THE NEW LEAVE POLICY (FS-73-6-8), and

WHEREAS the University Administration on July 26, 1973, requested and received from the Board of Trustees authority to deal administratively with changes in personnel policies "... in order to insure timely amendment to existing policies,...", and

WHEREAS on September 3, 1973, the Dean of the University reported to the President of the Faculty Senate his decision to reserve judgment on the RESOLUTION OF ANNUAL LEAVE (VACATION) until the Faculty Senate recommends to the Dean of the University a revision of the entire FACULTY MANUAL including the RESOLUTION OF ANNUAL LEAVE (VACATION) as part of the revision, and

WHEREAS delay in implementation of the recommended leave policy causes confusion in planning for leave among our twelve-month faculty who anticipate retirement in the near future, and

WHEREAS the FACULTY MANUAL must be considered a dynamic document serving the needs of the faculty of a dynamic university; now therefore,

BE IT RESOLVED THAT the Faculty Senate protests vigorously the delay by the Administration in implementing the leave policy contained in the RESOLUTION ON ANNUAL LEAVE (VACATION).

BE IT FURTHER RESOLVED THAT the Dean of the University arrange a meeting at the early convenience of all parties among the President of the University, the Dean of the University, the President of the Faculty Senate, and the Chairmen of the Policy and the Welfare Committees of the Faculty Senate to discuss implementing the recommended leave policy without total revision of the FACULTY MANUAL.

*This resolution received unanimous approval of the Faculty Senate at the September 11, 1973, meeting of the Faculty Senate.
Minutes of the Meeting of the Faculty Senate

October 9, 1973

President Fulton called the meeting to order at 4:17. He called attention to some errors and suggested some changes in the Minutes of the Senate meeting of September 11. After the Senators had discussed them at considerable length, Prof. Dillon moved that the Minutes, incorporating Pres. Fulton's suggested changes, be approved. The motion carried.

President's Report

Pres. Fulton reported that the Senate's Advisory Committee had unanimously accepted his nomination of members for Senate Ad Hoc Committee C on Faculty Evaluation of Academic Administrators. They are: W. E. West, Chairman, R. D. Shannon, E. B. Rogers, A. H. Adams, Eugene Park, and M. W. Jutras. Pres. Fulton said he believed that this "distinguished group of faculty members" would present to the Faculty Senate an excellent report.

Pres. Fulton reported on the status of the Senate's RESOLUTION OF FACULTY PROTEST (FS-73-9-1) which had requested Sens. Fulton, Dillon, and Skelton to present to President Edwards the case in favor of changing the annual leave (vacation) policy for 12-month faculty members. Pres. Fulton had sent Pres. Edwards a letter outlining arguments in favor of adoption of the recommended changes, and then the three Senators met on Sept. 26 with Pres. Edwards to discuss the matter. However, Pres. Edwards said that, due to the impending review of the University budget for 1974-1975, he had been unable to give the matter the attention he felt it deserved. He promised a decision as soon as he could examine the matter in depth.

Pres. Fulton noted that recently there had been three symposia on campus: (1) a talk by Congressman John Anderson sponsored by the College of Liberal Arts; (2) a symposium on changes in the Southeast during the last two decades, focusing primarily on civil rights; and (3) another symposium sponsored by the Forestry Commission, the State Department of Agriculture, Clemson University, and the Governor's Office. Pres. Fulton reported that at the latter meeting the Assistant Secretary of the U. S. Department of Agriculture had said he was impressed with the University's contract work on a health-care delivery system and with the cooperation in this matter between the University and State agencies. He even indicated that he wanted to bring people here from HEW to study the University's cooperative program.

Pres. Fulton reported that the Educational Council at its meeting on Oct. 1 had approved a new procedure for granting scholarships and awards. Also the Council had approved the establishment of the Clemson University Housing Institute. The Institute will coordinate work being carried on by various University faculty members in the field of housing.
The Council had also approved the establishment of the Clemson University Division of Information Systems Development. In the past year state agencies have come to the University for help in record keeping and in the development of up-to-date management information and decision-making systems, since the University has the only capability in the State for formulating or revamping large data systems. Such requests seem likely to increase, Pres. Fulton pointed out, because State agencies are subject to more accountability and because revenue-sharing funds being sent to the State require extensive planning for their use. The proposed University agency, rather than the Computer Center, will negotiate contracts. A Project Coordinating Board, reporting to Dean Schwartz, will be established comprised of Prof. Merrill Palmer and Deans Anderson, Vogel, Wilcox, and Trevillian. It is expected that Computer Center personnel will be used in the contract only when they are available and that faculty and staff members working under such contracts will not only develop computer programs but will also supply their expertise in the formulation of policies and procedures for State agencies.

Pres. Fulton also reported that it was noted at the meeting of the Educational Council that Col. E. N. Tyndall, Administrative Assistant to President Edwards, had delivered to HEW's Atlanta office an updating of the University's "affirmative action plan" regarding efforts to reduce discrimination in hiring and promotions. He noted that the University's progress in this matter was due largely to the fact that Pres. Edwards had served on an HEW civil rights board.

On the matter of student housing, Pres. Edwards had told the Council that next year's freshman class may have to be smaller due to lack of housing. It is quite probable that the Clemson House will be used as a dormitory to a greater extent than it has been used in the past.

Pres. Edwards had also said that priority will not be assigned to any proposed capital improvements on campus until space, equipment, and other needs have been developed fully and appropriate inflation multipliers have been incorporated into plans for the proposed improvement by the committee planning for the improvement.

Pres. Fulton noted that the Board of Trustees will meet here on Nov. 18 and 19.

At the AFSC meeting on Oct. 2, Pres. Fulton reported, Adm. McDevitt, the University Counsel, had presented some informal remarks on the University's new Class Attendance Policy. Adm. McDevitt had noted that students are required to attend class except for those reasons itemized under item (2) of the Class Attendance Policy. Although faculty members may have more lenient attendance policies than those in the Student Handbook, Adm. McDevitt said, they must apply these policies uniformly to all students in class, and they cannot penalize students for not attending class by lowering their grades—unless the students miss some required work and fail to make it up at the convenience of the instructor. It was noted, however,
that a provision allowing the dropping of a student from a course appears on page 103 of the University Announcements. A special meeting of the AFSC will be held on Oct. 23 to consider the Class Attendance Policy. The AFSC has asked Adm. McDevitt for a formal interpretation of the University's Class Attendance Policy.

Pres. Fulton then reported on a letter he had received from Prof. Corinne Sawyer objecting to the request recently made of all faculty members to report their religious preferences in order to facilitate reports by the University to HEW. Prof. Sawyer and others, Pres. Fulton stated, believed that faculty members should not be requested to provide such information, particularly since it was being stored in the computer's data bank. Prof. Roberts stated that he believed it is illegal not only to require such information but also to use a person's social security number for identification purposes. At the suggestion of Prof. Steirer, Pres. Fulton turned the matter over to the Senate's Policy Committee.

Pres. Fulton reported on a letter he had received from Prof. McLean, who is a member of the Council of Presidents Committee to Investigate TIAA-CREF and S. C. Retirement System Benefits. Prof. McLean had said that the committee already had met and that Dec. 19 has been set as a deadline for the committee to prepare a draft of its report. Pres. Fulton also reported that the University Speakers Bureau is now entirely a student organization with two faculty advisors, Profs. H. Adams and J. Lambert. Dean Willis' office, Pres. Fulton reported, is now handling the Disney World faculty discounts.

Pres. Fulton said that the Minutes from recent Senate meetings would be added to the collection in the South Carolina Room of the Cooper Library very shortly. Finally, he called the Senators' attention to material he had distributed to them on problems related to no-growth policies at universities and to tenure; the material was reprinted from the Los Angeles Times for Sept. 9 and the Chronicle of Higher Education for Oct. 1.

Committee Reports

For the Admissions and Scholarship Committee the chairman, Prof. Steirer, reported on a meeting which the committee members had had with Mr. Kenneth Vickery, Dean of Admissions and Registration. They had discussed the matter of transferring credits for courses taken by students at Technical Education Centers. Department heads at the University now determine whether or not to accept transfers for courses in their areas. Prof. Steirer admitted that there may be some question as to the adequacy of these courses. He pointed out, however, that both Greenville TEC and Tri-County TEC had been accredited by the Southern Association of Colleges and Schools, which also accredits Clemson. The question arose as to whether department heads were under duress to permit transfer of credit. Prof. Sherrill asserted that such was not the case. Prof. Steirer reported that Dean Vickery plans to do a follow-up study on students from TEC schools to determine how they fare at the University.
On the matter of summer orientation of incoming students, Prof. Steirer said that the question of whether it represented efficient use of faculty members' time was discussed with Dean Vickery. Dean Vickery had pointed out that the college deans, not his office, determine how this time is spent.

Prof. Steirer then noted the problem of budgeting money for equipment to be used for teaching purposes. Items presumably cannot be purchased unless budgeted; this procedure poses a problem when unexpected needs arise. Prof. Bauld, noting that the same difficulty occurs regarding research equipment, stated that it is uncertain right now how rigidly we will have to follow this budget rule.

Prof. Steirer then introduced a Resolution on Course Duplication. After some discussion, it was agreed that the Resolution, which originally applied only to undergraduate courses, should be applied to graduate courses as well. Thus it became the RESOLUTION ON DUPLICATION OF COURSES AND PROGRAMS (FS-73-10-1):

WHEREAS it seems to be unnecessary for the Faculty Senate to devise initial criteria for determining what undergraduate and graduate courses and programs are duplicated,

BE IT RESOLVED THAT the appropriate administrators provide the Faculty Senate with the criteria for determining what constitutes course and program duplication prior to their application.

In the discussion Profs. Cross and Bauld pointed out that studies being made by other organizations and groups on campus might well give adequate attention to the question of duplication. In response Prof. Steirer argued that such studies might result in recommendations for deletions of some courses or programs and that therefore the Senate ought to be involved.

The Resolution passed unanimously.

For the Research Committee the chairman, Prof. Bauld, reported on a meeting with Dean Schwartz about the Office of University Research. The possibility of replacing the faculty's Research Committee by a research council with expanded powers had been discussed. On the matter of indirect cost estimates for research proposals, Prof. Bauld said that he had learned that the person the committee must interview is Vice President Wilson. He noted that the complexities of the matter really deserve the attention of someone competent in accounting techniques; in reality, he said, the University's apparently comparatively high indirect cost rate may not be that much higher than the ones used at other institutions.

For the Welfare Committee the chairman, Prof. Dillon, reported that the committee members had met with Mr. John Young regarding housing facilities for University faculty members. A report on the
matter will be presented at a future meeting. Prof. Dillon also reported that he would contact Mr. McLean regarding retirement policies; Prof. Dillon believes that some policies may offer even better advantages than TIAA-CREF.

Prof. O'Dell, a member of the Welfare Committee, reported on a study being made of the 21 companies registered to sell tax-sheltered annuities on campus. Of these companies, 16 have replied to a questionnaire sent out by the committee. The results will be tabulated and presented at a future meeting.

Prof. Dillon also reported that a questionnaire is being sent out to sample faculty opinion on the matter of changing the leave policy for 9-month faculty members.

Prof. Dillon then introduced a RESOLUTION OF FACULTY APPRECIATION (FS-73-10-2):

WHEREAS the administration has made a genuine effort to bring Clemson University salaries into line with those being offered by comparable institutions in our area,

BE IT RESOLVED that the faculty of the university goes on record as being appreciative of the action taken on its behalf by university and college level administrators.

BE IT FURTHER RESOLVED that the faculty seeks continued vigorous action from the administration in making faculty salaries competitive.

The Resolution passed.

For the Ad Hoc Committee on the Motor Pool its chairman, Prof. Ezell, said that the committee is still gathering comments on Policy 5034 and will consult with the Policy Committee before making a report.

There being no further reports or other business, the meeting adjourned at 6:30.

Respectfully submitted,

Russell D. Shannon
Secretary
Minutes of the Meeting of the Faculty Senate

November 13, 1973 Olin Hall Auditorium

President Fulton called the meeting to order at 4:15. He noted that he had distributed to all the Senators revised and complete copies of minutes for all of the meetings since April. For the October Minutes, Pres. Fulton suggested some changes in wording on the first two pages. Prof. Holt moved the adoption of the Minutes incorporating these changes. The motion passed: the minutes were approved as changed.

President's Report

Pres. Fulton reported that the Undergraduate Council at its meeting on October 12 had considered the Senate's RESOLUTION ON OPTIONAL FINAL EXAMINATIONS (FS-73-6-1). Both Pres. Fulton and Prof. Steirer, whose Senate Committee had introduced the Resolution, had spoken in behalf of it. However, the Council had rejected the Resolution by a vote of 8 to 3, with 2 abstentions. Pres. Fulton pointed out that the Student Senate on October 29 had passed a resolution requesting that final exams be optional if the faculty of individual departments wished to make them so on a course-by-course basis.

At the Planning Council's meeting on October 16, Pres. Fulton reported, the University Master Planner, Prof. Eflin, had presented the plans for land use and for vehicular flow which he had previously presented to the Senate on August 21. The Council had also approved a resolution calling for a secretary to take minutes of its meetings and for the Council to submit approved minutes for publication in the Newsletter.

Pres. Fulton reported that at a special meeting of the AFSC on October 23, Adm. McDevitt, Vice President for Executive Affairs, had discussed the Class Attendance Policy. Adm. McDevitt stated that, in view of the fact that this policy is primarily of concern to faculty and students, he felt it would be inappropriate for him to provide a written interpretation of it, since, in effect, that might mean creating a new policy. He then suggested that, if there is dissatisfaction with the policy as it is now stated, a revision by the faculty and the students should be recommended to the Administration. The AFSC examined attendance regulations in effect at several other universities and asked the Faculty and Student Senates to reconsider Clemson's policy.

At a meeting with Dean Hurst on October 24, Pres. Fulton had discussed the Senate's RESOLUTION ON DUPLICATION OF COURSES AND PROGRAMS (FS-73-10-1). Dean Hurst pointed out that no criteria for determining if there is duplication now exist. However, he suggested that members of the college committees now reviewing their graduate programs could provide the Senate with information on problems which arise or any criteria developed. Dean Hurst also noted that, although only a few University programs are now being studied in response to a request from the Commission on Higher Education and Pres. Edwards' memorandum, "Review of Academic Programs," it is likely that, within the next two years, all graduate and undergraduate programs at the University will be reviewed.
Dean Hurst also discussed with Pres. Fulton the purchase of equipment by the University. Concern had been expressed in the Senate over the fact that it seemed impossible to deviate from proposed budgets if unanticipated equipment needs arose. Dean Hurst said that this concern resulted from a misunderstanding which arose from the fact that some Revenue Sharing Funds were being used. It had been thought that flexibility in the use of these funds was impossible. However, such is not the case. Funds allotted in the 1973-1974 operating budget for equipment purchases to each college may be used as the college dean deems necessary, subject to normal procedures and to the restriction that equipment funds cannot be used for capital improvements. With respect to equipment and next year's budget, Dean Hurst stated that there is plenty of time to amend lists of equipment in the 1974-1975 budget before it is finalized. In response to a question from Prof. Bauld, Pres. Fulton pointed out that lapsed salary funds cannot be used for equipment purchases but will revert to the State if not used for a replacement's salary.

Regarding the State Government Weekend, October 25-27, Pres. Fulton noted that Clemson University, the Textile Manufacturers Association, and the Textile Hall Corporation were hosts to the state constitutional officers, including the governor and his staff, state legislators, U. S. Congressmen from South Carolina, and their wives. Most of the expenses for the weekend were borne by the Textile Manufacturers Association and the Textile Hall Corporation. Pres. Fulton complimented a film, "Clemson University Today," narrated by Prof. Charles W. Dunn, which had been shown to those people attending the weekend meeting.

At the meeting of the Educational Council on November 5, Pres. Fulton reported, it was noted that the Commission on Higher Education had recommended approval of 100 percent of the University's proposed budget for the coming fiscal year, with the exception that it recommended that certain equipment items be purchased over a three-year period. The Council had also approved a Bachelor of Arts and Bachelor of Science in Pre-Professional Studies for Clemson students completing three years at Clemson and entering a professional degree program elsewhere, provided that certain stipulated conditions are met. The awarding of such degrees is to be retroactive, subject to request by the individual former students and approval by the particular college concerned.

At the AFSC meeting on November 6, Pres. Fulton reported, both optional final exams and the Class Attendance Policy were discussed, but no action was taken.

Pres. Fulton said that he had met again with Dean Hurst on November 9. Efforts being made by the University to deal with the energy crisis were discussed. (Copies of a statement by Pres. Edwards concerning the crisis, a memorandum from Chief Highway Commissioner S. N. Pearman concerning petroleum fuel allocations, and Pres. Edwards' memorandum of October 2 on fuel and energy conservation were distributed to the Senators.) Dean Hurst had also reported that effective December 13 Dr. Jarrett C. Hester would become Associate Dean of Engineering. A committee will be appointed to search for a new Head of Mechanical Engineering.
Pres. Fulton reported that at the meeting of the Undergraduate Council on November 2, the Council approved the substitution of the grade "w" for the present "WP" or "WF" for a student withdrawing from a course prior to the last five weeks of the course. After that time only semester grades will be recorded. The new policy is still subject to approval by the Administration. A Faculty Senate Resolution of June 13, 1972, had recommended such an amendment to the University Announcements.

Pres. Fulton noted the passing of Mrs. Virginia McClure, wife of Dean McClure, on November 2.

Prof. Cross, Senate representative on the Traffic Committee, reported that at its recent meeting a revised plan for faculty parking had been discussed. The problem of enforcing parking regulations had also been given serious consideration.

Pres. Fulton also noted that Alpha Phi Omega's shuttlebus service between dormitories and parking lots on weekends seems to be successful. Finally, he called attention to some printed comments from Higher Education and National Affairs on the matter of tenure at CUNY which he had passed out to the Senators.

Committee Reports

For the Admissions and Scholarship Committee, its chairman, Prof. Steirer, expressed regret that the Undergraduate Council had failed to approve the Faculty Senate Resolution on Optional Final Examinations. His committee members, he said, had decided to ignore efforts to permit colleges and departments to use their discretion in the matter. Such decisions, he pointed out, would have to be made each semester before classes begin, and this did not seem practical to the Committee.

On the matter of the Class Attendance Policy, Prof. Steirer said that his committee members had discussed the possibility of ambiguity in the present policy. However, they decided unanimously that they liked the present policy. Noting that Adm. McDevitt has pointed out that faculty members do not have the right to penalize students for failing to attend class by lowering their grades, Prof. Steirer noted that the policy still has enough "teeth" in it, since students missing classes must (1) get an excuse if the absence is legal and (2) arrange to make up work missed within one week of the absence at the convenience of the instructor, if the absence is excused. He stated that deficiencies in course work resulting from absences can certainly be used as a basis for lowering a student's grade if the student does not arrange with the instructor to remove the deficiencies. Prof. Bauld pointed out that the Redfern Health Center has been telling students to request their instructors to call and determine if the student's excuse is legitimate. Prof. Steirer responded that, according to the University policy as printed in the Student Handbook, Redfern is required to provide written excuses. It was suggested that faculty members insist that students bring written excuses.

Finally, Prof. Steirer noted that his committee had discussed the possibility that faculty members may not have input into the development of new curricula. He requested that specific information regarding such a possibility be reported to his committee.
For the Policy Committee, the chairman, Prof. Skelton, reported that consideration had been given to complaints that the Physical Plant may have overcharged for services rendered. However, he said, none of the complaints has been substantiated. Thus, it was not possible for the committee to evaluate the complaints. On the matter of orientation for incoming faculty, Prof. Skelton said his committee members had agreed it was useful and should be continued. The time it was held, he said, was "terrible," but the committee members could not suggest a better time. He urged that arrangements be made for registering the cars of new faculty and taking their ID photos during orientation but made no other recommendations.

Regarding the recent request to provide information on religious preferences, Prof. Skelton said that he had discussed the matter with Col. E. N. Tyndall and Mr. Ray Thompson. They had pointed out that the request resulted from Executive Order 11246, as amended. According to this order, when promotions or transfers are being considered, the employer must review employment records to assure that no discrimination against members of minority religious or ethnic groups occurs. In order to comply with this stipulation, the University must know the religious preference of each of its employees. Because reports must be made frequently, the information is stored in the computer. However, every effort is being made to control access to this information; a person having both the tapes on which the data are stored and access to a computer, Prof. Skelton said, would still not be able to retrieve the information without first breaking a code.

Prof. Skelton said that the Senate will be reapportioned next February on the basis of information provided by Dean Hurst. Finally, on the matter of University contracts with vendors, Prof. Skelton said that his Committee felt that the Senate's position had been adequately presented in the Senate Resolution of March 1972 and need only be restated.

For the Research Committee, its chairman, Prof. Bauld, expressed concern over the planning for the Continuing Education Center. Arguing that it was a matter beyond the scope of his Committee, he introduced a RESOLUTION ON THE CONTINUING EDUCATION CENTER (FS-73-11-1):

BE IT RESOLVED that the President of the Faculty Senate appoint an Ad Hoc Committee to monitor the plans and decisions originating from the various College and University Committees that have been appointed to make in-depth studies for the administration on the needs of a Continuing Education Center.

The Resolution passed unanimously.

Prof. Bauld said that his Committee will presently introduce a resolution to replace the present Faculty Research Committee with a Faculty Research Council. His Committee, he said, is continuing its study of indirect costs and of the problems that budgeting procedures may have on graduate research.
For the Welfare Committee Prof. Cross referred to statements on University-owned housing which had been distributed to the Senators. There is some concern over the fact that sometimes insufficient University-owned housing is available to satisfy the needs of incoming faculty and staff. However, no resolution on the matter had been drafted by the Committee. Prof. Cross noted that Prof. O'Dell's subcommittee is still studying tax-sheltered annuities and promises a report in the near future. Prof. Cross also noted that the Committee had met with Prof. McLean regarding retirement policies. Finally, he referred to data on faculty salaries which had been distributed to the Senators showing maximum, minimum, median, and average salaries by college. It was noted that the survey does not separate the salary information by the degrees held by faculty members. Pres. Fulton pointed out that Dean Hurst had complied fully with the Senate's Resolution on Annual Salary Information in preparing the survey and that if such information were made available, there would probably be more occupancy classes with fewer than five members. Thus, less information might be available for the Senate regarding faculty salaries.

Old Business

Prof. O'Dell inquired about the status of the Resolution on Annual Leave (Vacation). Pres. Fulton stated that the matter was in the hands of Pres. Edwards.

New Business

Prof. Holt inquired whether or not it would be possible to have rotating or elected department chairmen at the University instead of department heads appointed by college deans. Pres. Fulton referred the matter to the Policy Committee.

There being no further committee reports or additional business, the meeting adjourned at 6:09.

Respectfully submitted,

Russell D. Shannon

Secretary

Members absent: W. Baron; W. F. Beckwith; C. R. Dillon; D. O. Ezell; O. J. Jacobus; W. E. Johnston.
Minutes of the Meeting of the Faculty Senate

December 11, 1973

Olin Hall Auditorium

In the absence of President Fulton, Vice President West called the meeting to order at 4:15. The Minutes for the November meeting were approved as circulated.

President's Report

Vice Pres. West reported that Pres. Fulton had attended the Board of Trustees Meeting, November 18 and 19. At that meeting fees for the Summer Session, for Part-time Students, and for Auditing Students were increased. The Trustees had also determined that the highest utility for the Clemson House is for student use, and they authorized and directed the Administration to make the necessary adjustments. Though present permanent tenants would be permitted to remain in the Clemson House, no new such tenants would be permitted. Finally, the seventh floor of the Clemson House would be reserved for general University use.

Pres. Fulton had also attended the dedication of the Jervey Athletic Center on November 19 and the presentation of the Charles Carter Newman Endowed Chair of Natural Resources Engineering on the same day. At the latter, Mr. J. W. Newman had emphasized the need for campus leadership to help resolve the controversy involving resource exploitation on the one hand and "unreasonable" conservation efforts on the other.

The Planning Council at its meeting on November 20 had approved motions calling for the recording and distribution of minutes to members and for the recording and reading of recommendations and motions at the meetings. The University Executive Officers approved all of these motions from the Council with the sole exception that the Newsletter will publish only official action taken on recommendations submitted by the Council.

The problems of bicyclists had occupied most of the attention of the Council at the meeting. It was announced that beginning in the spring semester of 1974 the campus would be separated into two parking zones, with special decals issued for each one. After the beginning of the Spring Semester only President Edwards will have a reserved space.

The Educational Council at its meeting on December 3 had considered the Senate Resolution of June 13, 1972, concerning replacement of the present WP-WF system by W which would be granted up to the last five weeks of classes. The Undergraduate Council had recommended approval of the new policy to Dean Hurst. At the Educational Council meeting, Dean Schwartz had requested an opportunity for the Graduate Council to consider the proposal. The Educational Council planned to vote on the new policy by mail ballot; if approved, the new policy would go into effect for the spring semester of 1974.
Pres. Edwards was reported to have been highly complimentary of articles appearing in the Tiger on faculty salaries and on the energy crisis. Ms. Marilyn Thompson, the Tiger reporter, had discussed the salaries with Pres. Edwards, then with Pres. Edwards and Dean Hurst, and finally with Pres. Fulton. Dean Hurst had given Ms. Thompson the salary tables in the presence of Pres. Edwards. Pres. Fulton, while being highly complimentary of the articles, expressed regret that they had not mentioned the assurance given by Pres. Edwards that in future budgets the University would continue to make faculty salaries more nearly competitive with those of other universities if money becomes available. In connection with this matter, it was reported that Mr. Wilson will be unable to visit other schools to obtain salary information until the 1974-1975 budget is more nearly settled. However, Pres. Edwards has assured Pres. Fulton that such information will be obtained for review by all the deans before the new budget is finalized.

At a meeting on December 4, Dean Hurst had told Pres. Fulton that Pres. Edwards had delegated to Adm. McDevitt the matter of the Resolution on Annual Leave (Vacation) for 12-month faculty. At the suggestion of Dean Hurst, Adm. McDevitt, Dean Hurst, Pres. Fulton, and Prof. Dillon would meet soon to discuss the Resolution. Pres. Fulton had also presented to Dean Hurst the Senate Resolution of March 12, 1972, on the matter of vendor contracts, as suggested by the Senate's Policy Committee.

At the AFSC meeting in December the possibility of misunderstandings regarding the University Class Attendance Policy was discussed. A clarification of the AFSC position was submitted for publication by the Newsletter. Also at the AFSC meeting the faculty Senate's Resolution on Student Parking of March 13, 1973, was called to the attention of Col. McCarter. Col. McCarter stated that the matter would be added to the agenda for the December meeting of the University Traffic and Parking Committee, which he chairs.

Vice Pres. West read to the Senators a Student Senate resolution which would require faculty members to distribute a written statement on their attendance policies during the first week of classes. A similar resolution had failed in the Faculty Senate on July 10, 1973. The Faculty Senate's Admissions and Scholarship Committee will give consideration to a modified version of the Resolution in which the faculty members might be requested (not required) to state (not distribute) their attendance policies.

Vice Pres. West then read a letter from Adm. McDevitt to Pres. Fulton regarding parking policies. On the question of raising fines to discourage illegal parking, Adm. McDevitt noted that there is such opposition to that suggestion from students that he would instead advocate stricter enforcement of the existing rules. He also noted that more students are being used to enforce the rules, and that faculty and staff members will have more parking flexibility when Phase II of the parking policy is instituted in January.

The Senators discussed parking problems on the campus. Prof. Cross, a member of the University Traffic and Parking Committee, stated that Adm. McDevitt had suggested that the request for higher fines be resubmitted. Prof. Cross also noted that more than 900 temporary parking stickers had been issued so far during the fall semester. Prof. Skelton inquired as to the need for making such permits
"indefinite" but got no explanation. Prof. Roberts pointed out that the parking fines seem to be considered more a means of raising revenue than of discouraging illegal parking.

At the Undergraduate Council meeting on December 7 it was reported that the Senate's RESOLUTION PRESCRIBING GPR FOR GRADUATES IN MAJOR (FS-73-6-2) was still being studied.

Committee Reports

For the Welfare Committee its chairman, Prof. Dillon, reported on further discussions with Prof. McLean regarding retirement policies. Regarding the matter of whether options other than those offered by TIAA-CREF might be taken, Prof. McLean had indicated that at the moment it seemed better just to try to open up the general question of other options with the State Legislature, rather than try to evaluate all possibilities. A meeting of the Welfare Committee with a representative from TIAA-CREF has been planned for January.

On the matter of housing for incoming faculty members, there was discussion of the possibility of having the Housing Office provide a list of housing available in the area. Prof. Beckwith, while acknowledging the desirability of such a service, pointed out that the Housing Office presently lacks personnel to provide it. Prof. Jacobus suggested that local realtors might simply provide information for a file to be kept in the Housing Office.

For the Advisory Committee for the Student Relations Committee, the chairman, Prof. Dillon, stated that a final report, incorporating some suggested changes for the Student Relations Committee, will be made at the February meeting of the Senate.

Prof. Shannon reported on the meeting of the Continuing Education Center Planning Committee held on December 7. At that meeting, its Chairman, Dean Willis, had set up a subcommittee to make a list of the "essential ingredients" which should go into the Center. The subcommittee consists of Profs. G. von Tungeln, chairman, J. K. Johnson, and R. Elliott, and Messrs. Gene Cathcart and Harry Durham; Prof. Shannon is attending these meetings for the Senate and Dean Willis is an ex-officio member. The subcommittee is to submit its report by the end of January. Dean Willis had expressed the hope that arrangements for an architect to design the Center could be made soon after the subcommittee makes its report.

Prof. Shannon also reported that the Committee to Establish a Club for Faculty and Staff has planned a party at the Alumni Center for January 25. All members of the faculty and staff of the University will be welcome; a fee of $3 will be charged, payable by January 22. Invitations will be sent out early in January.

New Business

Prof. Beckwith introduced a RESOLUTION OF APPRECIATION (FS-73-12-1):
WHEREAS normal funding of academic programs makes it difficult to attract those faculty with the stature and expertise to strengthen and intensify efforts in particular areas, and

WHEREAS such faculty are of vital importance in teaching and research as a resource for existing programs as well as a catalyst for development of new research, be it

RESOLVED that the Faculty Senate of Clemson University recognizes the significance of the gift of Mr. and Mrs. J. Wilson Newman and requests the President of the University to express our appreciation to Mr. and Mrs. Newman for the establishment of the Charles Carter Newman Endowed Chair of Natural Resources Engineering. The Faculty Senate also reaffirms our pledge to continue to make the University faculty and quality of effort emanating therefrom worthy of the confidence shown by Mr. and Mrs. Newman in this Institution.

The Resolution passed unanimously.

Prof. Beckwith then introduced two energy conservation resolutions which would restore the University's 5½ day schedule, require all freshmen students to live in University dormitories, and prohibit freshmen from registering or operating automobiles on campus. Prof. Roberts moved that the motions be tabled; his motion passed. Vice Pres. West requested the Welfare Committee to consider the longer week and the Policy Committee to consider the restrictions on freshmen.

Vice Pres. West noted that Pres. Fulton was attending a meeting of the Southern Association of Colleges and Schools in Houston and would be back for the January meeting.

There being no further business, the Senate adjourned at 5:20.

Respectfully submitted,

Russell D. Shannon
Secretary

Members absent: D. O. Ezell; A. R. Abernathy; W. Baron; L. T. Fitch; H. J. Grove, J. D. Fulton; M. D. Sherrill
TWO ENERGY CONSERVATION RESOLUTIONS

WHEREAS it is the duty of the faculty, students, and administration to take necessary steps to enable the University to do its share in reducing the unnecessary consumption of gasoline and other fuel; and

WHEREAS it is the duty of the administration to provide a class schedule which will aid in the education of the students in an optimal fashion; therefore,

RESOLVED that effective with the first summer session of 1974, all students (other than married students) classified as freshmen will be required to live in University dormitories and will not be allowed to register or operate an automobile on the Clemson University campus.

RESOLVED that effective with the winter semester of 1974 that the University return to the use of the 5½ day schedule as used prior to the existing 5 day schedule.
Minutes of the Meeting of the Faculty Senate

January 8, 1974

President Fulton called the meeting to order at 4:15. He announced that Prof. Leon Seamon had been elected to fill the Senate position for the College of Liberal Arts vacated by Prof. Arnold until August 1974. Pres. Fulton then suggested some changes in the first two pages of the Minutes for the Senate meeting of December 11. The Minutes were approved as circulated incorporating the suggested changes.

President's Report

Pres. Fulton announced that at the meeting of the Southern Association of Colleges and Schools, which he had attended December 9-12 in Houston, the University's first-year post-reaccreditation report not only was accepted but was so well received that the requirement of a second-year report was waived. The fifth-year report still will be required. Pres. Fulton also reported that Dean Hurst had been elected Secretary-Treasurer of the Conference of Academic Deans of the Southeast.

Pres. Fulton reported that a faculty committee has been formed to advise Dean Hurst in the selection of a new Assistant Dean of Graduate Studies. In addition to all members of the Graduate Council, the committee consists of Prof. Arline M. Duvall of the College of Nursing and the president of the Graduate Students Association. Next fall, when the new position is filled, the position of part-time assistant to the Dean of Graduate Studies, now filled by Prof. Farrell B. Brown, will be abolished. Pres. Fulton noted that Dean Hurst has not ruled out the possibility of withdrawing the new position if the budget situation becomes extremely tight.

On December 19, Pres. Fulton reported, he had met with Adm. McDevitt and Sen. Dillon regarding the Senate's recommended leave policy for 12-month employees. Pres. Fulton said that the Administration is willing to give 45-day carryover rights for annual leave for those 12-month faculty members "nearing retirement age." However, those faculty should be eligible for an emeritus title (i.e., should have spent 10 or more years at Clemson). Some retroactivity will probably be allowed. Dean Hurst, according to Pres. Fulton, is not willing to consider additional leave nor more carryover rights for other 12-month faculty, since additional staff might have to be hired to get the work done. Also, Dean Hurst is unwilling to consider further changes until the matter of leave for 9-month faculty is settled by the Faculty Senate.

Pres. Fulton reported that he had written to Deans Schwartz and Willis requesting that the President of the Faculty Senate be included on the mailing lists for announcements by the Graduate Council and the Extension Council; he already is on the mailing list for the Undergraduate Council. Both deans responded favorably.
At the meeting of the Educational Council on January 4, Pres. Fulton reported, it was stated that measures taken to conserve energy at the University had resulted in a saving of $4000 between November 20 and December 20, 1973, over the amount spent in the same period in 1972. Pres. Fulton also noted that two University Energy Conservation Committees will be formed, one to generate ideas, the other to implement them. President Edwards had told the Council that he wanted to "put the problems in the hands of those members of our family who ultimately must conserve energy." On the matter of motor vehicles, Vice President Wilson had told the Council that the present fleet of Motor Pool vehicles will be kept at least until January 1, 1975, although some major repairs on cars may be necessary. Mr. Rochester, Director of Physical Plants, reported that prior to the new speed limit, cars had averaged over 15 miles per gallon for all types of driving. Members of the Council reported that since November 20 some fleet vehicles have averaged over 20 miles per gallon.

Finally, Pres. Fulton noted that the December 15 issue of the University Newsletter had contained a clarification of the AFSC views on the class attendance policy which had been printed in the December 1 Newsletter.

Committee Reports

For the Policy Committee, its chairman, Prof. Skelton, reported that his committee had discussed the procedures for selecting department heads. The committee recommended that the procedures remain as specified in the Faculty Manual. Regarding the Energy Conservation Resolutions introduced by Prof. Beckwith at the December meeting, the Committee had also discussed the possibilities of requiring all unmarried freshmen to reside in dormitories and of prohibiting freshmen from operating automobiles on campus. Prof. Skelton stated that the Committee unanimously recommended that such changes not be implemented.

In response to a request for an explanation by Prof. Beckwith, Prof. Skelton pointed out that the dormitories already are filled. In response to Prof. Baron's point that faculty members do not have a voice in determining who will be on the committees set up to select department heads, Prof. Skelton stated that the matter could be given further consideration by the Policy Committee in the coming academic year.

For the Research Committee its chairman, Prof. Bauld, said that the Committee would submit a Resolution to recommend the establishment of a Research Council for consideration at the February meeting of the Senate.

For the Welfare Committee its chairman, Prof. Dillon, introduced a Resolution On Housing (FS-74-1-1):
WHEREAS, the Welfare Committee of the Faculty Senate has delivered a formal statement relative to University housing and

WHEREAS, the Associate Director of Housing has replied to this statement,

BE IT RESOLVED that those items listed in the Formal Statement which have the concurrence of the Associate Director of Housing be implemented at the earliest possible time.

BE IT FURTHER RESOLVED that the Housing Office be directed to assemble and maintain a list of rental units other than University Housing units to be presented on request to any applicant who so desires.

BE IT FURTHER RESOLVED that the Housing Office be directed to offer any practicable assistance in the location of interim housing to any incoming member of the University family.

Items to be implemented at the earliest possible time:

1. Establishment of a refundable $25 deposit for all applicants which is subject to return
   a. if applicant removes his name from the list on obtaining other than University Housing;
   b. if after being awarded housing the applicant provides 30 days notice prior to vacating.

2. A list of incoming faculty who may desire community housing is to be received by the Associate Director of Housing from the Dean of each College by May 1 of the academic year preceding the academic year of employment.

3. The establishment of a 4 year limit to the period of occupancy of University Housing by anyone who is housed in University Housing after July 1, 1974.

4. A list of terminations, sabbaticals and other leaves to be received by the Associate Director of Housing from the administration by May 1 of each year.

Prof. Skelton pointed out that a list of housing is already available to incoming employees. Pres. Fulton, noting that this is provided by Blue Key, referred to Dean Hurst's comment that a list provided by the University implies endorsement and may thus result in problems for the University involving questions of discrimination. Prof. Beckwith pointed out that department heads already help to provide housing for incoming faculty members and that it seemed reasonable to consolidate these efforts, as many universities already do.
The Resolution passed unanimously.

Prof. Dillon also said that a questionnaire regarding leave for 9-month employees has been distributed.

For the Advisory Committee for the Student Relations Committee its chairman, Prof. Dillon, stated that a final report would be given at the February Senate meeting.

Prof. Cross reported on the December 6 meeting of the Traffic Committee. In response to a Senate resolution of March 13, 1973, the Committee agreed that only truly handicapped students (now numbering 8) should be granted special parking privileges and that those temporarily disabled be limited to 7 days, renewable as needed. The Committee recommended that the Traffic Ordinance be changed to require students to register cars within 24 hours after bringing them on campus. The Committee also recommended that the policy of allowing student leaders and part-time workers to park in faculty and staff areas be eliminated beginning with the 1974-75 academic year. Finally the Committee will reconsider parking privileges for graduate assistants and has indicated that they probably will have to use student parking areas beginning this fall.

Old Business

Prof. Beckwith moved to bring the Energy Conservation Resolutions which he had introduced at the December meeting off the table. His motion failed for want of a second. Prof. Beckwith then challenged the Senators to overlook their selfish desires and come up with some methods of their own to conserve energy. Prof. Steirer pointed out that Prof. Beckwith had been requested to provide data justifying his resolutions but that he had failed to do so. Pres. Fulton stated that the resolutions could be reintroduced at a later meeting.

Announcements

Pres. Fulton announced that there have been changes in the College of Engineering resulting from the elimination of the Department of Engineering Mechanics and the Department of Engineering Services. The faculty of the Department of Engineering Mechanics have become members of the faculty of other University departments. The Engineering Services Department has become the Division of Engineering Services. He also noted that for undergraduate classes the WP-WF system has been replaced by a W grade which will be granted up to five weeks prior to the end of classes each semester.

Prof. Shannon announced that the Faculty Club social would be held January 25 at the Alumni Center and encouraged all people interested in establishing such a club to attend.

Finally Pres. Fulton described a University registration study which recommended that registration be held in Littlejohn Coliseum and submitted the report to the Policy Committee for consideration.
There being no further business, the meeting adjourned at 5:17.

Respectfully submitted,

Russell D. Shannon
Secretary

Member absent:

D. O. Ezell
Minutes of the Meeting of the Faculty Senate

February 12, 1974

President Fulton called the meeting to order at 4:18. He suggested deletion of a sentence on the second page of the Minutes of the January meeting. Prof. Jacobus moved that the Minutes be approved incorporating the change. The motion passed.

President's Report

Pres. Fulton reported that the Graduate Council at its meeting on February 8 had adopted a new policy regarding language requirements for doctoral degrees. Essentially, the new policy provides that the requirement will be left up to the discretion of the department or departments administering the degree program, subject to the approval of the dean of each college responsible for the degree program. The details of the policies must conform to rules established by the Council and any change in present policies must be recorded with the Dean of Graduate Studies and University Research. In addition, Pres. Fulton said, the new policy would eliminate the "broadening area" option. The proposed policy will be submitted to the Educational Council for consideration.

The meeting of the Planning Council on January 15, Pres. Fulton reported, was devoted to the problem of bicyclists. A plan regarding the use of bicycles on campus devised by student Rodney Sprott was presented to the Council by Prof. R. D. Eflin, University Master Planner. The Council recommended that Student Senate Resolution #R-73-83 incorporating Sprott's suggestions be implemented and also that the Office of Development study the needs of bicyclists approaching and leaving the campus. Prof. Beckwith suggested that the situation on campus regarding bicyclists needs further study.

Pres. Fulton said that the Senate's Advisory Committee had approved his recommendations for the membership of the Senate's Ad Hoc Committee D to monitor plans for the University's Continuing Education Center. The members are: J. E. Matthews, chairman, V. D. Carmack, J. C. Mullins, and R. D. Shannon.

Pres. Fulton reported that on January 18 he had talked with Dr. J. E. Hair regarding the Redfern Health Center policy of providing written excuses for students. According to Pres. Fulton, Dr. Hair had stated that although the Center is not required to provide written excuses for students who have been outpatients at the Center, they will be provided on request for students who have been inpatients or for students who are told at the Center to go to a hospital or to rest in their dormitory rooms. Prof. Steirer pointed out that currently only the Office of Student Affairs is providing such written excuses.
Pres. Fulton then reported that Dean Hurst had given him for his consideration an amendment prepared by Adm. McDevitt to the Annual Leave Policy for 12-Month Faculty. Although he was unable to divulge the details of the amendment, Pres. Fulton said that it likely would be given to the chairman of the Senate's Welfare Committee in time for the matter to be considered by the full Senate at its meeting on March 12. Pres. Fulton stated that he was "enthusiastic" in support of the amendment.

At the meeting of the Undergraduate Council on February 1, Pres. Fulton said, the Senate's RESOLUTION PRESCRIBING GPR FOR GRAUDATES IN MAJOR (FS-73-6-2) was approved. However, both the Resolution and an implementing statement formulated by Dean Green and Dean Vickery must still be approved by the Educational Council. In addition, the Undergraduate Council established a subcommittee chaired by Dr. Malcolm J. Skove to consider the University's Class Attendance Policy. It was suggested that the subcommittee report to the Council no later than its April meeting.

Prof. Beckwith pointed out that some members of the coaching staff object to the current attendance policy; since many faculty members no longer take attendance, the coaches cannot determine whether or not athletes are attending classes. Prof. Steirer also noted that some scholarships now require information about recipients' class attendance. He suggested that all faculty members be provided with a list of such recipients so that their attendance can be checked.

Pres. Fulton reported that according to its constitution, the Senate must have its biennial reapportionment this year. The reallocation of Faculty Senators prepared by Pres. Fulton using information from Dean Hurst provides that the College of Agricultural Sciences will gain one Senate member and the College of Liberal Arts will lose one. There will be no other changes. Election of new senators must take place in March.

Pres. Fulton noted that the Building Committee for the Continuing Education Center is being established with Mr. Jerry Boyer as Chairman. Pres. Fulton nominated Prof. Shannon as the Senate's representative on the Committee. Prof. West moved that the Advisory Committee accept the nomination; the motion passed.

Pres. Fulton also noted that President Edwards, in response to Senate Resolutions, had sent letters expressing appreciation to the donors of funds for the Jordan gift and for the Hunter and Newman endowed chairs which were announced recently at the University.

The status of the process of reviewing academic programs at the University was also described by Pres. Fulton.

Finally, Pres. Fulton noted that the Student Senate had passed resolutions recommending that the street barriers be removed in order that gasoline be conserved and recommending that an honor system be established.
Committee Reports

For the Admissions and Scholarship Committee, its chairman, Prof. Steirer, stated that Dr. Hair's willingness for Redfern to provide written excuses for students who have been inpatients at the Center, as reported earlier by Pres. Fulton, was contrary to his understanding of the situation. In order to have time to clarify the matter, he did not introduce the Resolution on Medical Excuses which his committee had prepared. Prof. Skelton agreed with Prof. Steirer that providing such excuses should not be the duty of the Office of Student Affairs. Prof. Johnston pointed out that the problem of students who are off campus and require medical attention should be given consideration.

Prof. Steirer said that his committee had also considered Prof. Beckwith's proposal that the 5½-day week be reinstated in an effort to conserve energy, but he said that the members did not find any strong reasons for adopting the proposal. Finally, he said that his committee will consider the matter of Continuing Education Units.

For the Welfare Committee, its chairman, Prof. Dillon, reported on a poll taken among 9-month faculty members to determine whether some change in policy concerning vacation or leave time for that segment of the faculty should be considered. In the poll, Prof. Dillon said, 191 out of 513 9-month faculty members responded, and only 27 of the 191 requested that changes should be considered. In view of that, no change in the policy will be considered. However, in an effort to recognize the desires of those who felt that a change is appropriate, he introduced a RESOLUTION ON INTERPRETATION OF LEAVE POLICY FOR NINE MONTH FACULTY (FS-74-2-1):

WHEREAS it is the opinion of the majority of the nine months faculty that the Annual Leave (Vacation) policy is amply and satisfactorily stated, but

WHEREAS some nine months faculty feel that several Department Heads violate the spirit of the statement,

BE IT RESOLVED that the Dean of the University be asked to issue a statement to the College Deans and Department Heads to the effect that the spirit of the vacation policy implies that (1) the summer interval between sessions, (2) the Christmas interval between semesters and (3) the Spring Holidays are the individual faculty member's vacation time. Therefore, nine months faculty members should not be imposed upon to carry out departmental functions during these periods.

Pres. Fulton asked for examples of cases which had brought forth the Resolution. Prof. Beckwith mentioned occasions when faculty members are on summer vacation or are involved in research projects yet are requested to return to campus for committee meetings and other duties.

The Resolution passed by unanimous vote.
Prof. Dillon then referred to developments regarding the report of the Retirement Subcommittee of the Council of Presidents of South Carolina Public Colleges and Universities. Pres. Fulton suggested that Dr. E. L. McLean, a member of the subcommittee, be invited to the March meeting of the Senate. Prof. West moved that the Advisory Committee approve this suggestion. His motion carried.

Prof. Dillon then introduced a RESOLUTION: SMOKING BAN IN LITTLEJOHN COLISEUM (FS-74-2-2):

WHEREAS, there is evidence to indicate that inhalation of tobacco smoke can be harmful, and

WHEREAS, exposure to tobacco smoke can be particularly hazardous to people suffering from allergies and lung diseases, and

WHEREAS, non-smokers have a right to assemble in public places without being forced to suffer the discomforts and hazards produced by tobacco smoke,

BE IT RESOLVED that the Faculty Senate request that the University Administration take necessary action to prohibit smoking in the seating area of Littlejohn Coliseum and that smoking be permitted only in the outer lobby.

There was some discussion among the Senators regarding whether or not such a policy could be applied to non-University sponsored functions. An amendment from Prof. Bauld to exclude them specifically in the Resolution failed. Pres. Fulton pointed out that the matter would be determined by those who set policies for the Coliseum anyway. Prof. West predicted that a State law would be passed prohibiting smoking in such facilities.

The Resolution passed by unanimous vote.

For the Research Committee, its chairman, Prof. Bauld, introduced a RESOLUTION ON THE CREATION OF A FACULTY RESEARCH COUNCIL (FS-74-2-3):

WHEREAS some mechanism should be available for the conveyance of Faculty advice to the administration concerning the policies, procedures, and regulations that affect the climate within which both sponsored and unsponsored research is conducted at the University, and

WHEREAS quality graduate programs depend significantly upon the climate created for the conduct of research, therefore,

BE IT RESOLVED that the Faculty Research Committee be dissolved and in its place a Faculty Research Council be created so as to reflect high regard for the role which sponsored and unsponsored research projects play in the total educational process, furthermore,
BE IT RESOLVED that the membership of the newly created Faculty Research Council consist of the Dean of Graduate Studies and University Research; one faculty member from each academic college, nominated by the dean of the college in consultation with the faculty of the college, and appointed by the Dean of the University for a term of three years; two students, one undergraduate student nominated by the Student Senate and one graduate student nominated by the Graduate Student Association, each appointed by the Dean of the University for a term of one year, and one ex-officio non-voting member from the office of Business and Finance. The Dean of Graduate Studies and University Research will serve as chairman and the Assistant Dean of University Research will act as secretary and ex-officio non-voting member, and furthermore,

BE IT RESOLVED that the responsibilities of the newly created Faculty Research Council shall include: advising the administration on all policies, procedures, and regulations affecting sponsored and unsponsored research on the campus; encouraging the Administration in the vigorous solicitation of financial support for University research activities; assuring the general maintenance of an atmosphere of respect for research activities as an essential part of the total educational process; and concerning itself with all other matters of faculty concern related to research.

Prof. Dillon said that there was some concern that this Council might represent a backward step toward the schism which once existed between teaching and research faculty. Prof. Bauld responded that it would simply provide a forum for research interests such as that provided by the Graduate and Undergraduate Councils for the academic interests of those areas, and the Extension Council for interests of the extension area. Prof. Cross inquired whether the new Council would facilitate the acquisition of funds. Prof. Bauld stated that this feature was embodied within the total thrust of the Resolution. Prof. Jacobus pointed out that the office of University Research needed less fragmented input from the research faculty to guide it in its activities.

The Resolution passed by unanimous vote.

For the Advisory Committee for the Student Relations Committee, Prof. Dillon noted that the committee had completed its work. A list of changes in the Student Relations Committee's rules and procedures had previously been sent to the Senators, and they already have been adopted by the Committee. They include a revision of the Preamble, an additional rule requiring that students take complaints to the faculty member involved prior to contacting the Student Relations Committee, a new rule regarding Class Action Grievances, and a new rule providing for changes in the rules and procedures by unanimous vote of all Committee members. The revisions in the rules and procedures are appended to these Minutes.
For Ad Hoc Committee C on Faculty Evaluation of Academic Administrators, its chairman, Prof. West, stated that the committee members had given some attention to the limited efforts in this area done elsewhere. He also said that the committee probably would have a tentative plan to submit at the March meeting of the Senate.

Prof. Shannon, the Senate's representative on the Continuing Education Center Planning Committee, reported that a subcommittee of that committee had presented its listing of the "essential ingredients" for the Center to the full committee late in January. The list included not only a description of desired meeting rooms and auditoriums but also details regarding hotel rooms and eating facilities. The full committee had adopted the subcommittee report and sent it to Pres. Edwards. Now, in addition to setting up a Building Committee, the Administration is taking the necessary steps toward commissioning an architectural firm. Prof. Shannon pointed out that although a specific location for the Center had not been established, it is widely presumed that it will be constructed across Palmetto Boulevard from the Cooper Library.

Prof. Beckwith claimed that the facilities mentioned seemed to duplicate facilities already provided elsewhere on the campus and pointed out that the committee seemed not to have taken account of some essential needs of the University. Prof. Carpenter noted that there are two prevailing philosophies regarding continuing education facilities: (1) to disperse the facilities about a campus or (2) to consolidate them in one building. Prof. Shannon stated that it was his understanding that the University did not have the prerogative of selecting the first option.

Prof. Cross, the Senate's representative on the University Traffic and Parking Committee, stated that at its recent meeting it was noted that faculty members needing both "E" and "W" parking stickers can obtain them. He also reported that the committee likely will establish new rules and regulations regarding bicycles. Prof. West noted that there seems to be a serious problem of inadequate parking facilities in the area of Tillman and Godfrey Halls due to the fact that students don't seem to mind paying fines. Pres. Fulton requested the Policy Committee to investigate the matter of fines.

New Business

Prof. Jacobus introduced a COMMITTEE CONSOLIDATION RESOLUTION (FS-74-2-4):

WHEREAS the role and function of the Clemson University Poisonous Chemicals and Radioactive Materials Committee has not been differentiated from that of the University Safety and Fire Prevention Committee, and
WHEREAS the current need for an independent committee to deal specifically with poisonous chemicals and radioactive materials in terms of safety within the University cannot be justified, therefore,

BE IT RESOLVED that the Clemson University Poisonous Chemicals and Radioactive Materials Committee be dissolved, and

BE IF FURTHER RESOLVED that the role and functions of the Poisonous Chemicals and Radioactive Materials Committee be incorporated within the University Safety and Fire Prevention Committee, with no increase in the present membership of this latter committee.

The Resolution passed by unanimous vote.

Finally, Pres. Fulton noted that in President Nixon's proposed budget for fiscal year 1975 overall spending for education and for research is up. He also stated that he would report at the March meeting on the status of all Resolutions of the 1973-1974 Faculty Senate.

There being no further business, the Senate adjourned at 6:22.

Respectfully submitted,

Russell D. Shannon
Secretary

RULES AND PROCEDURES OF THE STUDENT RELATIONS COMMITTEE

Replacement to Last Paragraph in Preamble on Page 149

The procedures of the Committee are not designed to substitute for formal, judicial procedures, but to serve as an informal mediation of problems that arise between students and faculty that need to be resolved through the agency of a third party. The Committee functions only when the parties to a dispute are unable to effect a satisfactory solution. At this point, the Committee offers its recommendations to the parties, and if agreement between the parties is still not achieved, forwards its findings with appropriate recommendations to the President of the University via the Vice President for Academic Affairs and the Vice President for Student Affairs.

It needs to be understood by the members of the academic community that if the mediation procedure is to succeed, the integrity of the proceedings must be maintained. This means that high standards of honesty and fairness should prevail and that an atmosphere of mutual respect for the rights of all individuals should be fostered by the actions of all parties to the dispute.

New Rule #1

Any complaint of a personal nature (a grievance involving an individual student and a faculty member - see Rule 6 for Class Action Grievance) originating with a student should first be taken to the faculty member involved prior to stating the grievance to the Student Relations Committee. If the grievance is unresolved by the student and the faculty member, they may mutually agree to ask the head of the department to hear the grievance and act as a referee.

Old Rule #1 becomes Rule #2, etc.

New Rule #6 replaces Old Rule #5

In the event of a Class Action Grievance (a Class Action Grievance is defined as a grievance brought by one or several, past or present, members of a class against an instructor of a class in an effort to rectify a condition which affects all members of a class) Rule #1 may be disregarded and the aggrieved parties may go directly to the Student Relations Committee by the procedure outlined in Rule 2. The Subcommittee to investigate the Class Action Grievance will, if at all possible, attempt to shield the identity(ies) of the student(s) making the grievance from other parties involved in the grievance.

New Rule #23 replaces Old Rule #22

These rules and procedures can be amended by unanimous vote of all committee members. Such rule changes will not affect any case under consideration at the time of the change. Notification
of any amendments to these rules and procedures should be given to the President of the University via the Vice President for Academic Affairs and the Vice President for Student Affairs. Notification of any amendments also should be given to the Presidents of the Faculty and Student Senates.
President Fulton called the meeting to order at 4:17. With the approval of the Senate's Advisory Committee, Pres. Fulton invited Prof. John E. Stinton of the University of South Carolina to attend the meeting. Prof. Stinton is a member of the U. S. C. Fringe Benefits Committee and was U. S. C.'s representative on the South Carolina Council of Presidents Committee to Investigate TIAA-CREF and S. C. Retirement System Faculty Retirement Benefits. He is also a coauthor of "A Comparison of University Retirement Plans."

Pres. Fulton recommended some modifications in the wording on pages 2 and 5 of the Minutes of the Senate's February meeting. Prof. Roberts moved that the Minutes be adopted as circulated incorporating Pres. Fulton's recommended changes. The motion passed.

Pres. Fulton then introduced Prof. E. L. McLean, Clemson University's representative on the South Carolina Council of Presidents Committee to Investigate TIAA-CREF and SCRS Faculty Retirement Benefits. Prof. McLean noted that the committee had been established in August 1973 at the suggestion of President Edwards. This suggestion had resulted partially from the report the Clemson University Ad Hoc Committee on Retirement published in April 1973 and from concern regarding this topic expressed by the Faculty Senate. Prof. McLean reported that the Council of Presidents Committee comprised six members and had met three times. The committee had talked with not only a representative from TIAA-CREF but also the Executive Director of the South Carolina Retirement System. In the opinion of the latter, Prof. McLean stated, an option such as TIAA-CREF for faculty members at public colleges and universities would not be desirable in South Carolina. His opinion was based on the belief that if one group received such options, others would want them too. Nonetheless, Prof. McLean stated, the committee had recommended in its report of January 1974 to the Council of Presidents that legislation be enacted to grant optional retirement systems to college and university faculty members (e.g., participation in the SCRS or in TIAA-CREF).

Prof. Dillon asked why the committee had recommended that the period before a policy is vested in the holder be reduced from 15 years to only 10 rather than 5 years. Prof. Stinton responded that that had been recommended by the South Carolina Education Association and represented a compromise between 15 years and 5 years. Prof. Stinton also noted that in North Carolina one of the first steps in enacting legislation was to appoint a legislative study to evaluate retirement systems. He recommended that the Council of Presidents, respective boards of trustees, and other official groups in the colleges and universities in South Carolina cooperate in advocating such legislative action in South Carolina.
Prof. Beckwith inquired about the suitability of the investments undertaken with the South Carolina Retirement System funds. Prof. Stinton noted that the State Treasurer manages the investment of these funds and that the results recently have improved substantially. He said that there is now about $700 million in the fund, earning about 6% per annum. He pointed out, however, that much of the money is invested in tax exempt bonds, and that such a policy is unsound because the retirement system is tax exempt anyway. Prof. Stinton suggested that such investments amount to a subsidy by participants in the state retirement system to taxpayers in certain political entities which issue the bonds. Prof. McLean also noted that the SCRS is not subject to any external audit (outside the State Treasurer). He concluded by noting that the Council of Presidents will consider this topic at their March meeting.

Pres. Fulton thanked both Prof. McLean and Prof. Stinton for their informative reports.

President's Report

President Fulton began his report by describing the decisions made by the University administration regarding various Resolutions passed by the Senate during the past year.

April: In response to two Resolutions of Appreciation, Pres. Edwards had sent letters of appreciation to the donors of the Hunter Endowed Chair in Bioengineering and to Mrs. F. Marshall Jordan for the bequest of the late F. Marshall Jordan of a sum of money to be used in the construction of a biological sciences building, Jordan Hall. Pres. Edwards had received responses which Pres. Fulton read to the Senate.

May: Three of the seven Resolutions passed by the Faculty Senate in May involved matters internal to the Senate. One commended the Ad Hoc Faculty Committee on Retirement. The outcome of the RESOLUTION OF ANNUAL LEAVE (VACATION) FOR 12-MONTH FACULTY (FS-73-5-3) is still pending. The RESOLUTION ON REDFERN (FS-73-5-6) was rejected. Pres. Fulton reported that Redfern has had to hire a fourth physician due to the present student load at the health center. Since this is a student-fee funded facility, the Administration is unwilling at this time to extend the services of Redfern to the faculty.

June: The RESOLUTION ON OPTIONAL FINAL EXAMINATION was rejected by the Undergraduate Council, and the Senate’s Admissions and Scholarship Committee was unwilling to recommend any new form of the Resolution. The RESOLUTION PRESCRIBING GPR FOR GRADUATES IN MAJOR (FS-73-6-2) was passed by the Undergraduate Council and recommended to Dean Hurst. It must still go to the Educational Council. Dean Hurst has asked the College Deans for comment. Regarding the RESOLUTION ON THE HONOR SYSTEM (FS-73-6-4), Pres. Fulton said that the matter of an honor system for the university is still in the formative stages. Other June Resolutions were internal or related to matters discussed at other points in the Senate meeting.
July: The RESOLUTION ON FACULTY MEMBERSHIP ON THE LANDSCAPE AND SITE DEVELOPMENT COMMITTEE (FS-73-7-2) was approved. A member to represent the Faculty Senate will be appointed July 1. However, the RESOLUTION ON PUBLICATION OF PLANS BY THE PLANNING COUNCIL (FS-73-7-3) was rejected.

August: The FAUCULTY OMBUDSMAN RESOLUTION (FS-73-8-2) was rejected by the Administration on the grounds that Faculty Senators should act as ombudsmen for their colleges and that the Senate President should function or serve in such a capacity for the faculty as a whole.

September: The RESOLUTION ON UNIVERSITY COMMITTEE MEETINGS (FS-73-9-2), the RESOLUTION CONCERNING APPOINTMENT TO UNIVERSITY COMMITTEES (FS-73-9-3), and the RESOLUTION ON ANNUAL SALARY INFORMATION (FS-73-9-7) were all approved. The RESOLUTION ON THE FACULTY SENATE PRESIDENT'S BUDGET (FS-73-9-4) was rejected; however, Dean Hurst's office will supply operating funds, if needed, to the Senate President's college department. Moreover, the Senate President may make use of secretarial help in the office of the Dean of the University.

October: The RESOLUTION ON DUPLICATION OF COURSES AND PROGRAMS (FS-73-10-1) was approved with the request that faculty involved in such duplication should provide information to the Faculty Senate.

December: The RESOLUTION OF APPRECIATION (FS-73-12-1) resulted in a letter of appreciation from Pres. Edwards to Mr. and Mrs. J. Wilson Newman. Mr. Newman's response was read to the Senate.

January: Regarding the RESOLUTION ON HOUSING (FS-74-1-1), Pres. Fulton referred to a memorandum from Mr. Henry Hill to Dean Hurst, copies of which had been distributed to the Senators. Pres. Fulton noted that the memorandum amounted to a rejection of the Resolution.

February: Regarding the RESOLUTION ON INTERPRETATION OF LEAVE FOR NINE-MONTH FACULTY (FS-74-2-1), Pres. Fulton stated that Dean Hurst found nothing with which he disagreed but that he would not make a final judgement on the Resolution until he had received comments which he has solicited from the academic deans. The RESOLUTION: SMOKING BAN IN LITTLEJOHN COLISEUM (FS-74-2-2) was adopted for the last two home basketball games and will be in practice in the future. The Resolution regarding a Research Council, Pres. Fulton said, would be taken up later in the meeting. The COMMITTEE CONSOLIDATION RESOLUTION (FS-74-2-4) will go into effect July 1.

Resolutions to establish committees on the Motor Pool (FS-73-5-5), the Advisory Committee for the Student Relations Committee (FS-73-6-5), Faculty Work Loads (FS-73-6-7 and FS-73-7-1), Faculty Evaluation of Academic Administrators (FS-73-9-5), and the Continuing Education Center (FS-73-11-1) had all been adopted. The Report on the Student Relations Committee was given at the February meeting.
Turning to other matters, Pres. Fulton reported that on February 14 he had met with Mr. David Glockler, Chairman of the Graduate Student Association. He had recommended that the GSA seek an appropriation of funds from the Vending Machine Committee for use by the graduate student organizations.

At the meeting of the Planning Council on February 19, Pres. Fulton reported, the University Master Planner, Prof. Elfin, had submitted a plan, based on that presented by a student, Rodney Sprott, for inner campus bicycling. This plan must be approved by the Executive Officers and then go to the Physical Plant for implementation. The Council also discussed a bicycle code under which all bikes must be registered. Student Body President John Pratt had opposed such a policy. Finally, the Council had discussed the matter of faculty parking. Over 250 parking spaces will be lost on East Campus this fall. To provide additional spaces, the Council discussed the feasibility of utilizing the following areas for employee parking: student spaces along Palmetto Boulevard; the area in front of Long Hall; and the area immediately to the west of Mrs. Poole's house.

On February 28, Pres. Fulton had met with Dean George Coakley to discuss details of the proposed honor system. Dean Cox had requested Dean Coakley to consider procedures in such a system. After discussing the matter at length, Pres. Fulton said he had suggested to Dean Coakley that the Faculty Senate should be given an opportunity to consider any final version before an honor system is approved for the university.

Pres. Fulton reported that at the meeting of the Undergraduate Council on March 1 a computerized evaluation of faculty by students was approved in principle. Wording still has to be approved by the Council, Pres. Fulton said, and there are still problems relating to confidentiality and computerization which must be ironed out.

Prof. Beckwith suggested that such an evaluation would be futile. He said he believed that written comments by students are more useful. It was pointed out that space for narrative form comments was intended by the Council to be provided on the forms for student evaluation of faculty. Prof. Bauld inquired whether or not, if teaching was to be considered so important, the University would be willing to release time so that faculty members can improve their teaching ability. Prof. Steirer asserted that it was a bad precedent for such a proposal for faculty evaluation to emanate from the Undergraduate Council. He asserted that reflections of Faculty Senators on such a matter should have been heard. Pres. Fulton noted that only rarely is the Senate asked for reaction to new ideas, and he admonished the new Senate to keep abreast of proposals developing in the University and to express the voice of the faculty on these proposals before they become established University policy.
Pres. Fulton said that the Undergraduate Council had also considered the matter of course duplication. Pres. Fulton stated the conflicts regularly arise before the Council when new courses are proposed. The Council, he said, routinely urges parties to the conflicts (i.e., department heads) to attempt to resolve such problems themselves.

The Educational Council at its meeting on March 4 had passed the proposal establishing a new language requirement for the Ph.D. However, Pres. Fulton reported, he had not voted on the proposal since the Faculty Senate had not had an opportunity to scrutinize it. Pres. Fulton also referred to "A Survey of the Computerization of Management Information Systems and Recommendations for Their Expansion Within Public Colleges and Universities of South Carolina," prepared by Charles A. Brooks, Jr., Director of MIS Computerization for the South Carolina Commission on Higher Education. He noted that the report mentioned possible refinement of the CHE appropriations formula. He said that member colleges had been asked for comments on the report. Pres. Edwards had told the Council that the University will develop its own MIS system for use in planning and will cooperate fully with the state-level concept of CHE.

Pres. Fulton reported that on February 13 a group from Columbia, includingOfficials of industry and some newsmen, toured the University. They were shown what the University is doing for industry and introduced to the Continuing Education program.

At the AFSC meeting on March 5, Pres. Fulton reported, approval was granted to a modified version of the Class Attendance Policy. This version had been proposed for consideration by the Undergraduate Council by a subcommittee of the Undergraduate Council.

Finally, Pres. Fulton reported that the Graduate Council at its meeting on March 8 had approved the "W policy" to replace the "WP-WF" policy which is still in effect for graduate students. Also, the Council had considered a policy whereby "All on-campus University employees may satisfy residence requirements by completing fifteen (15) semester hours of graduate credit during a twelve months period."

Committee Reports

The chairman of the Admissions and Scholarship Committee, Prof. Steirer, introduced a RESOLUTION: PROPOSED CLASS ATTENDANCE POLICY (FS-74-3-1):

(1) Regular and punctual attendance at all class and laboratory sessions is the responsibility of each student. College work proceeds at such a pace that regular attendance is necessary in order for each student to obtain maximum benefits from instruction. All absences are matters to be resolved between the instructor and the student. In the event a student absences himself from a class for a
reason considered valid by the instructor, it is the student's responsibility, with the cooperation of the instructor, to make up resulting deficiencies.

(2) Students desiring to withdraw from a class must secure a drop card from the Registrar's office prior to terminating attendance. A student who incurs excessive absences may be dropped from a course.

(3) Students shall have protection through orderly procedure against prejudicial or capricious academic evaluation. No faculty member or administrator shall consider it his prerogative to go beyond this attendance policy. Students whose academic freedoms may have been abridged have the right to seek redress.

(4) A student enrolled at the commencement of the last five weeks of classes shall have final grades recorded.

Although in support of the Resolution, Prof. Steirer expressed regret that the policy emanated from the Undergraduate Council rather than the Faculty or Student Senates. In response to a question from Prof. Bauld, Prof. Steirer pointed out that the key sentence is: "All absences are matters to be resolved between the student and the instructor." He noted that experience with the current policy had revealed that students are more mature and faculty members less capricious than previously had been thought. Prof. Carpenter pointed out that the revised policy does not require consistency regarding attendance policies among faculty members, but that each individual instructor must treat all his students consistently. Prof. Johnston said that he preferred having the matter of absences left up to him and that he understood he should announce what his policy was.

The Resolution passed, 15 to 14.

Prof. Steirer then introduced a RESOLUTION ON CONTINUING EDUCATION UNITS (FS-74-3-2):

WHEREAS guidelines have been issued by the Southern Association for Colleges and Universities on Continuing Education Units being accepted for academic credit,

BE IT RESOLVED that the Faculty Senate be recorded as desiring to be consulted before the University establishes a policy concerning academic credit and continuing education units.

The Resolution passed.
Prof. Skelton reported that his Policy Committee members had discussed the problem of student parking in faculty zones. Rather than amend the parking code, the Committee members decided that the problems could be alleviated by stricter enforcement of the current code, particularly Sections 2-10 (permitting temporary decals), 6-3 (suspending operating privileges), and 6-7 (requiring impoundment of illegally parked vehicles). Prof. Skelton said that he had discussed the situation with Mr. Jim Sullivan of the Office of Student Affairs. Mr. Sullivan had asserted that matters should improve by next August.

Prof. Skelton said that consideration of the use of Littlejohn Coliseum for registration would require so much time for investigation that it would have to be referred to the new Policy Committee.

For the Research Committee, Prof. Bauld introduced a SUBSTITUTE RESOLUTION ON THE CREATION OF A FACULTY RESEARCH COUNCIL (FS-74-3-3):

WHEREAS some mechanism should be available for the conveyance of Faculty advice to the administration concerning the policies, procedures, and regulations that affect the climate within which both sponsored and unsponsored research is conducted at the University, and

WHEREAS quality graduate programs depend significantly upon the climate created for the conduct of research, therefore,

BE IT RESOLVED that the Faculty Research Committee be dissolved and in its place a Faculty Research Council be created so as to reflect high regard for the role which sponsored and unsponsored research projects play in the total educational process, furthermore,

BE IT RESOLVED that the membership of the newly created Faculty Research Council consist of the Dean of Graduate Studies and University Research; one faculty member from each academic college, nominated by the dean of the college in consultation with the faculty of the college, and appointed by the Dean of the University for a term of three years; and two students, one undergraduate student nominated by the Student Senate and one graduate student nominated by the Graduate Student Association, each appointed by the Dean of the University for a term of one year. The Dean of Graduate Studies and University Research will serve as chairman and the Assistant Dean of University Research will act as secretary and ex-officio non-voting member, and furthermore,
BE IT RESOLVED that the responsibilities of the newly created Faculty Research Council shall include:

advising the administration on all policies, procedures, and regulations affecting sponsored and unsponsored research on the campus; encouraging the Administration in the vigorous solicitation of financial support for University research activities; assuring the general maintenance of an atmosphere of respect for research activities as an essential part of the total educational process; and concerning itself with all other matters of faculty concern related to research.

Prof. Bauld pointed out that the only change from the Resolution adopted by the Senate in February prescribing such a Council (FS-74-2-3) was the elimination in the current Resolution of the ex-officio non-voting member from the Office of Business and Finance from the proposed Council. He argued that it seemed preferable for the proposed Council to have, as far as possible, only personnel from the academic realm of the University community.

The Substitute Resolution passed unanimously.

Prof. Bauld then said that Mr. Dave Glocker, president of the Graduate Student Association, had requested graduate student representation on a number of University Councils and Committees. The Research Committee had reviewed the request and agreed that it was legitimate. Prof. Bauld therefore moved the adoption of a RESOLUTION ON GRADUATE STUDENT REPRESENTATION ON UNIVERSITY COUNCILS AND COMMITTEES (FS-74-3-4):

WHEREAS a primary purpose of the University Councils and Committees is to provide adequate representation from all segments of the University family in the transaction of University business, and

WHEREAS the graduate student population is an important segment of the University family,

BE IT RESOLVED that representation be granted to the graduate student population on the following University Councils and Committees, and that the nomination and appointment procedures of these representatives be in accordance with the criteria appearing below:

<table>
<thead>
<tr>
<th>Council or Committee</th>
<th>Number of representatives and means of selection</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration-Faculty-</td>
<td>One graduate student selected annually by the GSA</td>
</tr>
<tr>
<td>Student Council</td>
<td></td>
</tr>
<tr>
<td>Graduate Council</td>
<td>Two graduate students nominated by the GSA and appointed by the Dean of the University</td>
</tr>
<tr>
<td>Planning Council</td>
<td>President of the GSA, ex-officio</td>
</tr>
</tbody>
</table>
Archives Committee
Audio-Visual Committee
Computer Advisory Committee
Faculty Research Committee
Fine Arts Series Committee
Library Committee
Patent Committee
Poisonous Chemicals and Radioactive Materials Committee
Safety and Fire Prevention Committee
Schedule Committee
Traffic and Parking Committee

The Resolution passed.

For the Welfare Committee, Prof. Dillon said that his committee's report on tax-sheltered annuities had been completed and that copies were available in departmental offices.

Then, stating that the matter of retirement benefits seemed to require the attention of a separate committee, Prof. Dillon moved the adoption of a RESOLUTION ON THE RECONSTITUTION OF THE AD HOC COMMITTEE ON RETIREMENT (FS-74-3-5):
WHEREAS the South Carolina Council of Presidents Committee to investigate TIAA-CREF and SCRS Retirement Benefits has met, and

WHEREAS it was the consensus of the committee that SCRS is deficient with regard to actual monetary benefits for retirees and does not provide a faculty recruitment advantage as other optional retirement plans do,

BE IT RESOLVED that the Clemson University Ad Hoc Faculty Committee on Retirement be reconstituted with the following goals in mind:

(1) The committee will seek to promote the Optional Retirement Program which may emanate from that Council of Presidents committee.

(2) The committee will encourage the formation of and work closely with similar committees at other S. C. public colleges and universities.

(3) The committee will seek improvement in the South Carolina Retirement System for those who will exercise the option to remain in the system in the event of the approval of an optional retirement plan.

(4) The committee will study various state retirement systems and make comparisons between the SCRS and others employing various hypothetical faculty salary profiles.

The Resolution passed unanimously.

For the Ad Hoc Committee A on the Motor Pool, its chairman, Prof. Ezell, reported that no action had been taken on its earlier recommendations. However, since no complaints about the motor pool had reached his Committee, he recommended that it be dissolved.

For Ad Hoc Committee B on Faculty Work Loads, its chairman, Prof. Adkins, stated that the problems involved in comparing workloads were more complex than had been anticipated. Thus, the Committee had not completed its work, and Prof. Adkins urged that the Committee be reconstituted by the new Senate.

For Ad Hoc Committee C on Faculty Evaluation of Academic Administrators, its chairman, Prof. West, made the following report:

(1) A preliminary evaluation form has been developed, and will be disseminated on a limited basis for review only during the month of March 1974.
(2) The committee agrees that the evaluation form should be viewed as a self improvement source for the evaluated administrator. Therefore, it is planned that the completed form will be reviewed by the evaluated administrator, and that person makes the decision as to the use of the collected information.

(3) A recommendation for continuing the Ad Hoc Committee C be forwarded to the 1974-75 Faculty Senate President in order to test and improve the evaluation form and evaluating procedures.

Prof. West also stated that his Committee would meet once again prior to the Senate's April meeting, at which time it would make a final report on its progress.

For Ad Hoc Committee D on the Continuing Education Center, its chairman, Prof. Matthews, reported that the Committee had organized and had decided to consider various faculty concerns regarding the proposed Center. He recommended continuation of the Committee, and he suggested that faculty members with concerns should mention them to members of this committee (himsel, V. D. Carmack, J. C. Mullins, and R. D. Shannon).

Prof. Cross announced that the University's Traffic and Parking Committee would meet on Thursday, March 14, to discuss the problems of the pedestrian campus.

Pres. Fulton announced that the Senate's Advisory Committee would meet on March 28 at 4:15 to nominate a slate of Senate officers for the coming year.

Prof. Shannon announced that the University Club would have its second social Friday afternoon, March 29, at the Clemson House. Tickets costing $2 each, he said, would be available until March 27.

In closing the final meeting of the current year, Pres. Fulton said: "I take note that this has been a strong Senate and an active Senate. You have faced 'straight on' many hard issues. You have represented responsibly and courageously our fellow faculty members. You are the salt of the earth. You are what makes this place tick and buzz and hum. You are the doers here ... and the creators, and I am proud to have been your servant!"

Pres. Fulton's remarks were greeted with applause by the Senators. Vice President West said that Pres. Fulton richly deserved a round of applause as well, and he got one.

Respectfully submitted,

Russell D. Shannon
Secretary

Member absent: O. J. Jacobus
President Fulton called the meeting to order at 4:15. The new Faculty Senators were introduced: from the College of Agricultural Sciences, J. C. Acton, K. A. Holleman, J. D. Maxwell, and W. Witcher; from Education, R. T. Benson; from Engineering, J. A. Chisman, B. L. Edge, and J. S. Goree; from Industrial Management and Textile Science, E. L. Powers; from the Library, C. W. Triche III; from Nursing, M. A. Teklits; from Physical, Mathematical and Biological Sciences, B. B. Bookmyer and C. B. Russell.

Pres. Fulton then recommended some changes in the Minutes of the March meeting. The Minutes were approved incorporating these changes.

President's Report

Pres. Fulton reported on two meetings of the Board of Trustees in March. A number of recommendations had been approved by the Trustees, he said, including one which stipulates that there will be no bicycle registration at the University. At the meeting on March 13 Dean Wilcox had reported to the Trustees on the College of Engineering and Dean Anderson had reported on the College of Agricultural Sciences. At the meeting on March 29, the Trustees had heard a report by Dean A. E. Schwartz and Dr. Jack Peck on the Division of Information Services Development.

At the meeting of the Undergraduate Council on March 15, Pres. Fulton reported, Dr. J. V. Reel had presented the report of the ad hoc committee on General Education Requirements at Clemson University and the Distinction Between the B.A. and the B.S. Degrees. The Council had endorsed the report in principle and referred it to the various college curriculum committees for consideration. The Council had also approved by a vote of 7 to 3 a recommendation that the B.A. degree may be conferred by those colleges and departments that require four courses to be taken in a foreign language.

At its meeting on March 26, the Planning Council had decided to recommend to the Executive Officers a plan to maintain a limited number of parking spaces at the Clemson House to be allocated to student teachers, nursing students, and invalids and to operate a bus service to Resident Parking Lot #1. Pres. Fulton also reported that the Council had recommended to the Executive Officers a proposal for additional employee parking in the vicinity of Long and Martin Halls. The proposal had been presented by the University Master Planner, Prof. Eflin. The Council had also recommended a plan for a modest reworking of the area around the Outdoor Theater.

Pres. Fulton said that at the meeting of the Educational Council on April 1 it had been announced that Dr. Farrell Brown had been named Assistant Dean for Graduate Studies. The Council had also adopted a
recommendation that the policy for withdrawal from graduate courses be identical to the new undergraduate policy. Also, Pres. Edwards had reported that the March meeting of the S. C. Council of Presidents had asked Dr. Charles B. Vail, President of Winthrop College, and Dr. Howard Boozer, Director of the Commission on Higher Education (CHE), to meet with Mr. Purvis Collins, Director of the SCRS, to discuss retirement policies. Pres. Fulton reported that Mr. Collins had publicly criticized the report, "A Comparison of University Retirement Plans" by Profs. Eldred and Stinton of U.S.C., in the U.S.C. publication, Business and Economic Review. Congressman Dorn, Pres. Fulton said, had also been asked about the retirement policies at a press conference. In view of these developments, Dean Hurst had expressed his unwillingness to reappoint an ad hoc Faculty Committee on Retirement at this time. Pres. Fulton recommended that the Senate appoint such a committee.

It had also been announced at the Educational Council meeting that the University will develop its own Management Information System to make information readily available to the Administration to enable it to plan for allocation of scarce public resources more efficiently. Finally, Pres. Fulton said, it was reported that the review of selected graduate programs for the period 1966-1972 had been sent to the CHE on April 1.

Pres. Fulton also stated that Pres. Edwards had decided that the 12-month faculty could have the State Leave Policy. Dean Hurst had suggested to Pres. Fulton, in reporting Pres. Edwards' decision, that the Senate's options seem to be: (1) to retain the present policy or (2) pass a resolution requesting the State Leave Policy. Pres. Fulton said that the matter would be discussed later in the Senate meeting.

At the AFSC Meeting on April 1, Pres. Fulton reported, the proposed honor system had been discussed.

Pres. Fulton said that Dean Hurst had rejected the Senate RESOLUTION OF INTERPRETATION OF LEAVE POLICY FOR NINE MONTH FACULTY (FS-74-2-1). However, he had accepted its thrust and recommended that the Senate's Welfare Committee should consider amending the Faculty Manual so as to accomplish the Senate's desire in this matter. The Senate's SUBSTITUTE RESOLUTION ON THE CREATION OF A FACULTY RESEARCH COUNCIL (FS-74-3-3) had been accepted by Dean Hurst.

Finally, Pres. Fulton reported that at the meeting of the Vending Machine Committee on April 9 the Graduate Student Association had requested $5700, of which $5000 was proposed to be made available for graduate student travel expenditures.

Committee Report

For the Welfare Committee, its chairman, Prof. Dillon, reported that the enrollment period for purchase of tax-sheltered annuities will henceforth
be the first 15 days of the months of August through November and January through March. This will permit appropriate deductions in the first pay-check of the following month. Prof. Dillon said he had also discussed the matter of disability retirement with Dean Hurst. Dean Hurst had indicated that there is at present no possibility of waiving the 30-day notice requirement. However, he had suggested that the faculty of the department of an individual whose death appeared imminent might protect the individual by seeking the timely implementation of the disability retirement procedure which requires the signature of the individual involved.

Prof. Dillon said that there had been two meetings of the 12-month faculty Senators regarding the leave policy. He said that all currently proposed leave policies were rejected and that the matter has been passed to the new Welfare Committee.

Election of Officers

Pres. Fulton said that the Senate's Advisory Committee had nominated the following candidates for office of the new Senate: President, C. R. Dillon and A. S. Tombs; Vice President, K. E. Carpenter, and J. Y. LeBourgeois; Secretary, T. R. Adkins, Jr. and A. H. Holt. The floor was open to further nominations, but there were none. By secret ballot, the following were elected: President, C. R. Dillon; Vice President, K. E. Carpenter; Secretary, T. R. Adkins.

Pres. Fulton reminded the Senators that he was hosting a party in their honor at the Alumni Center immediately following the meeting. He then turned over the chair to the new president. Pres. Dillon suggested that Pres. Fulton deserved a round of applause for a job well done. The Senators responded enthusiastically.

Pres. Dillon then pointed out that the majority of the Senate's business is accomplished at times and places other than the monthly meetings. The new Senators, he said, would soon find that, as they become involved in the Senate's work, they would learn much about the University. He asserted that the Senate should continue to seek a stronger voice in the operation of the University. "Though we have made strides," he concluded, "we're not yet in the position we want to be."

Advisory Committee

The following members were elected to the Senate's Advisory Committee:

Agricultural Sciences: V. D. Carmack
Architecture: K. E. Carpenter
Education: J. E. Matthews
Engineering: L. T. Fitch
Forest & Recreation Resources: H. J. Grove
Industrial Management & Textile Science:  C. W. Roberts
Liberal Arts:  J. Y. LeBourgeois
Library:  C. W. Triche III
Nursing:  M. A. Teklits
Physical, Mathematical & Biological Sciences:  A. S. Tombes

The meeting adjourned at 5:27.

Respectfully submitted,

Russell D. Shannon,
Secretary
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