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FACULTY SENATE RESOLUTION 202102

Faculty Senate Consideration: April 2021

Topic: Recognizing the outstanding service of Clemson University staff members during COVID-19.

Whereas, COVID-19 is pandemic of global proportions that has impacted every aspect of our University; and

Whereas, the efforts to mitigate against COVID-19 has called upon our healthcare staff, facilities staff, human resources staff, financial staff, student services staff, communications staff, technical staff, administrative staff, media relations staff, cleaning and maintenance staff, housing staff, dining staff, transportation staff, public safety, and all others to extend their roles and sometimes take on new and unfamiliar roles; and

Whereas, we have called on our staff to help keep the University running during the pandemic, sometimes by tearing down the boundaries between home and work and sometimes by working amidst the active pandemic on our campuses; and

Whereas, our staff have answered these calls and carried out their critical missions, to help support the health, safety, and welfare of our campus community and to minimize the disruption that COVID-19 has caused to our daily lives; and

Whereas, some staff have put themselves in harm's way to keep the university running for our students, our faculty, fellow staff members, and our state; and

Whereas, all of our staff have continued to meet their existing job-related responsibilities while overcoming staggering new COVID-19 challenges; and

Whereas, our student services staff and academic affairs staff among others have maintained student engagement and enthusiasm to the greatest extent possible through advising, virtual graduations, and social media posts; and have gone out of their way to follow up on students who were struggling with isolation or had to make a switch due to COVID-19; and

33 **Whereas**, our dining staff have ensured that our on-campus students had
34 healthy food, safe places to eat, and provided sustenance for those who
35 were sick or in quarantine; and

36 **Whereas**, our communications staff have provided the tools and remote
37 network access that enabled us to continue to meet our obligations to our
38 students and research partners, and even stay as connected as possible
39 amidst physical isolation; and

40 **Whereas**, our housing and transportation staff have made sure that our
41 students had safe places to live on campus with a means to get to and from
42 campus, and other vital services while socially distanced; as well as deliver
43 supplies and food to those who contracted COVID-19 or were otherwise
44 quarantined; and

45 **Whereas**, maintenance, custodial, and facilities staff have played a critical
46 role in minimizing the spread of COVID-19, particularly in high-risk places
47 that must remain open, including our classrooms, labs, testing locations and
48 other critical facilities; and

49 **Whereas**, healthcare staff have maintained access to care and resources
50 necessary for students to receive attention when dealing with impacts of
51 COVID-19; and

52 **Whereas**, Clemson faculty and staff have developed a comprehensive
53 campus and community wide testing program that safeguards the health of
54 the broader University community; and

55 **Whereas**, technical staff have maintained access to research facilities and
56 laboratory space to the greatest extent possible during the COVID-19
57 pandemic; and

58 **Whereas**, our financial staff have helped us navigate unprecedented budget
59 cuts while continuing operations with additional COVID-19 expenses; and

60 **Whereas**, departmental administrative staff have continued to support
61 critical departmental functions, while working remotely in most cases; and

62 **Whereas**, staff who are telecommuting for personal reasons and/or to
63 minimize the spread of COVID-19 have creatively worked to ensure minimal
64 interruptions of work and can continue to do so without a return to work
65 order; and

66 **Whereas**, Libraries staff have kept Cooper and our other facilities open,
67 retrieving library materials, answering questions and providing safe study
68 spaces for students; and

69 **Whereas**, our Clemson University staff have continued to perform critical
70 and essential missions during the COVID-19 pandemic; it is therefore

71 **Resolved**, that the Faculty Senate of Clemson University:

72 (1) recognizes and praises the contributions of our staff during the
73 COVID-19 pandemic;

74 (2) appreciates that our staff have gone out of their way to serve our
75 university during these unprecedented times; and

76 (3) acknowledges the enormous stress that these contributions have
77 placed on our staff;

78 (4) commends the staff who have had to work amidst the pandemic
79 and have risked their own health and safety, as well as the health and
80 safety of their loved ones, to continue their work during the COVID-19
81 pandemic;

82 (5) urges the Clemson University administration to evaluate
83 workspaces for safety as staff return to on-site work, make reasonable
84 accommodations to ensure the safety of all, and continue to allow
85 telecommuting options for staff when warranted by personal
86 circumstances and/or when work efficiency will not be impacted; and

87 (6) recognizes the immense debt of gratitude that we owe our staff for
88 their selfless service during the COVID-19 pandemic, and thanks
89 them.

Krista Oldham

Faculty Senate Secretary