AGENDA

Date: August 9, 2022
Time: 2:30 p.m.
Location: Edgar Brown Union Student Senate Chambers

1. **APPROVAL OF MINUTES**

2. **SPECIAL ORDERS**

3. **REPORT**
   a. Robert H. Jones, Executive Vice President for Academic Affairs & Provost
   b. Standing Committees
      i. Finance and Infrastructure Committee; Chair Karen Kemper
      ii. Policy Committee; Chair Svetlana Poznanovik
      iii. Research and Scholarship Committee; Chair Hugo Sanabria
      iv. Scholastic Policies Committee; Chair Peter Laurence
      v. Welfare Committee; Chair Lindsay Shuller-Nickles
         1. 202210 A Concurrent Resolution to Express Support for a Scholarship for Descendants of Black Laborers at Clemson University
         2. Status of TPR Documents to Include Principal Lecturer Promotion Criteria
   c. University Committees/ Commissions
      i. Committee on Committees; Chair Mary Beth Kurz
   d. Faculty Representative to the Board of Trustees; Brian Powell
   e. President's Report

4. **UNFINISHED BUSINESS**

5. **NEW BUSINESS**

ADJOURN

ANNOUNCEMENTS:
1. Convention of the Delegates Orientation and Meeting: Thursday, August 11, 2022, 9:00 am

2. Faculty Senate Advisory Committee Meeting: Tuesday, August 23rd, 2022, 2:30pm
2. Faculty Senate Executive Committee Meeting: Tuesday, September 6th, 2022, 2:30 p.m.
3. Faculty Senate Meeting: Tuesday, September 13th, 2022, 2:30 p.m.

WELFARE COMMITTEE REPORT
Standing Agenda Item 202210: A Concurrent Resolution to Express Support for a Scholarship for Descendants of Black Laborers at Clemson University

Background: In 2022, Faculty Senate received a resolution from the Student Senate and Graduate Student Senate with a request that we co-sign. The resolution eloquently recognizes the generations of Black enslaved and convict laborers that literally built Clemson University. Through the diligent research efforts of Dr. Rhonda Thomas to identify the individuals on whose shoulders we stand.

"... the lives, labor, and stories of enslaved persons, sharecroppers, tenant farmers, convicted laborers, wage workers, and cooperative extension workers who contributed incredible strides toward the foundation and ongoing success of Clemson University, including the generations of Black individuals who have descended from them, have ***never been formally recognized or compensated on behalf of the university.***"

The resolution further details the extensive student efforts to engage with the Clemson administration to garner support and continued progress towards establishing scholarships for descendants of enslaved and convict laborers. And in closing, the resolution respectfully implores that the university "commits to full implementation [of descendant scholarships] by the 2025-2026 academic year, precisely 200 years after the establishment of the Fort Hill plantation."

Discussion: The Welfare Committee, on behalf of the Faculty Senate, commends the Undergraduate and Graduate Student Senates for their thorough investigation and well-written resolution. The Faculty Senate was not involved in the research, discussion, or drafting of the resolution. Therefore, the committee cannot co-sign the Undergraduate and Graduate Student Senates' resolution as a Joint Student-Faculty Senate Resolution. In particular, consideration of the task force composition and charge would yield fruitful debate.

Recommendation: The Faculty Senate Welfare Committee stands in support of the Undergraduate and Graduate Student Senates' commitment to establishing a scholarship for descendants of Black laborers at Clemson and recommends that the University establish an actionable plan towards meeting the reasonable goal of full implementation of descendant scholarships by the 2025-2026 academic year.

2022-2023 Faculty Senate Welfare Committee

Lindsay Shuller-Nickles, Chair (CECAS)
John DesJardins (CECAS)
Jennifer Holland (CBSHS)
Feng Luo (CECAS)
Nadarajah Ravichandran (CECAS)

Sri Sridharan (Business)
William Terry (CAAH)
Kristi Whitehead (Science)

WELFARE COMMITTEE REPORT
Standing Agenda Item 202212: Status of TPR Documents to Include
Principal Lecturer Promotion Criteria

Background:

Previously Welfare Committee Agenda Item # 202201. Committed by FSP at a regular meeting of the Executive Committee in March 2022. Recommitted by the 2022-2023 FSP at the opening meeting of the Executive Committee in April 2022 as Welfare Committee Agenda Item #202212. The charge:

Investigate, identify, and provide a report on academic departments that do not have promotion criteria for the rank of principal lecturer in the department TPR documents, as required by the Faculty Manual 2021. Summary information includes the number of departments surveyed and those that include the inquiry information.

Summary

TPR documents, posted on at Clemson University Repository for Bylaws & TPR Documents and accessible via the Faculty Senate Shared Governance webpage (https://www.clemson.edu/faculty-staff/faculty-senate/shared-governance/bylaws-tpr.html), were reviewed to determine which contain promotion criteria for the rank of principal lecturer as required by the Faculty Manual 2021 V2.0, which states "Principal lecturers shall be evaluated by their department/school TPR committee, following procedures and standards that shall be specified in the unit's TPR document." (Ch V, C2d). The Requirements for DEPARTMENTAL TPR and PTR DOCUMENTS – 2021-2022 Faculty Manual checklist includes the requirement that these documents include qualifications (criteria) for reappointment of principal lecturers.

Three (3) departments do not have TPR documents posted and four (4) departments (or programs) listed on the university List of Colleges and Departments were not listed in the Repository. The TPR documents for five (5) departments lack promotion criteria for principal lecturer rank. Without promotion criteria for the rank of principal lecturer, senior

lecturers in faculty in these departments will not be able to be promoted to the rank of principal lecturer.

TPR Document Review

The Clemson University Repository for Bylaws & TPR Documents was used to review college and departmental governing documents to compile information the table below. The List of Colleges and Departments was checked on May 11, 2022 to verify that departments listed in the repository currently exist.

College	Department	Status
CAFLS	Animal & Veterinary Sciences	Not signed
CAFLS	Plant & Environmental Sciences	No link
CAAH	Architecture	Not signed
CAAH	City Planning and Real Estate Development	Not listed
CAAH	Construction Science and Management	No link
CAAH	Landscape Architecture	Not signed
CAAH	Languages	Not signed
CAAH	Performing Arts	Not signed
CoB	Aerospace Studies	Not listed
CoB	Military Leadership	Not listed
CoB	Master of Business Administration Programs	Not listed
CoS	Chemistry	No link
Not signed = TPR documentation is included in the Repository but is out of compliance, specifically lacking promotion criteria for principal lecturer.		
Not listed = The department is not listed in the Repository but appears in the University list of Colleges and Departments.		
No link = The department appears in the Repository but is missing TPR documentation.		

Twelve (12) departments **do not have approved TPR documents posted in the Repository.** Of those, at least three (3) departments are non-traditional programs that do not require TPR documents: *Aerospace Studies, Military Leadership, and the Master of Business Administration Programs*. An additional four (4) departments are merging and will subsequently update their TPR documentation: *City Planning and Real Estate Development with Construction Science and Management and Landscape Architecture with Architecture*. The merging departments will need to rewrite their bylaws and TPR documents. The remaining five (5) departments do not have approved TPR documents posted in the Repository:

- Languages (CAAH)
- Performing Arts (CAAH)
- Plant and Environmental Sciences (CAFLS)

- Animal and Veterinary Sciences (CAFLS)
- Chemistry (CoS)

The following three (3) departments (and divisions) have indicated on their Requirements for DEPARTMENTAL TPR and PTR DOCUMENTS – 2020-2021 Faculty Manual checklists that criteria for promotion to principal lecturer are not applicable:

- Human-Centered Computing Division (CECAS)
- Visual Computing Division (CECAS)
- Engineering and Science Education (CECAS)

Conclusions

A review of TPR documents across departments revealed that nine (9) departments do not have updated TPR documents on the Shared Governance Repository. These departments are specifically *lacking promotion criteria for principal lecturer as required by the Faculty Manual.* Senior lecturers in these departments cannot be promoted to principal lecturer rank. Of note, 58 Senior lecturers were promoted to Principal Lecturer from 27 departments and 7 colleges in May 2022.

Recommendations

The Welfare Committee recommends that Faculty Senate follow up with departments that have not yet updated their TPR documents to:

- Update their TPR documents to include promotion criteria for principal lecturer to comply with the Faculty Manual 2022.
- Submit their updated TPR documents to the Faculty Manual Consultant for review prior to approval.
- Submit their reviewed TPR documents for approval at the Provost's Office.
- Submit their approved TPR documents to the Clemson University Repository for Bylaws & TPR Documents.

2022-2023 Faculty Senate Welfare Committee

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