



GENERAL FACULTY MEETING AGENDA

Date: 18 August 2020

Time: 4:00 p.m.

Location:

<https://clemson.zoom.us/j/91736126840?pwd=MWVUemZoQXNudkFKY1dNdG9GaGwrUT09>

CALL TO ORDER

1. REPORTS

a. State of the University; President Jim Clements

Report attached

b. State of Academic Affairs; Provost Bob Jones

Transcript attached

c. Faculty Senate; President John Whitcomb

Report attached

d. Faculty Representative to the Board of Trustees; Joe Ryan

Report attached

2. UNFINISHED BUSINESS

3. NEW BUSINESS

ADJOURN

Krista Oldham

KRISTA OLDHAM CLEMSON UNIVERSITY
Faculty Senate Secretary
University Archivist
Special Collections and Archives
Clemson University Libraries

President's Report for the General Faculty Meeting
August 18, 2020

Good afternoon! Thank you all for joining us today! I am sorry that we can't be in person right now but I am thrilled to be here with you on Zoom.

Thank you to Dr. Bob Jones for his outstanding leadership of our academic enterprise as Executive Vice President for Academic Affairs and Provost. Bob has played a critical role in our pandemic preparation and response, and I want to thank him, along with the rest of my Executive Leadership Team. I also want to thank everyone who is serving in our Emergency Operations Center, which has been operating non-stop since February.

I also want to thank some of our faculty and staff leaders for their service and leadership during this particularly challenging year:

Dr. John Whitcomb, President, Faculty Senate

Dr. Joe Ryan, Faculty Rep to the Board of Trustees and

Dr. Sue Whorton, President, Staff Senate

I also want to thank Dr. Danny Weathers and Janeen Putman for their leadership of the Faculty and Staff Senates last year. They both did a great job.

And most of all thank you to all of you, our incredible faculty. I know that you have been working hard this summer preparing for this unusual semester, and I know you will do an amazing job just like you did in the spring when you suddenly had to pivot to online. Many schools had to take extra time during spring break to make that transition, but you and your colleagues were ready to go right away after spring break. In fact, the *Chronicle of Higher Education* mentioned us as a national leader in this area, and that is because of the amazing work of our faculty, so thank you for everything you all did to make that transition as quickly as you did.

We have all been running non-stop trying to make a ton of decisions on very complex issues as we work towards re-opening for the fall semester. These are not easy decisions, and many things are evolving rapidly, like testing.

As you know, we made the difficult decision to delay in-person classes by four weeks, due to the continued progression of COVID-19 in our state and in our region. This decision was based on data and science with input from public health officials and epidemiologist and based on widely respected mathematical models. And we did not make this decision lightly. The decision was based on the best interests of our students, faculty, staff and our communities. We have approximately 25,000 students, 6,000 full-time and 6,000 part-time employees that we need to think about.

We engaged top national public health experts, who have been advising us over the past two months or so. We have been tracking the national data as well as state and local data, and we are looking at what other universities are doing as well. Our faculty have been helping by modeling the disease and running simulations on the potential

spread of the virus. And they have been performing wastewater tests to measure the prevalence of the virus in the community. I am thankful for the amazing colleagues we have at the university.

If we opened as we had originally planned the models were predicting the potential of several thousand cases of COVID within a few weeks. We have many faculty, staff and students who we must try to keep safe and healthy. We felt this was the ethical and right thing to do. If we were going to err, we wanted to do so on the safe side.

A recent study by the *Chronicle for Higher Education* showed that more than 50 percent of universities will not start as originally scheduled this fall. Some told their students a week before the semester started. We told our students of our decision a month before the start of the semester.

Others, as you probably heard yesterday, like UNC Chapel, have already pivoted to online. We are confident that our revised approach gives us the best possible chance for a safe and successful in-person and on-campus Fall semester.

There are so many things we have to think through. Things that I am not normally involved in, decisions about our day-to-day operations, but these things are all so important, so I have had to be much more involved than usual. Not a decision has been made without me being briefed throughout the discussion or signing off on a recommendation.

I have also been involved in high-level conversations and decisions at the state and national level. At the state level, we have weekly meetings with the CHE (the Commission for Higher Education) and the other university presidents in the state to keep one another informed and work together when we can. For example, we now have a partnership with MUSC to provide COVID testing for our faculty and staff. And our very own Dr. Delphine Dean and her team are doing cutting edge research on saliva-based testing. I have also been working with the State to help access funds to cover some of the costs related to COVID testing. Last week, I also participated in a meeting with city and county leaders from the surrounding area to update them on our plans and answer any of their questions. We had leaders from Pickens, Anderson and Oconee counties in that meeting, along with mayors from Clemson, Seneca, Easley and Anderson.

I have also been doing a lot of work at the national level through my involvement with the Association of Public and Land-Grant Universities (APLU) and the American Council on Education (ACE), where I am on the Board, as well as with the ACC Council of Presidents where we have weekly calls. As I'm sure many of you know, the situation with fall sports has been changing daily. There have been a lot of calls with my fellow presidents and chancellors in the ACC and in other conferences as we make decisions about fall athletics.

I also have been working with our congressional delegation on several issues, including the CARES Act funding for higher education, the Phase IV relief package that is currently being debated by the House and the Senate, and the issue earlier this summer with ICE and international students.

I'm sure you remember, but last month, ICE issued guidance that stated that international students had to be enrolled in in-person classes in order to remain in the United States. This issue had the potential to affect up to 1 million international students at schools across the country. APLU reached out to me for my advice and guidance. So they asked me to call Sen. Lindsey Graham. I spoke with Sen. Graham several times to convey to him the impact this would have on higher education. Sen. Graham was able to speak with President Trump about that Executive Order before it was reversed.

With the CARES Act, I was able to work with Sen. Tim Scott to advocate for higher education and our specific needs. The original CARES Act included \$3 billion for higher education, but it was increased to \$13.5B. As you know, 50 percent of that funding was reserved for students, and I am happy to report that we were able to direct funding to 9,000 of our students who were in need. The funding also helped us to re-coup some of the losses from the spring semester that we incurred when we transitioned to online learning.

I have also been working with other congressional leaders including House Majority Whip Jim Clyburn, Sen. Tim Scott and Congressman Joe Cunningham on the new relief package that is currently being debated.

I do have a bit of good news to share as it relates to the pandemic. A marketing researcher at NYU who closely studies the operating models of universities is leading a team that is analyzing how different schools are likely to be affected by the pandemic in the long-term. His team studied more than 450 national universities on a number of variables designed to determine both the value the universities provide and how vulnerable they are to the possible economic impact of the pandemic. I am happy to report that their work confirmed what we already knew, that Clemson entered this pandemic strong and that we are well-positioned to emerge from all of this strong. In fact, we were one of just 88 universities — out of 450 — who are projected to thrive beyond the pandemic. In fact, we were positioned right at the very top of the chart along with a few other pretty good schools like Harvard, Cornell, Michigan and Northwestern.

I would like to share with you a few non-COVID highlights from the past few months. Despite the challenges of the COVID-19 pandemic, we still finished the year strong, meeting or exceeding many of our goals.

I am proud that our students continue to achieve great things. This year we had a record 57 students who received a national scholarship or fellowship. That includes three Goldwater Scholars, six Fulbright recipients and seven National Science Foundation Graduate Research Fellowships.

We are continuing to build on the great work being done regarding inclusive excellence. I directed the formation of a task force to build upon the foundational work previously completed by pulling together the various university stakeholders and centralizing their efforts and processes. The President's Social Justice and Equity Task Force is being led by our Chief Diversity Officer Lee Gill and Provost Bob Jones and is designed to ensure the involvement of our students, faculty, staff and community members. Their important discussions are ongoing, and I look forward to seeing the great work that will be accomplished by this dedicated group.

I hope you all saw the email I sent yesterday regarding the new developments at Woodland Cemetery. Ground penetrating radar has revealed the locations of more than 200 unmarked graves in the cemetery, and these graves are believed to be those of enslaved people who worked at Fort Hill Plantation as well as share-croppers and other African-American laborers who were involved in the construction of our early campus buildings. This is an important discovery, and we intend to do everything we can to learn more about who the individuals were and to preserve the graves and honor those who are buried there. I want to thank Dr. Rhondda Thomas, the Calhoun Lemon Professor of Literature, and Dr. Paul Anderson, University Historian, for their hard work on this project.

Our research enterprise continues to grow as our total research expenditures increased again reaching a new record of \$219 million dollars. (This is up \$58M or 36% from 5 years ago). Research proposal submissions were more than \$734M, the highest they have ever been, which is truly amazing based on the current situation (up \$227M or 44% from 5 years ago). Our faculty also submitted \$15.2M in research proposals for COVID-related projects. So far, seven of those projects have been funded, and more should be awarded in the future. I am proud that our faculty are working to find solutions to the many challenges presented by the global pandemic in areas such as testing, PPE and even repairing damaged lung tissue of patients who've had COVID. This exactly what Mr. Clemson envisioned when he created our university. As a land-grant university he challenged us to find ways to tackle the biggest problems facing society, and we are doing just that.

Our students are also involved in COVID-related projects with the Clemson COVID Challenge, which is a summer Creative Inquiry project that allowed students to identify problems related to COVID and pitch their ideas for solutions. More than 400 students participated, and 82 teams pitched their ideas to a panel of judges. I am proud of our students for stepping up to this challenge.

I am also proud that our faculty continue to receive national recognition for their work. We had nine faculty receive early career awards from the National Science Foundation or other national organizations.

At the heart of our university is our land-grant mission, and as always, our PSA team stepped up to help across the state when times are tough. Our Extension team has continued to provide state-wide programs to assist the agriculture industry using

technology such as Google mapping and virtual instruction to provide farmers with resources.

Of course, in order for Clemson to be successful in its three mission areas of education, research and service, we need private support, and I am proud to share that we exceeded our private fund-raising goal for the year with a total of more than \$158M raised. It is the fourth consecutive year we have raised more than \$150M. Private support is more important now than ever before due to these uncertain times, and I am grateful to all of our donors for their investment in our University.

The Clemson Family remains strong, and working together, we will get through this crisis. I am proud of the progress we made this year despite the many very unique challenges that we faced. And I am confident that we will continue to succeed at the highest levels as we navigate through these difficult times.

Thank you again to all of you for your hard work and your dedication to your students and to this University. I wish you all good luck for this new and very unique academic year, and I hope you all continue to stay safe and healthy.

Thank you again for the very important work you do and Go Tigers!

16:03:49 >> PROVOST JONES:
16:03:54 Welcome, my name is Bob Jones,
16:04:00 Executive Vice President for academic affairs and Provost at
Clemson University
16:04:05 and am happy to see what the largest faculty meetings we have
had in years,
16:04:07 thank you for coming.
16:04:14 Communications are extremely difficult and all we can do to
help
16:04:25 with communications we want to and more so we welcome you to
this meeting, glad that you are there. I'm going to call this
meeting to order,
16:04:28 the general faculty meeting and normally in the past
16:04:34 we have had it in the Brooks Center,
16:04:38 and then decided to coordinate that better
16:04:43 with our convocation and we started doing it in Little John,
16:04:49 that was a wonderful series where we got together and did a
little socializing
16:04:54 and can enjoy seeing the students come in and fill Little
John
16:05:02 with excitement at the beginning of the semester and those
times will come back, we will see them again and we are in a difficult
time now
16:05:13 but we still need to have a general faculty meeting at the
beginning and here we are, by Zoom.
16:05:14 ---
16:05:22 The first person I would like to bring up in our reports
somebody we all know,
16:05:30 Sitting with -- Hall the 20 him and he is from the mid-
Atlantic
16:05:40 region and has degrees from the University of Maryland
Baltimore County and Johns Hopkins University and he was a faculty
member
16:05:47 and rose rapidly in the administration;
16:05:58 fortunately for a whole lot of people somehow the people of
west virginia University got wind of this gentleman and you he had
16:06:02 some talent and there were looking for president and he
interviewed and blew them away,
16:06:08 that is the person we want and they hired him and he was
president in West Virginia University and about
16:06:13 one year into his presidency I was looking around for
opportunities
16:06:15 to expand my carrier and someone said hey,
16:06:18 have you seen this new president at West Virginia University?
16:06:30 He does a state of the University address; I watched
16:06:33 this guy give the most amazing speech I had
16:06:39 seen in my life and it was a thrilling and I said I'd
16:06:44 like to work for this guy and they were looking for a Dean
and got lucky and got to work with
16:06:50 Jim Clements, computer scientist and faculty member and

administrator

16:06:58 and a good person that makes alumni, students, parents, faculty members and staff

16:07:01 also good about what they are doing and he is the kind of person

16:07:04 you are grateful for especially when the chips are down

16:07:12 so Mr. president that is my introduction to you and I'm sure we are all looking forward to hearing if you have your words.

16:07:13 >> PRESIDENT CLEMENTS:

16:07:16 thank you Mr. Provost

16:07:29 and thank you for the incredible and kind and generous words. To all of our faculty we have what I believe the best Provost in the country an Dr. Jones

16:07:37 you were such a gem to work with, brilliant, kind, strategic and forward thinking,

16:07:43 collaborator and so many positive things I could say about you. As a

16:07:47 faculty member I would be honored to work with you

16:07:49 and honor to have you on the team

16:07:51 providing incredible leadership

16:07:55 so Doctor Jones thank you for the introduction

16:08:01 and thank you for bringing our faculty together and for all of you thank you for joining us today. I'm

16:08:05 sorry we can't be in person and I

16:08:11 issue all like crazy and I know you have been under a lot of stress,

16:08:15 Our Provost brags about you

16:08:21 by the great work that you do and am thrilled to be with you the assume and wants to know that our Provost

16:08:35 has played a critical role helping us through this pandemic with the preparations in the response. Bob I thank you and our incredible faculty

16:08:39 for all you have done as we navigate through this and also want to thank my leadership team

16:08:43 working nonstop as well as in the emergency operations center,

16:08:49 they had been going nonstop since February since there was a case in the United States on our state

16:08:55 and I do want to thank some of the faculty and staff leaders for their leadership in the service

16:09:14 particularly during this challenging year; Doctor John Whitcomthank you for stepping up as president of the Senate. To Joe Ryan,

16:09:21 back to the rap to the Board of Trustees and Doctor Stuart Morton --

16:09:23 great people stepping up to serve

16:09:30 only doing it because they love Clemson and they want us to get better and I'm

16:09:36 thankful to them and for our leaders last year; Doctor with Danny Weathers did such a great job

16:09:42 stepping up to leave our faculty and staff and I'm thankful for all that you did especially the year
16:09:47 in which you did it as things changed in the spring so most of us hey, I'm
16:09:55 just think of for our faculty. I said it earlier in the Zoom calls,
16:10:04 administrators come and go but faculty are the core of the institution,
16:10:20 you are truly appreciated more than ever, you have the magic to take care of our students and you have been working hard this summer for preparing for a chilling in unusual semester,
16:10:24 but you will do an amazing job like you did in the spring
16:10:26 when you had to pivot and he did it so quickly
16:10:28 and so incredibly well.
16:10:28 ---
16:10:35 As you know many schools have to take extra time this spring to get their faculty ready,
16:10:39 they let the students have an extra week or two
16:10:43 during spring break but we have been preparing for this and you are preparing so we were ready to go
16:10:49 on spring break and I was proud when we appeared in the --
16:10:51 and he mentioned us as a national leader
16:10:53 because of the amazing work our faculty did
16:11:01 the transition so quickly and do it so well. Your work as we recognize nationally.
16:11:01 ---
16:11:08 we have been running nonstop. We do not have all the answers and we are in uncharted territory
16:11:17 and lots of things are happening and it is complex and rapidly evolving; we have so many decisions that we have to make,
16:11:23 unthankful for the colleagues we have around and let the decisions we have to make as we were shutting down
16:11:32 as we were reopening and they are not easy decisions to be honest,
16:11:34 not easy at all.
16:11:34 ---
16:11:42 We made a difficult decision as you know to start the semester
16:11:45 online into the layperson classes by about four weeks
16:11:50 just as we were tracking Covid-19 in the state in the region,
16:11:54 this decision was based on data in science.
16:12:09 We get input from public health officials and input from Epidemiologists based on widely respected mathematical models;
16:12:12 the decision was really based on the best interest of the health and safety
16:12:23 of our faculty, staff and students in our community; we have approximately 25,000 students
16:12:25 and 6000 staff and full-time employees
16:12:27 and we care deeply about you and important work you do

16:12:30 and about your families and about this community.
16:12:35 So we decided we were going to err on the side of safety
16:12:42 so that is the decision we made and we did engage two
national public health experts
16:12:48 who advised us over the last few months. We've been tracking
local and national data
16:12:54 as well as looking at what other universities were doing. We
decided we were going to make the decision
16:12:58 a month before the semester started and we thought we all
that to our students and families
16:13:00 so a month before the numbers in the state
16:13:05 were incredibly high and we decided that was right amount
16:13:10 of lead time to tell our students and we informed them and
month in advance of our plans
16:13:12 in those plans have not changed,
16:13:14 those plans remain the same in some schools inform
16:13:20 their students one week before the semester started, others
as we have seen started
16:13:29 in person and had to pivot to online
16:13:32 ;
16:13:35 we do not have all the answers and we tried to do what is
right for Clemson,
16:13:39 we are thankful to the faculty helping us making
16:13:43 decisions and modeling the disease and running
16:13:46 simulations about the spread of the virus in performing
wastewater test
16:13:49 and measuring the prevalence of the virus in the community
16:14:02 and Doctor Friedman has done a great job and others have,
very helpful and important information and we are thankful to the
amazing colleagues throughout the University.
16:14:03 ---
16:14:11 the original model showed that we could be looking at several
thousand cases of Covid in a couple of weeks and again
16:14:13 the health and safety of faculty and students is first and
foremost
16:14:17 we do not want to take that risk and if we were going to err,
16:14:20 we wanted to err on the side of safety,
16:14:25 and I want to thank -- all the work on saliva testing
16:14:27 another area that is changing rapidly
16:14:29 with great scientific advances.
16:14:30 ---
16:14:34 A recent study by the Chronicle for higher Ed showed that 50%
16:14:41 other universities are not going to start as they had
originally scheduled and we think again that we did
16:14:43 we did the best thing
16:14:46 and we are confident that we have a revised approach that
gives us the best chance
16:14:52 for a safe and successful in person on campus for semester,
16:14:56 simple things like wearing a mask really makes a difference.
We're

16:14:59 asking everybody to follow the simple rules
16:15:02 that will help us get to the fall semester
16:15:08 and there are so many things that we have been thinking
through, things that typically I'm not involved in,
16:15:10 decisions about our day-to-day operations
16:15:18 and things that is so important to all of us and these
decisions have been made;
16:15:22 we typically have attended studies of them deeply, briefs me
16:15:25 and we come together to make a decision that feels best
16:15:29 for the institution and for faculty and staff and also been
16:15:32 involved in high-level national discussions that I want to
know about
16:15:34 and state discussions.
16:15:35 ---
16:15:39 At the state level we have weekly meetings with the
commission for higher education
16:15:42 with the other university presidents in the state trying to
keep each other
16:15:45 informed of our plans,
16:15:48 trying to work together and share information and ideas.
16:15:50 We been working on the testing plan within USC
16:15:58 I was on the phone with Doctor Cole about testing strategies
and thank you to the Dean --
16:16:03 and the research they have been doing on saliva testing,
16:16:04 not easy and things change quickly and we
16:16:08 want to do all we can to keep everybody safe and healthy.
16:16:09 ---
16:16:19 also working with the state to recoup Covid-related costs,
they're
16:16:22 significant as we prepare the campus for the fall semester
16:16:27 and last week I participated with the meeting from the city
16:16:34 and county leaders in the surrounding area, Doctor Jones and
Vice President of student affairs Chris Miller,
16:16:36 if this is going to work we have to work together
16:16:42 so we had leaders from Pickens, Anderson and -- County
16:16:48 the mayors from -- Easlin and Anderson
16:16:53 and then work with the Association of public land grant
universities
16:16:58 where I previously chaired the board as well as the ACC
16:17:03 Council of presidents where we have weekly calls and as you
know things have been changing daily
16:17:06 and rapidly.
16:17:06 ---
16:17:13 In terms of sports, only because I mentioned the ACC,
16:17:16 that is evolving and there are lots of calls with my fellow
presidents
16:17:31 to make decisions about fall athletics for students who are
very hopeful about wanting to play.
16:17:32 ---
16:17:37 Also spent some time working with our congressional

delegation

16:17:49 on several issues. The CARES Act, funding for higher education and Phase IV relief package currently being debated between the House and the Senate

16:17:52 and the issued from earlier this summer related to

16:18:01 our international students and ICE. You remember that ICE last month

16:18:04 issued guidelines that international students have to be enrolled in person in order to remain in the United States

16:18:09 and that issue could affect up to 1 million international students

16:18:13 at schools across the country so APLU reached out to me

16:18:17 for advice and guidance and they rely heavily on Clemson

16:18:21 and our leadership team and our legislative affairs team,

16:18:25 and they asked me to reach out to Senator Lindsey Graham,

16:18:30 and had a couple of calls with him and spoke with President Trump

16:18:34 about the executive order before it was reversed so we were glad to

16:18:38 play a role in that in with the original CARES Act

16:18:41 we work closely with Senator Scott

16:18:49 who has been an advocate for higher education in the original CARES Act

16:18:57 included 3 million dollars for higher education and it was increased to two 13.5 million.

16:19:04 we were able to provide funding for 9000 students in need.

16:19:05 ---

16:19:10 Now, I'm working with other congressional leaders,

16:19:35 working closely with House majority whip Jim Clyburn who has been good for us and always there to help; Senator Tim Scott and Congressman Joe Penningham (sounds like) on the new release package.

16:19:35 ---

16:19:45 I have a bit of good news, and market researcher

16:19:54 analyze 450 national universities to determine the value the University provides,

16:20:00 how vulnerable they are and the national impact to the pandemic and their work

16:20:03 confirm what we know that Clemson

16:20:05 enter this pandemic

16:20:09 stronger than we have ever been and we are well-positioned to emerge from this and we want you to know that

16:20:11 we will emerge from this and we are strong

16:20:15 and we'll be strong and there's a lot of stress

16:20:19 and a lot of anxiety about all that we is facing and it's going to be okay;

16:20:28 we are going to get through this together just fine. I want you to know that. Keep moving forward and stay positive and optimistic

16:20:38 and the study shows that about 88 universities a projected to thrive beyond this pandemic and some will not and we are not only

16:20:51 projected to thrive but decision at the very top of the chart, literally right next to Harvard. The two of us were in the higher spots; Cornell, Michigan
16:20:56 and a couple of other schools were right there with us and I'm thankful to recognize the value of our brand
16:20:58 and the demand for a Clemson degree
16:21:09 and the incredible work of our faculty and staff so a couple of things, non-Covid related highlights.
16:21:10 ---
16:21:23 because of the great work of our faculty are students continue to excel we had 57 students receiving national scholarship or fellowship an all-time high last year we had, 35, an all-time high
16:21:26 and every year because of you are students keep winning
16:21:47 national awards; we had three gold waters, 6 Fullbrights and -- and your name does not appear but it is your work that we see.
16:21:52 we are moving forward and I direct information of the task force to build upon the
16:21:55 foundation work previously completed
16:21:59 and him pulling together university stakeholders and centralizing your efforts
16:22:03 and the president's social justice and equity
16:22:08 task force being co-led by our chief diversity Officer Lee Gill
16:22:11 and Provost Jones
16:22:15 helping staff and community members
16:22:19 as we move these important discussions forward and I'm sure you saw the email I said yesterday
16:22:27 regarding the developments at our woodlands cemetery, ground penetrating radar
16:22:31 has revealed the locations of more than 200 or more grades,
16:22:33 believed to be those of enslaved individuals
16:22:36 who worked at plantations as well as sharecroppers
16:22:40 and other African-American laborers who were involved
16:22:42 with the construction of the early campus buildings.
16:22:47 This is an incredibly important discovery and we intend to do everything we can
16:22:49 to learn more about the individuals who are there
16:22:50 and preserve the graves
16:22:53 and property on those who are buried there.
16:22:53 ---
16:23:05 I do want to thank Doctor Thomas, professor of literature and Doctor Paul Anderson, University historian for their hard work on this important project.
16:23:12 Our faculty continues to excel in research and a continues to grow,
16:23:23 total research expenditures this year an all-time record high, 219 million dollars, up about 60 million from where it was about five years ago
16:23:31 and the number of research proposals -- I don't know how you did this under the current circumstances, 734

16:23:51 million dollars in research proposal submitted almost a quarter of a billion higher than the last five years, so getting the research done in helping students when national awards, I don't know how you do that.

16:24:00 Our faculty also submitted 15 million dollars for Covid-related projects,

16:24:03 we are here to solve real-world challenges,

16:24:11 the biggest face by our society in thankful that 400 students be dissipated in Covid-related

16:24:23 project challenges and over 80 teams pitched ideas to the faculty.

16:24:29 Nine faculty received early career words from the National Science Foundation;

16:24:36 at the heart of our institution is a public service and agriculture team and they always step forward working with the

16:24:43 agricultural industry using Google maps

16:24:45 and nothing can keep the team from serving the state and we

16:24:51 had a record year in fundraising, raising 150 million dollars

16:24:56 from private funds in the fourth year we exceeded 150 million

16:24:59 and that goes back to the institution to make a difference for the faculty and staff

16:25:06 in the private support will be more important than ever moving forward. We did not know what the state

16:25:08 budget looks forward and we do not know what the economy looks like.

16:25:16 I'm really going to wrap up Mr. Provost. The Clemson family does remain strong in working together

16:25:22 we'll get through this crisis; we face in the challenges before, we had a

16:25:26 pandemic in 1918,

16:25:29 the University has been around for 130 years,

16:25:34 we will continue to work together and the Provost and I

16:25:36 we do not have all the answers and we are doing the best we can

16:25:41 and trying to do what is right but I wanted to know how thankful we are

16:25:43 for your hard work and your dedication

16:25:48 to your students and to this university. I wish you all the very best of luck

16:25:52 this academic year especially under the challenges that you face

16:25:55 and we'll do our best to keep you healthy and safe but know

16:25:59 that as we start the semester in a unique way know

16:26:02 that your work is important and your work changes lives

16:26:10 and we are incredibly thankful for you and with that said Mr. Provost -- I went over my time and I will take questions if we have time.

16:26:12 >> PROVOST JONES:

16:26:16 Amy, we have questions to bring forward?

16:26:19 >> AMY LAWTON-RAUH:
16:26:26 There's only one comment from Kelly Smith, kuddos
16:26:29 on making the hard called to start online.
16:26:44 when you approach the decision about returning on of
september 21st, erring on the side of safety and deferring to
experts.
16:26:45 >> PRESIDENT CLEMENTS:
16:26:50 Hearing the name Kelly Smith
16:26:53 brings a smile to my face,
16:27:07 He was one of my very first friends and he was president of
the Senate when I came. We will
16:27:12 continue to monitor this literally every day throughout the
day
16:27:15 and make the right decisions as we move forward;
16:27:20 right now we are fully focused on getting the students,
16:27:30 back on campus doing it in a right and safe way and
continuing the monitor the spread of the virus and if we feel we can
get them back safely we want to do that
16:27:34 and we want to create an environment where the faculty and
staff
16:27:36 can be healthy and safe as well.
16:27:49 I think the Provost has done an incredible job leading the
academic enterprise the ability to have class,
16:27:51 you can wear a mask
16:27:55 or you can watch the recorded video
16:28:11 and the classroom have been outfitted. As long as we can do
it in a safe way we want to do it that way.
16:28:11 >> AMY LAWTON-RAUH:
16:28:14 At this point,
16:28:20 the only comment is that you very much for your breathing
leadership, Go Tigers!
16:28:20 >> PRESIDENT CLEMENTS:
16:28:27 people around me are brilliant and I'm going to promise you
16:28:33 that we will do the best we can and I appreciate everyone's
patience and appreciate everyone's understanding and it is hard to
communicate
16:28:36 as effectively as we could but we are doing our best
16:28:38 and we appreciate your support and all you do.
16:28:40 >> PROVOST JONES:
16:28:47 Mr. President, I'm up next. I want to emphasize something
you brought up.
16:28:56 It's an incredible amount of information that we looked at
and sweated over
16:29:04 and got more information and dug deeper and deeper and try
different ways
16:29:06 And look at situations and it was dangerous
16:29:08 and we made the decision not to start
16:29:11 face-to-face on August 19th tomorrow.
16:29:18 And I want to double reassure everyone that is exactly what
is happening now.

16:29:18 ---
16:29:24 We realize that many of you are wondering what data are you looking at?
16:29:28 It seems you suddenly came out with a pronouncement
16:29:36 and we're worried that you won't make the right decision. What data are you looking at? We know that is an issue.
16:29:41 The president got the data last Friday
16:29:43 and we are now constructing a dashboard and we are having
16:29:45 increasing levels of information
16:29:50 on the Clemson webpage
16:29:55 and you won't have to see it to the media or the city. We'll put it out there for you and
16:29:58 you will see a lot of things we are looking at
16:30:01 and again use data and science and thoughtfulness
16:30:04 and we have a history
16:30:14 of making the bold and hard decisions and that is not going to stop. I can Absolutely reassure you that is not going to stop but you
16:30:19 might be confused if you don't see data too; we're going to get more and more that out
16:30:21 for you and testing strategies
16:30:31 are absolutely discombobulating the states all over,
16:30:38 their struggling in Virginia, in California;
16:30:41 we are not going to bring wholesale use of people
16:30:43 back on campus September 21
16:30:50 without a very, very thorough understanding of the infection rates of the students
16:30:52 not just by sampling a few
16:30:55 but our goal is to know everyone
16:31:00 has been tested and has been cleared to come in. We're
16:31:03 going to have to give it our strategies
16:31:05 anything about this disease is that everything fluid;
16:31:08 just as you are starting down one path
16:31:11 you run into a shortage of supplies or you have never done
16:31:16 logistics before and you stumble the first time and you have to get better.
16:31:26 The good news is that we are getting better, we are getting data and tests coming back with results in today's and started to compile
16:31:30 lots of information and we'll give that up to you, I assure you.
16:31:30 ---
16:31:34 this is probably one of the greatest challenges
16:31:59 higher education has ever had and we are being tested severely not just a global pandemic but also a big change
16:32:03 to recognize that we still have racism and disparities
16:32:06 and we have to double down our efforts to get
16:32:09 out of them and to welcome everybody
16:32:14 and have an environment where everyone can succeed and to build diversity on

16:32:17 our campus and that is a welcome challenge
16:32:23 but it is a welcome challenge. We have that on top of the pandemic at on our budget.
16:32:23 ---
16:32:33 how do we manage this? Is very difficult but I've been around enough and the president has too;
16:32:39 we see what other leaders of doing and how we handle things
16:32:46 and we are utilizing some core strength that are to our advantage
16:32:50 And making decisions like the first ACC
16:33:02 school that recognize the huge risk of opening up online during Spike of infections, we were the first one and now we are in good company, UNC
16:33:05 and the University of Virginia after Clemson.
16:33:10 So what are the strengths of the University that we are relying on?
16:33:12 ---
16:33:18 the first you saw is our secret weapon, and nationally connect the president who knows a lot of people
16:33:23 and a lot of corporate leaders, a lot of academic leaders and presidents,
16:33:26 business leaders, politicians
16:33:28 even though he has no political opinion,
16:33:30 he just works with them
16:33:33 no matter what their stripes he works with them all,
16:33:37 that is a huge surprise for us and he is experienced.
16:33:50 A a lot of universities do not have that and that is a big, big advantage for us. It took me years for us to realize the strength that we have.
16:33:53 Our Board of Trustees, they have been watching all this unfold
16:34:05 and I will tell you two things. One, they have praised the faculty every time we meet them, they are extremely appreciative of the hard work
16:34:08 and stress you are under and as you continue to double down
16:34:15 and rise up to the challenge. But they follow data and science
16:34:17 and when those things
16:34:25 argue for a decision, if it is ethically right they back it even if it
16:34:28 means taking political flak and we could have
16:34:31 on the decision we made.
16:34:37 But we did it the right way, connecting to all the politicians in the state saying
16:34:40 we're going to do this and here is why
16:34:43 so we were able to do the right thing and not get pushed back.
16:34:46 Other universities don't have
16:34:49 that advantage and they are under political pressure
16:34:51 and we have a way to block that

16:34:55 and to work in a positive way with our politicians.
16:34:58 Because they are useful
16:35:03 and support us too,
16:35:07 but you have to do it the right way and our board supports is
the right way too.
16:35:08 ---
16:35:14 We are very efficient and we have a student body that is
pragmatic
16:35:20 and smart and they work with us. They are Engaged
16:35:24 and they are leaders and are absolutely amazing. Went I was
16:35:29 a student back in the 1970s and early 80s,
16:35:32 there is no comparison between that student body
16:35:35 and the one we have now
16:35:43 which I will stack up against any Ivy league school, that is
an advantage for us.
16:35:44 ---
16:35:52 We live in an absolutely beautiful place, we live in a
stressed-out time but can walk outside and I'm
16:35:55 the short distance from the Clemson forest,
16:35:58 we have a beautiful campus in the lake and trails,
16:36:10 we have places and friends and friendship. We're where we
can go to,
16:36:17 to work through the stress and there are places in tough
environments,
16:36:20 we are in an amazing place to live.
16:36:20 ---
16:36:27 Our academic leadership at Clemson University has really
grown
16:36:31 in its qualities and abilities in the past 5-6 years,
16:36:35 we have outstanding Deans and chairs,
16:36:38 we have great leadership that works for the president
16:36:41 and they are highly professional,
16:36:44 as good as anybody in any university and we know that because
16:36:56 we work with our compatriots. I work with the Provosts and
President Clements work with the presidents,
16:37:00 and we have experienced, thoughtful teams compared to other
institutions
16:37:14 and lastly I will tell you something -- this is in all
honesty and not pandering -- we have a talented and dedicated faculty
16:37:17 and outstanding who should and there is no question about it
16:37:24 and that is really what pulled us through the challenges;
16:37:28 we feel sometimes prodded guilty that we are still asking you
16:37:32 to stay the course and keep working hard and you just do,
16:37:34 we don't have to ask you.
16:37:39 That makes us so proud.
16:37:39 ---
16:37:45 Those are amazing strength and the president is right;
16:38:08 we are going to get through this. He and the board have said
and Tony -- our new executive vice president for finance operations
-- we went into Covid strong and we will come out strong because

Clemson is a strong, well-managed University.

16:38:10 ---

16:38:14 Even with all the challenges we are strong. That's it for me. I'm

16:38:17 point to allow for a couple of moments

16:38:19 for questions before we go on to the next report.

16:38:20 >> ASHLEY STRICKLAND:

16:38:31 A question is, do you anticipate hybrid changes to stay after Covid?

16:38:33 >> PROVOST JONES:

16:38:44 That is a very good question. We are discovering that bringing hybrid approaches and technologies is the way of the future;

16:38:50 there are so many advantages that if done right, 1+1=3.

16:38:53 Having online

16:38:56 and technology components will invigorate our learning environment even though

16:39:00 having to do it and having to gear up

16:39:03 and having to learn about it all at once is not optimal;

16:39:06 we are forced to do it because of the pandemic

16:39:19 the good news is that after we are forced to do it we have our toe in the water and that will continue,

16:39:20 that is our future..

16:39:22 ---

16:39:36 There is no substitute for hands-on learning and that is a huge issue, a valuable thing and Clemson is actually good at it.

16:39:43 The add-on From the hybrid approach makes it all the better.

16:39:44 >> ASHLEY STRICKLAND:

16:40:00 There are two other questions that are similar about off-campus students and testing. Will all students living off campus be required to submit a negative test

16:40:09 before they are allowed to engage in face-to-face? And asking the status of testing off-campus students.

16:40:10 >> PROVOST JONES:

16:40:29 The process we try to do is treat all groups in a parallel, fair and similar fashion; we have graduate students, undergraduate students, employees, people working on campuses in Greenville and Charleston

16:40:38 and we have extension faculty working in research sites. And researching education sites. We have

16:40:49 a lot of different people and a lot of different groups and our philosophy is to treat everybody in a parallel process and

16:40:54 all of us have to have a measure of low incidence of infection to start mailing

16:40:58 and going to our facilities on campus whether off-campus

16:41:04 in Charleston or here in Clemson. There's slight nuances

16:41:07 on how we do the testing and when but generally speaking

16:41:24 we want to make that happen everywhere and we are careful to evaluate requests for people who want to meet face-to-face in

Greenville and the process them all the same, including every event athletic and nonathletic.

16:41:32 We process them the same way with high standards
16:41:36 in testing and all the budgetary processes are applied
similarly
16:41:44 and where there are exceptions, we look for is it essential
or not?
16:41:45 Can you do it safely?
16:41:51 if you the answer is yes it is
16:41:53 essential and Jessica that safely
16:41:56 that is when we grant exceptions and that is everywhere
16:41:57 for every kind of program.
16:41:59 >> ASHLEY STRICKLAND:
16:42:07 A question about how has the pandemic affected campus
building projects
16:42:09 that have begun or have been approved?
16:42:10 >> PROVOST JONES:
16:42:18 There was immediate slowdown of some of the projects down the
road, we put them on slight mothballs but we still have
16:42:21 a number of projects
16:42:23 and we are still maturing and bring along
16:42:29 and sinking funding; the new business building is
16:42:30 an amazing and outstanding facility
16:43:03 and we're still moving on Daniel Hall renovation and
addition; we still have the AMIC (sounds like) building and those of
you know what that is, advanced material and innovation center and we
keep moving chips slowly. Once we are passed this year
16:43:07 resources should rebound dramatically and even if there is a
recession
16:43:12 we are going to be a lot closer to where we go in this
project will start moving a little bit faster.
16:43:13 >> ASHLEY STRICKLAND:
16:43:26 And then another question, is Clemson sufficiently open?
16:43:32 Last question (correction) Clemson Forest.
16:43:33 >> PROVOST JONES:
16:43:46 I believe the Clemson Forest is partially open.
16:43:55 As long as you're socially distant, that's okay.
16:44:01 practice parallel processing.
16:44:10 If you walk in the main campus you do not need to wear a mask
if you are hundred feet away, if you are close with other groups,
mask on.
16:44:19 Keep your 6 foot distance in the forest or the campus, in
the classroom and wear a mask,
16:44:24 and when you are outdoors in the white space you can leave
your mask off. That's the rule.
16:44:30 I'll end the questions. And move to the next report.
16:44:44 By the president by the faculty Senate, Dr. John Whitcom. He
16:44:51 Serve in the Navy as a commander in the nursing core;
16:44:58 we are grateful he wanted to give back to society in a
16:45:00 another way and he is one of the professors in the school of
nursing and he is very
16:45:03 active in research and teaching in the school

16:45:05 and we are so happy that he is also the president
16:45:11 of the faculty Senate.
16:45:19 >> JOHN WHITCOMB: On
16:45:30 behalf of the faculty Senate welcome back, we are starting
to little the different this year. I'm Johnb Whitcomb
16:45:36 faculty Senate President for 2020-2021,
16:45:42 an effective remember the school of nursing and Becky will
representd
16:45:47 the best of my ability with honor courage and commitment.
16:45:49 I'll
16:45:52 provided brief update on faculty Senate issues before I do so
16:45:56 I want to recognize and thank a few people.
16:45:59 We have a great faculty Senate office. William --
16:46:07 is our director of the governance and Kelsey is the
coordinator,
16:46:11 they keep us in line and the Senate office in order.
16:46:16 I want to pack the faculty Senate committee chairs Andrew
Pyle,
16:46:25 communications who is charing the finance committee -- -- --
16:46:37 Patrick Warren charing the research community and -- charing
the policies committee.
16:46:47 Charing the committee is become commitment and I appreciate
16:46:49 these individuals stepping forward,
16:47:00 creates strongly this up for these committees.
16:47:04 When you see them please thank them for the due on your
behalf.
16:47:05 ---
16:47:17 Joe Ryan is the supporting voice to the Board of Trustees; I
16:47:21 want to also thank President Clements and Provost Robert
Jones,
16:47:25 they meet regularly with the Senate visit to understand
16:47:28 our needs and concerns and we do appreciate
16:47:31 all that you do for faculty in the entire University. I
16:47:35 encourage you to take a look at the latest version of the
faculty manual
16:47:40 available in the Senate's website and if you have not look at
the manual for a while
16:47:43 it is no more user-friendly and better organize and never.
16:47:48 Our faculty manual consultants have put many hours
16:48:03 into revising and reformatting the manual; their efforts are
very much appreciated. Immediate past president Danny Weather stated
there is a great game to play with Mary Beth,
16:48:05 where in the faculty manual is it?
16:48:11 See how long it takes for her to recall the chapter and
section.
16:48:13 I tried it myself.
16:48:13 ---
16:48:20 pay attention to the changes highlighted in the front of the
manual; most of minor but if you are fairly substantial
16:48:34 and as you're probably aware of two years ago we created a

third rank of lectures; your Dept. should be developing criteria
16:48:36 in the process for promotion to his rank
16:48:40 that will come into play of August 2021.
16:48:42 ---
16:48:49 2019-20 was the first year of the convention of delegates
composed
16:48:55 of special rank faculty who per the Clemson competition and
not allowed to be part of the faculty Senate
16:49:00 and his body gives the faculty
16:49:03 the opportunity to address concerns. I had
16:49:07 the privilege as vice president of the faculty Senate last
year
16:49:11 to preside over this convention and all I can say
16:49:15 is that it was an amazing group of individuals who were
insightful and dedicated
16:49:17 in a set faculty member and vice president
16:49:19 this is one of my habits of the year.
16:49:20 ---
16:49:27 Over the summer faculty Senate has been fully engaged; I'd
like to say how proud I am about the faculty Senate
16:49:46 and the leaders within the body and I've seen tremendous
leadership on multiple levels.
16:49:50 A resolution was passed by the Senate to extend current
positions
16:50:00 by one month of the university was adjusting to Covid-19
plans. The send attested active over the summer with regularly
scheduled meetings
16:50:06 the remaining top officials as they arise in the faculty
Senate leadership was and remains an advocate for faculty
16:50:10 planning meetings held 2 to 3 times a week if not more;
16:50:13 the health and safety of faculty and staff
16:50:18 and students has been at the forefront and we have been
meaning to the associate deans, OADC
16:50:20 and other groups
16:50:23 and be the voice of faculty at these meetings.
16:50:26 We all need to remain engaged with university governance;
16:50:29 situations can change daily and efficient about many issues
16:50:32 must be made quickly. When we are called on
16:50:40 to provide faculty input and we have we responded not only
quickly but thoughtfully
16:50:43 and communications between faculty and administration
16:50:46 while always important are critical. Today more than ever
16:50:51 it is important to communicate with crystal clarity and I
ask
16:50:54 that you engage with your department chairs in your deans
16:51:06 and university administrators so we can continue to make
informed decisions about important decisions and have a clear
understanding of the ask and the distant indications raise down and
it has to some cases for example accommodation requests
16:51:11 in the processing of these requests, teaching assignments of

16:51:16 synchronous, asynchronous and blended
16:51:20 needs to be brought to the attention of the appropriate individuals and again clear communication is key.
16:51:20 ---
16:51:27 other concerns like you have heard of regarding testing and reporting of Covid-19 cases on campus,
16:51:31 and in need of a dashboard and the university status related to Covid.
16:51:33 This
16:51:40 test and addressed as a dashboard is now active on the Clemson Covid-19 website but there is more information needed
16:51:43 and that request has been brought to the table. The lead
16:51:47 Senators and faculty continue to bring questions and concerns forward
16:51:51 so we can answer and provide direction as best possible;
16:51:57 if these cannot be answered by any response than I request Zoom
16:52:00 meeting psychic and have conversations with individual
16:52:12 or individuals to make sure I can understand the concern.
16:52:12 ---
16:52:23 I and others I will serve on the president social justice and equity task force.
16:52:31 We have had Friday morning sessions with Doctor John Griffin
16:52:36 and others eager to be part of the campuses in my charges to review and prioritize
16:52:41 and elevate the ideas and Clemson is uniquely positioned for this opportunity
16:52:46 because of the creation of the Council in 2017; the Council
16:52:50 has a structure that will present on campus entities
16:52:53 and we want everyone having a voice in how Clemson
16:53:01 to move forward and to accomplish this is in an efficient manner and this initiative will move quickly.
16:53:02 ---
16:53:05 for the coming year I have work with committee chairs
16:53:08 to develop a full agenda for each Senate committee
16:53:12 which the committees have already begun addressing and I
16:53:30 want to highlight a couple of issues that Senate will be working on. First I asked the welfare committee to review the impact of sexual violence on campus.
16:53:38 -- -- more importantly care for the students and the possibility it may
16:53:43 ring up past assault issues.
16:53:43 ---
16:53:52 Clemson was created with the mission of creating and if using scientific knowledge;
16:53:58 some departments probably for historically reasons to wonderful job at synthesizing their work and therefore
16:54:02 in the being important voices in the state and national conversation back
16:54:08 Can others learn from their good example?

16:54:10 ---

16:54:18 Research committee will investigate how we encourage, reward or not public engagement from our faculty from a research perspective and whether

16:54:21 there are better practices and policies that we should consider;

16:54:25 as a final note I want to encourage all of you know faculty

16:54:27 to engage with the faculty Senate,

16:54:30 we are trying to represent your interest but we cannot do that

16:54:33 if we do not here from you.

16:54:36 how can you engage?

16:54:38 We should become a transparent body and we have a website

16:54:41 will opposed agendas,

16:54:49 minutes of solutions and you are always welcome to attend Senate meetings; give us feedback.

16:54:54 If there are any issues that you feel I or the Senate

16:54:58 need to be aware of please let me know. If I don't

16:55:03 Have an answer I'd you will find an answer or direct you to someone

16:55:07 who does and when I and other senators here

16:55:11 a request we should issue a public statement resolution by the Asian while the Senate

16:55:17 considers these options I remind you that you have a voice.

16:55:24 If you feel strongly about an issue for or against please consider using these options.

16:55:28 faculty have used open forums in free speech

16:55:32 on issues such as compensation and academic freedom

16:55:35 and these are good ways to express your views

16:55:47 so that the Senate and others can consider the issues. Again welcome back and I wish you all the productive safe and successful semester.

16:55:48 >> PROVOST JONES:

16:56:02 Thank you Dr. Whitcomb. Our president has spoken, Amy you have questions for him?

16:56:03 >> ASHLEY STRICKLAND:

16:56:11 There were questions about the definition of unexcused absence,

16:56:13 more logistics.

16:56:23 Assuming when does not include a student missing from exams,

16:56:30 this sounds like a specific question. I'm not sure it's

16:56:33 going to be easy to answer with what you are discussing

16:56:46 but it sounds they are asking can a student miss

16:56:57 classes for any reason that including the pandemic situation?

16:56:58 >> PROVOST JONES:

16:57:02 my understanding is that we are not going to change our policy

16:57:06 and the only thing we have done is added and you waiver

16:57:09 for students to self select as online only

16:57:11 so they can not be in the classroom
16:57:17 and that is an excused absence from the classroom but
16:57:19 there could still be in attendance policy
16:57:28 that they need to be on Zoom. In general we're trying to
preserve all the faculty's tools to teach the course
16:57:32 in a way where they can help students learn best
16:57:36 which has policies for absences
16:57:37 and excused absences
16:57:46 and enforcement and incentives and everything. I recommend
reaching out to John Griffith (sounds like)
16:57:51 for details if that is not sufficient.
16:57:52 >> ASHLEY STRICKLAND:
16:58:00 It seems one of the biggest factors for moving forward to
returning
16:58:03 to campus is the behavior of students
16:58:06 off-campus as seen in other large universities.
16:58:08 >> PRESIDENT CLEMENTS:
16:58:13 Amy, I'll tackle that one. It's not easy.
16:58:16 As I said, we met
16:58:30 with local leaders and elected officials last week; Max Allen
and Chris Miller were there. We have to do this together and the only
thing this is going to work
16:58:33 is if we all stick to the same game plan
16:58:37 and we had a very healthy discussion and a lot of buy-in.
Hey,
16:58:39 we are tracking what is going on
16:58:42 in lots of schools around the country and unfortunately
16:58:48 a lot of times Winston is more than they are doing it the
right way and when they go to class,
16:59:03 they do it the right way by the party start in the evening
and bars open behaviors change. The Provost and I spoke this
morning
16:59:15 and agreed to triple down in our efforts working with the
local community to have them as partners and if you own a bar or
restaurant
16:59:19 you want as many people in his account but it won't do
anybody any good
16:59:23 if we have to shut down so it is in all of our best interests
16:59:31 to do it the right way together and we are going to do
everything we can to try to message and form alliances and have
teammates to work with us on this
16:59:33 but it's a challenge
16:59:38 everywhere across the country.
16:59:39 >> ASHLEY STRICKLAND:
16:59:48 similar to that, maybe clarify whether there is a rumor
about rush continuing. Can you say
16:59:56 whether they know that is continuing or not?
16:59:57 >> PRESIDENT CLEMENTS:
17:00:07 I did work with Dr. Chris Miller, the interim vice president
for student affairs and we talked about Rush in Greek life

17:00:22 in this current pandemic situation. I didn't know if we were going to postpone it; they are doing it virtually. That Rush as far as I know is going on.

17:00:39 the leadership team said they have had more students participate in Rush than ever before, all virtual; people submit videos and they do chance like this

17:00:42 and unless something has changed is working really well.

17:00:44 >> ASHLEY STRICKLAND:

17:00:48 That's what we have time for right now.

17:00:49 >> PROVOST JONES:

17:01:04 thank you Amy and thank you John, that was very informative. You have a big agenda and am confident you're going to succeed.

17:01:05 >> PRESIDENT CLEMENTS:

17:01:12 I echo those thoughts. President Whitcomb,

17:01:13 thank you for stepping up,

17:01:16 you have a lot of things to do

17:01:22 and thinking for stepping up to serve. I look forward to working with you.

17:01:24 >> Thank you.

17:01:25 >> PROVOST JONES:

17:01:38 Next up is Dr. Joe Ryan, the -- professor of Clemson life in the College of education,

17:01:41 and has an offending program

17:01:43 and we are grateful for what he does at Clemson

17:01:50 as a scholar and teacher as well as engaging in leadership and support of this college. Joe you have the floor.

17:01:54 >> Thank you so much everybody in good afternoon;

17:02:06 first and foremost I want to echo exactly what the president and Provost said how proud the Board of Trustees

17:02:08 is proud of the faculty,

17:02:13 the switch from face-to-face remote teaching this past spring.

17:02:17 we have pivoted with little warning of preparation and again

17:02:20 providing high-quality instruction requires

17:02:24 a change in the course of the organization structure

17:02:28 and looking for methods to enhance student engagement with other peers professors and

17:02:30 to help families to be successful

17:02:35 I want to thank OTEI and CCIT

17:02:40 who work in unison to provide meaningful and timely trainings

17:02:43 for faculty and just finished want today on testing security

17:02:49 and the recent survey showed that about 800 faculty members almost 1000

17:02:57 have had substantial exposure and training in sophisticated aspects of online learning and if you have not participated in one of the strength

17:02:59 I encourage you to do so

17:03:04 and in contrast to traditional instruction, communication between the instructor and the students

17:03:12 in an online environment is conducted solely with the

technological tools,
17:03:15 And this requires not only learning management system
17:03:19 but also the domestic knowledge associated. For example,
Canvas
17:03:24 supports 30 different tools covered and training today
17:03:32 used to administer tests and Camptasia for recording
lectures in another
17:03:37 component is facilitating student engagement and peer
interactions
17:03:40 which is critical for distance learning given
17:03:44 the increased risk of students becoming disenfranchised and
dropping classes due to the sense of isolation
17:03:47 and alienation from lack of face-to-face contact
17:03:56 and researchers shown that all my courses are designed to
involve students to the use of the variety technology tools that we
have on campus,
17:03:59 being more engaging
17:04:04 and motivating and well-designed, plan courses tend to
encourage more study time
17:04:07 and they provide more resources and
17:04:11 involve activities requiring interaction student activities.
17:04:18 It requires students who rely more on instructional
resources;
17:04:23 studies have shown that 80% of students in a hybrid course
report
17:04:28 using textbooks twice as often as traditional face-to-face
instruction
17:04:32 and while many faculty have engaged in online training I
stressed the importance of everyone
17:04:35 to continue honing their teaching skills for the online
environment
17:04:39 and for those already skilled I asked that you reach out
17:04:42 and share your expertise with your colleagues still learning
this trade.
17:04:46 thank you again for the opportunity to serve both you
17:04:50 and the University of the faculty
17:04:53 representative to the Board of Trustees and I hope that you
will have a safe and rewarding semester
17:05:02 and please feel free to reach out to me; I try to make the
Board of Trustees be aware of the challenges we face from the
17:05:08 air quality, faculty pay, graduate programs and online
screening
17:05:11 and the other issues and how Covid-19
17:05:16 is impacting our ability to teach, to do research and
service and especially for those
17:05:19 young faculty members with young kids,
17:05:22 we have had that experience here in springtime
17:05:28 how challenging it is teaching at the same time our own kids
as well as we're teaching Clemson faculty.
17:05:46 reach out to me so I can share the Board of Trustees

challenges our faculty are facing and I'd like to thank both the president and the Provost for the opportunity to speak.

17:05:47 >> PROVOST JONES:

17:05:50 Do we have time for questions?

17:05:51 >> ASHLEY STRICKLAND:

17:06:04 technically there is time in between, if you want to take a minute or two. There are two questions although not specific a directed at Joe.

17:06:13 Can We clarify the students off-campus are going to require a negative Covid test?

17:06:14 >> PROVOST JONES:

17:06:20 We ran into shortfalls of the testing capacity

17:06:23 so our decision on the off-campus students

17:06:28 was between now and when we open a face-to-face and started sampling

17:06:34 to get an estimate of the population infection rate. But our intent is never fallen away

17:06:41 from having to test students before they walk on campus.

17:06:50 We're trying to be pragmatic and use our limited resources accordingly;

17:06:52 we have employees to me back on campus

17:06:55 and wanted to be sure we were testing this,

17:06:58 sampling for those off-campus students,

17:07:02 still requiring all the students who will be moving in to dorms

17:07:04 to give us tests

17:07:07 and we are working on the specifics of that but again our intent

17:07:09 and with saliva testing

17:07:11 we feel we are going to be able to for sure

17:07:14 is to test students

17:07:15 before they walk on campus

17:07:17 so we don't bring in

17:07:22 a fair number of folks who are infected and they start walking around,

17:07:25 bumping into people and get into classrooms;

17:07:27 that is still our goal and our intent.

17:07:28 >> PRESIDENT CLEMENTS:

17:07:33 that was an excellent response to a very important question,

17:07:38 this is where number one I

17:07:47 appreciate everyone's patience as we enter uncharted territory;

17:07:49 we are trying to figure it out.

17:07:52 We had strategy and ran into

17:07:54 logistical issues or supply chain issues

17:07:57 or timing issues or responses is for results

17:08:03 so this always opportunities to pivot.

17:08:08 Saliva-based testing is moving quickly

17:08:16 but I want to move back to what the Provost said, that our intent

17:08:19 is that before students come in
17:08:27 the camp as they have to submit a negative test; students
living on campus they have a negative test,
17:08:35 students before they come back into the classroom the intent
is absolutely yes produce a negative test and again we have four
17:08:41 weeks before that happened so is a lot developing with
saliva-based testing,
17:08:48 there was one yesterday at Yale and the goal is
17:08:51 absolutely yes we want everybody coming back
17:08:54 to be tested and we will do our best knowledge that we could
run
17:08:58 into the difficult or supply chain issues but we promise
17:08:59 to do all we can.
17:09:00 >> ASHLEY STRICKLAND:
17:09:20 one quick follow-up to that was just about is pulling
sampling a discussion?
17:09:21 >> PRESIDENT CLEMENTS:
17:09:28 when we do wastewater testing is to get the prevalence in
the community
17:09:32 and when we do a sampling you are trying to get the same kind
of thing.
17:09:36 You are trying to measure what you have in the community and
optimally you are testing
17:09:57 noticing the person you know exactly what you have. you need
a variety of testing strategies; some universities are not testing at
all.
17:10:06 We want to do everything we can every possible tool in the
toolbox we want to use; I feel
17:10:11 more confident every day that is mid-September gets here we
are going to be
17:10:14 in good shape and to be transparent and post it all and tell
everybody
17:10:16 what we see so yeah,
17:10:19 the sampling is a part of it Amy,
17:10:23 that is part of a bigger portfolio of station strategies
17:10:26 and it is complex, not easy.
17:10:27 >> ASHLEY STRICKLAND:
17:10:31 That's what we have time for.
17:10:32 >> PROVOST JONES:
17:10:40 thank you very much Amy, we are a little bit over time;
17:10:47 I'm going to wrap up and we have no unfinished business,
17:10:50 not aware of any new business submitted in advance of the
meeting
17:10:54 so we're finished with the agenda. Are there any items of the
business
17:10:56 that the faculty would like to move
17:10:59 to the table that we could then bring to the next faculty
meeting?
17:11:19 I can't see everybody. I'm assuming I'm hearing none.
Hearing no

17:11:28 objections I'm willing to adjourn. We are now
17:11:31 adjourning the faculty meeting,
17:11:35 thank you very much everybody. I really appreciate your
time.
17:11:35 >> PRESIDENT CLEMENTS:
17:11:39 everybody have a great year.
17:11:42 Well done.

Faculty Senate President's Report for General Faculty Meeting – August 18, 2020

Good afternoon, and on behalf of the Faculty Senate, welcome back! This is always an exciting time of the year – new colleagues and students to meet, new and renovated buildings to explore, however we are starting a little different. I'm John Whitcomb, Faculty Senate President for 2020-2021, and a faculty member in the School of Nursing in the College of Behavioral, Social and Health Sciences. I'm honored to serve in this role, and I will represent Clemson faculty to the best of my ability with honor, courage and commitment. I know there are many things you need to be doing to prepare for the semester, so I'll provide a very brief update on some Faculty Senate issues.

Before I do so, I want to recognize and thank a few people. We have a great Faculty Senate office. William Everroad is our Director of University Faculty Governance and Kelsey Wylie is our Faculty Governance Coordinator. Kelsey and William, along with the interns they select, keep us in line and the Senate Office in order. I want to thank the Faculty Senate committee chairs. Andrew Pyle (Communications) who is chairing the Finance Committee, Betty Baldwin (PRTM) is chairing the Scholastic Policies committee, Tim Brown (Architecture) is chairing the Welfare Committee, Patrick Warren (Economics) is chairing the Research Committee, and Kristine Vernon (Animal and Veterinary) is chairing the Policy Committee. These committees do a large majority of the Senate's work. Chairing a committee is a big-time commitment, and I appreciate these individuals stepping forward in these leadership positions within Senate and the chairs come with experience on Senate which creates strong leadership for the committees. I won't list all of the senators, but their service to the university is deeply appreciated. When you see senators from your college, please thank them for what they do on your behalf. Joe Ryan has been a supporting voice for the faculty to the Board of Trustees. Joe, thanks for serving in this capacity. And last, but certainly not least, I want to thank President Clements and Provost Jones. They're both strong faculty advocates to the Board of Trustees, to the state, to donors, and in many other ways. They meet regularly with Senate leadership to understand our needs and concerns. We appreciate all that you do for faculty and the entire university.

I encourage you to take a look at the latest version of the Faculty Manual. It's available on the Senate's web site. If you haven't looked at the Manual in awhile it is now more user friendly and better organized than ever. Our Faculty Manual Consultant, Mary Beth Kurz, and William Everroad have put many hours into revising and reformatting the manual. Their efforts are very much appreciated. Immediate past President Danny Weathers stated last year there is a great game to play with Mary Beth and that is "Where in the Faculty Manual is it?" Throw out a policy, and see how long it takes her to recall the chapter and section. Countless hours of fun! I have tried it myself and it is entertaining. Please pay attention to the changes that are highlighted in the front of the manual. Most are minor, but a few are fairly substantial.

As you're probably aware, two years ago we created a third rank for lecturers – Principal Lecturer. This was an effort to reward and recognize our top performing lecturers, as well as signal the value that lecturers provide to Clemson. Your departments should be developing criteria and a process for promotion to this rank that will come into play Aug 2021.

2019-2020 was the first year of the Convention of Delegates. This Convention is composed of special-rank faculty, who, per Clemson's constitution, are not allowed to be members of Faculty Senate. This body gives special rank faculty a better opportunity to address concerns that are relevant to these positions, with a route for these issues to be brought to the Senate. I had the privilege as Vice President of Faculty Senate last year to preside over this convention. All I can say is what an amazing group of individuals who are insightful, dedicated and critical thinkers. As a faculty member and Vice President this was one of my biggest highlights of the year.

Over the summer the Faculty Senate has been fully engaged. I would like to say how proud I am of the Faculty Senate and the leaders within this body. I have seen tremendous leadership in many different aspects and levels. There have been multiple parallel conversations regarding the return to campus for Fall 2020. Faculty Senate leadership transitioned 12 May 2020, this was a month later than usual as a resolution was passed by the Senate to extend current positions by one month as the University was adjusting to COVID-19 plans. Senate has remained active and committed to staying active over the summer with regularly scheduled meetings to remain on top of issues as they arise. The Faculty Senate Leadership was and remains an advocate for faculty in planning meetings that were held 2-3 times a week. The health and safety of faculty, staff, and students have been at the forefront. We have been meeting with Associate Deans, OADC and other groups to gather as much information as possible and be the voice for faculty at these meetings.

We all need to remain engaged with university governance. Situations can change daily, and decisions about many issues must be made quickly. When we're called on to provide faculty input, and we have, we responded not only quickly but thoughtfully. Communication between faculty and administration, while always important, is now critical. Today more than ever it is important to communicate with crystal clarity! I ask that you to engage with your department chairs, deans, and university administrators so that we can continue to make informed decisions about important issues and have a clear understanding of the ask. If this communication breaks down and it has in some cases, e.g. accommodation request and the processing of these request, teaching assignments, synchronous, asynchronous, blended etc. this needs to be brought to the attention of the appropriate individuals so that it can be addressed and corrected. Again, clear communication is key! Other concerns I have heard are regarding, testing, reporting of COVID-19 cases on campus, the need for a dashboard of the university status related to COVID. This have been addressed as a dashboard is now active on the Clemson COVID-19 website however there still remains more information needed by faculty and that request has been brought to the table. The Lead Senators as well as faculty continue to bring questions and concerns forward so that we can answer and provide direction as best possible. If these cannot be answered by an email response then I request a zoom meeting so I can have a conversation with the individual/s so I ensure I understand the concern.

Diversity and Inclusion. As you may have read in the Newsstand article, President Clements has directed the formation of a task force to accelerate inclusive excellence at Clemson. Others and I will serve on the President's Social Justice and Equity Task Force (PSJE TF).

Fortunately, we begin this process with a wealth of information. Many in our Clemson family have already shared recommendations through various channels such as the Friday morning sessions with Dr. John Griffin and others are eager to be a part of the conversation. Our charge is to review, prioritize and elevate these ideas and recommendations to the Council for Diversity and Inclusion. Clemson is uniquely positioned for this opportunity because of the creation of the Council in 2017. The Council already has a structure, which represents all campus entities. We want everyone to have a voice in how Clemson moves forward. To accomplish our charge in an efficient and timely manner, team members are currently collecting recommendations. This initiative will move quickly.

For the coming year, I've worked with the committee chairs to develop a full agenda for each senate committee, which the committees have already begun addressing. I want to highlight a couple of issues that Senate will be working on. First, I've asked the Welfare Committee, with support from the Scholastic Policy Committee to review the impact of sexual violence on campus. This issue was brought forward by Senator Pyle. We learned that this is a faculty issue of unreported work time that can add to stress and anxiety because of both loss of work time, but more importantly care for the students and the possibility that it may bring up past assault issues. The Research committee I have asked to review the Encouraging and Rewarding Public Service in Research + Scholarship. Clemson was created with a mission of creating and diffusing scientific knowledge. Some departments/colleges, probably for historical reasons, do an excellent job of synthesizing their work for public audiences and, therefore, end up being important voices in the state and national conversation. Can others learn from their good example, or are the situations just too different? Do our peer institutions do things that we should consider adopting at the University level? The Research Committee will investigate how we currently encourage/reward (or not) public engagement from our faculty, from a research perspective, and whether there are better practices/policies that we should consider.

As a final note, I want to encourage all of you, and all faculty, to engage with Faculty Senate. We're trying to represent your interests, but we can't do that if we don't hear from you. How can you engage? We have become a more transparent body. We have a web site on which we post our agendas, minutes, and resolutions, and you're always welcome to attend Senate meetings. Give us feedback. Each college has a lead senator who is a conduit between the college and senate or contact me directly. If there are any issues that you feel I or Senate need to be aware of, let me know. If I don't have an answer for you, I'll find the answer or direct you to someone who does. When I and other Senators hear from colleagues, a common request is, "Faculty Senate should issue a public statement or resolution about the issue." While Senate certainly considers these options, I remind you that you also have a voice. Through Senate, we offer opportunities for open forums and free speech. If you feel strongly about an issue, for or against, please consider using these options. Faculty have used open forums and free speech for issues such as compensation, power plants, and academic freedom. These are good ways to express your views so that Senate and others can consider the issues.

Again, welcome back, and I wish you all a productive, safe and successful semester!

August 18, 2020

Good Afternoon:

I am honored to be serving as your *Faculty Representative to the Board of Trustees*. First and foremost, I wanted to share how proud the trustees are of Clemson's faculty and how they successfully faced numerous challenges in shifting from traditional face-to-face instruction, to *Emergency Remote Teaching* this past spring. While many faculty had minimal experiences teaching online, they successfully pivoted with little warning or preparation.

Providing high quality online instruction requires faculty to change their course organization and structure, as well as the methods for enhancing student engagement with other peers, their professor, and the course material. To help faculty be successful in the this transition the Office of Teaching Effectiveness and Innovation (OTEI), Clemson Computing & Information Technology (CCIT), and Clemson Online have worked in unison to provide timely and meaningful trainings for our faculty. A recent survey has shown that about 800 Clemson instructors (which will grow to about 1,000 by the time fall semester starts) have now had substantial exposure and training in the sophisticated aspects of online learning. If you have not already participated in one of these trainings, I would strongly encourage you to do so. In contrast to traditional instruction, communication between the instructor and students in an online environment is conducted solely through technological tools. This requires faculty to have expertise not only in Canvas our learning management system, but in also the numerous technologies associated with it. For example, Canvas currently supports approximately 30 different tools ranging from *Respondus Monitor* used for administering tests, to *Camtasia* for recording lectures.

Another important component of online instruction is facilitating student engagement and peer interactions. Student engagement is critical for

distance education given the increased risk of students becoming disenfranchised and dropping classes due to a sense of isolation and alienation from the lack of face-to-face contact. Research has shown that online courses designed to involve students in relevant, challenging activities through the use a variety of technology tools are rated as being more engaging and motivating by students (Gray & DiLoreto, 2016). Well-designed blended courses tend to encourage more study time, provide more resources, and explicitly involve activities that require interaction between students. The promising aspect of blended instruction is that it requires students to rely more on the instructional resources provided to them. Studies have shown that 80% of students in a hybrid course reported using their textbooks twice as often as students participating in traditional face-to-face instruction (Riffell & Sibley, 2005).

While many faculty have engaged in online training over the summer, I stress the importance for everyone to continue to hone our teaching skills for the online environment. For those who are already skilled in type of instruction, I ask that you reach out and share your expertise with your colleagues who are still learning. Thank you all again for the opportunity to serve both you and this university as the *Faculty Representative to the Board of Trustees*. I wish you all the very best and hope that you have a safe and rewarding semester.

Thank You

A handwritten signature in cursive script that reads "Joe Ryan".

Joseph B. Ryan, Ph.D.
Clemson University

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20200818 General Faculty Meeting Minutes

Final Audit Report

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