



PRESIDENT: Thompson Mefford

AGENDA

Date: October 12th, 2021

Time: 2:30 p.m.

Location: Zoom

Teams: [Digital Meeting Materials](#)

1. APPROVAL OF MINUTES:

- a. Faculty Senate Meeting Tuesday, September 14th, 2021

APPROVED

2. SPECIAL ORDERS

- a. Women's Sports Expansion: Dan Radakovich, Athletic Director
Report Attached.
- b. Benefits and Open Enrollment Update: Shannon Wilds, Benefits Manager
Report Attached.
- c. Helping Faculty Support Student Survivors: Sarah Allen, Coordinator, CUCARES
Flyer Attached.

3. REPORT

a. Robert H. Jones, Executive Vice President for Academic Affairs & Provost
Public Historian Search: There are three finalists, and they will be interviewed shortly.
Review of Academic Deans: 3 out of 5 Deans (CECAS, Education, and SCIENCE) will go through the review process this academic year. Colleges were charged to submit names of faculty responsible for the review committees by November 1st. Reviews will take place during the Spring semester. The other Deans reviews will be pushed back 1 year due to COVID impacts.

Faculty hiring: Given the successful student enrollment surpassing the target numbers, the University will accelerate faculty hires. More details will be provided soon. Every college provided justifications and some hires will reflect the demand to teach classes due to the high enrollment, and other hires will fill positions to straighten Clemson's scholarship on areas of high strategic priorities.

COVID protocols: A recent notification was sent to all Clemson faculty, staff, and students with regard of the extension of the mask mandate to at least October 31, 2021. COVID

protocols may change, but several factors will be followed very closely: 1) Number of cases on campus, 2) Number of cases in the Tri-county region, which is still high, 3) the number of cases in the surrounding school districts and possible disruptions due to outbreaks impacting our personnel with dependents, and 4) the approval and vaccination of children. In the meantime, Clemson will continue to follow its COVID protocols, with the possibility that some protocols may be relaxed granted the data.

Clemson Forward Refresh: The strategic planning for Clemson Forward refresh continues. The University wants to focus on elevating the student experience, promoting nine research cluster areas, and four groups are working on health-related initiatives. Recommendations from the working groups will be submitted to the provost's office for internal review and further prioritization.

Interim AP and Dean of Undergraduate Studies: The search committee is conducting interviews and the process is expected to be done in time. After completing the search for the interim positions, the University will initiate the search to fill out the permanent position.

b. Standing Committees

1. Finance and Infrastructure Committee; Chair Andrew Brown
No Report.
2. Policy Committee; Chair Lauren Duffy
No Report.
3. Research and Scholarship Committee; Chair Brian Powell
No Report
4. Scholastic Policies Committee; Chair Lindsay Shuller-Nickles
No Report.
5. Welfare Committee; Chair Andrew Pyle
 - a. WCR 202103 Sikes Parking Premium Fee
APPROVED by majority
 - b. WCR 202104 Meeting Timing
APPROVED by majority
6. Clemson Experimental Forest Committee; Chair Betty Baldwin
No Report.

c. University Committees/Commissions

- 1.** Committee on Committees; Chair Mary Beth Kurz
No Report.
- 2.** Faculty Representative to the Board of Trustees; Brian Powell
Report Attached.

3. President's Report

President Mefford's message to the Board of Trustees was about shared governance. He also encouraged all 35 senators representing ~1500 faculty members to reach out to their constituents at their home departments and colleges promoting town hall hearing to be the ears in the grounds.

4. UNFINISHED BUSINESS

5. NEW BUSINESS

a. FSR 202104 Amendment of the Global Engagement Committee in the Faculty Manual

APPROVED by majority

b. FSR 202105 Removal of the Summer Reading Advisory Committee from the Faculty Manual

APPROVED by majority

c. Appointment: Kristi Whitehead to Welfare Committee

APPROVED by majority

ADJOURN

Hugo Sanabria

ANNOUNCEMENTS

1. Convention of the Delegates Meeting: Thursday, October 14th, 2021, 3:15pm
2. Faculty Senate Advisory Committee Meeting: Tuesday, October 26th, 2021, 2:30 p.m.
3. Faculty Senate Executive Committee Meeting: Tuesday, November 2nd, 2021, 2:30 p.m.
4. Faculty Senate Meeting: Tuesday, November 9th, 2021, 2:30 p.m.

CLEMSON *ATHLETICS*

Capital Projects

Women's Lacrosse
Women's Gymnastics

CLEMSON LACROSSE FEASIBILITY STUDY

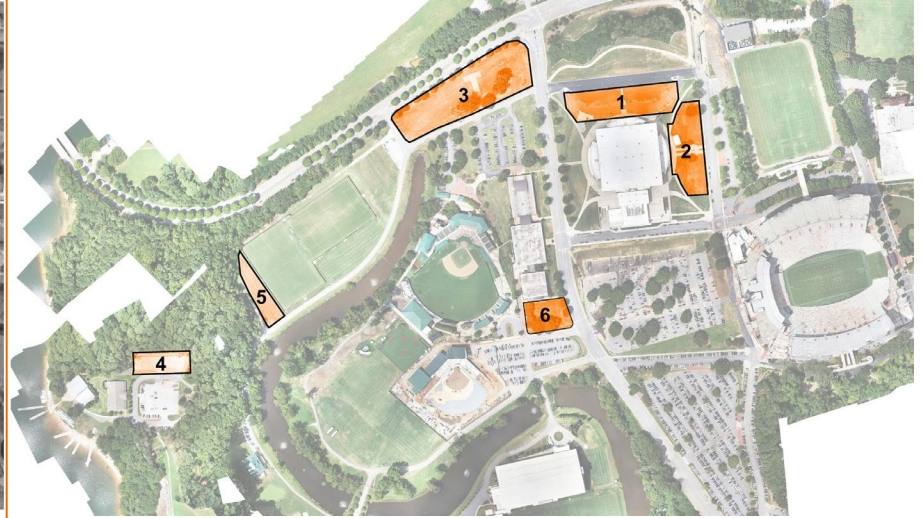
LACROSSE FACILITY – SITE REVIEW



- A) Rowing Center
- B) Jervey Meadows
- C) McFadden Lot
- D) Hwy-93 Lot 1

CLEMSON GYMNASTICS FEASIBILITY STUDY

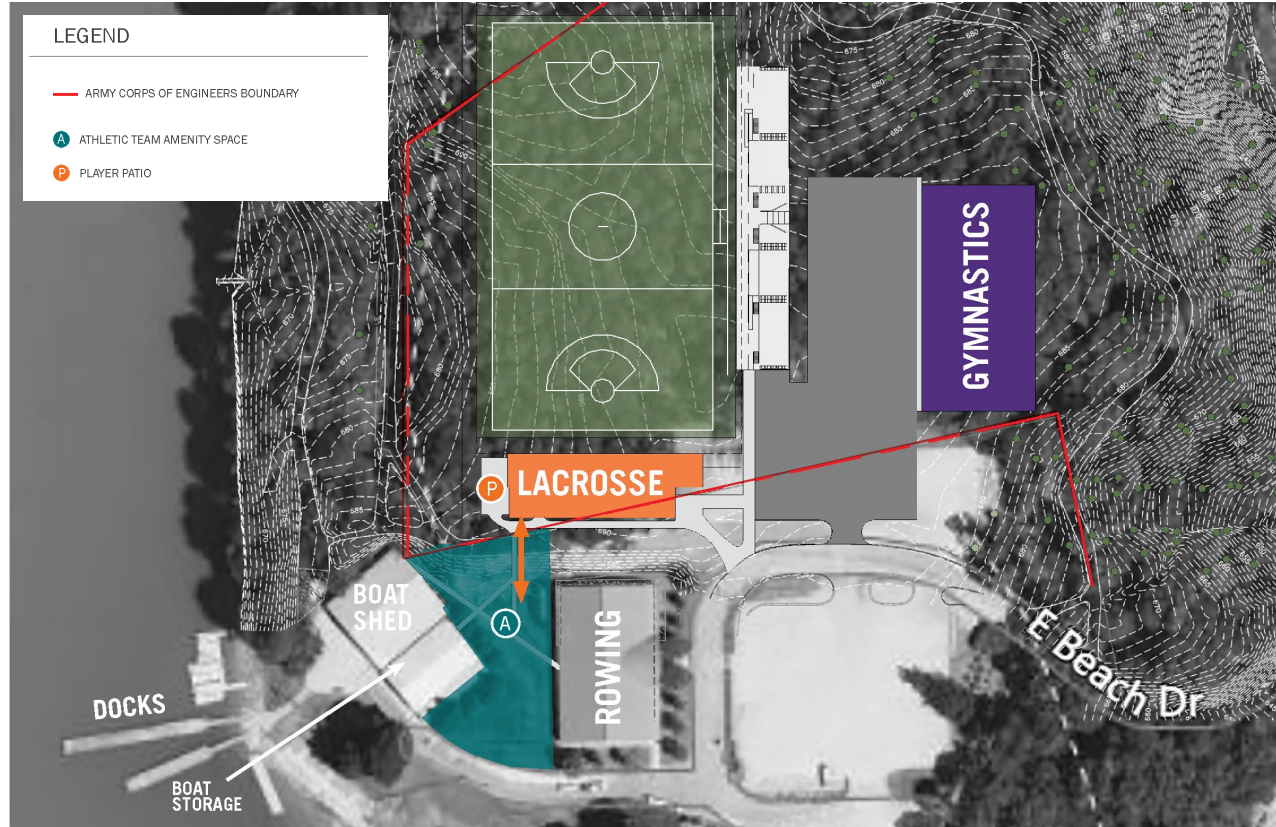
GYMNASTICS TRAINING FACILITY – SITE REVIEW



- 1. Littlejohn – North
- 2. Littlejohn – East
- 3. Hwy-93 Swell
- 4. Rowing Center
- 5. West Soccer PX
- 6. Jervey Hill

CLEMSON LACROSSE & GYMNASTICS

LACROSSE FACILITY & GYMNASTICS TRAINING FACILITY– ROWING CENTER



Total Project Cost: **Lacrosse (\$10.8M)** + **Gymnastics (\$5.7M)**
Lacrosse w/o Stadium (\$9.6)

Athletic Benefits

- Construction Efficiency
 - Cost Savings for Combined Facilities – Civil
 - Grading supports GYM training pits
 - Facilities on Grade (no stairs)
 - Shared Parking/Space Use
- Adjacency of Rowing, LAX & GYM
 - Unpaired Sports
 - Gender Equity
 - Shared Amenities
- Adjacency to Lake Hartwell
 - Recruiting Benefit
 - Improved Parking
 - Improved Access via East Beach Rd

CLEMSON ATHLETICS

Site Review

Rowing Center – Lacrosse & Gymnastics

Campus Benefits

- Trails & Surrounding Natural Areas to be maintained



CLEMSON ATHLETICS

Site Review

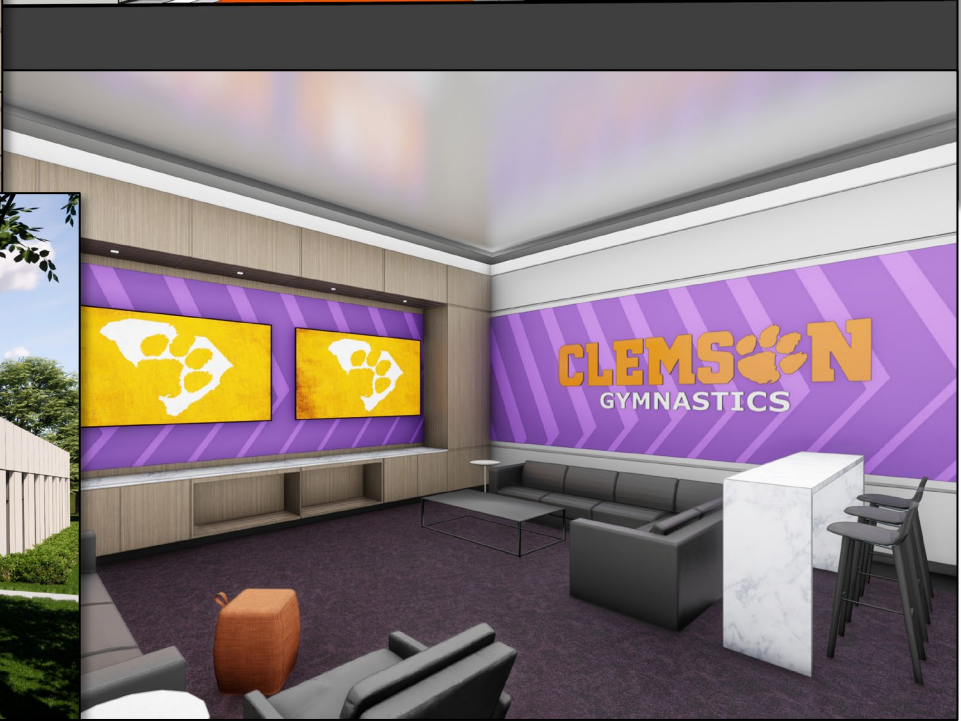
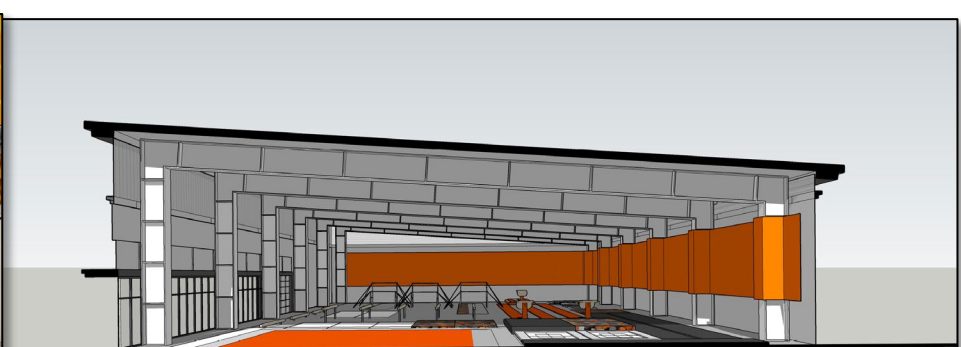


Rowing Center – Lacrosse & Gymnastics

Campus Benefits

- Enhancement of existing Lake Hartwell Facilities
 - Connectivity to Women’s Rowing
 - General Student Body Beach & Trail Access
 - Improved Parking
- Connectivity to Snow/Quattlebaum
- Maintains current green space for general student body and public use at other locations







CLEMSON ATHLETICS

Approval Timelines

- ELT/SOG – September 13, 2021
- BOT (Informative) – October 2021
- Faculty/Staff Senate – October 2021
- Land and Capital Asset Stewardship – October 2021
- US Army Corps of Engineers – October 2021
- UPAT/UPAC Committees – November 2021
- CPIP Document Preparation – December 2021

Phase I Approvals

- CHE/JBRC/SFAA Submission – January 22, 2022
- BOT Meeting – February 4, 2022
- CHE/JBRC/SFAA Meetings – March 2022

Phase II Approvals

- CHE/JBRC/SFAA Submission – October 2022
- BOT Meeting – October 2022
- CHE/JBRC/SFAA Meetings – December 2022

Construction Completion Target: Lacrosse (October 2023) & Gymnastics (August 2023)



CLEMSON ATHLETICS

COUNSELING AND PSYCHOLOGICAL SERVICES PRESENTS:

Helping Faculty Support Student Survivors of Trauma

October 19 at 12 p.m.

On Zoom:

clemson.zoom.us/j/99556634116

PART OF
**DOMESTIC VIOLENCE
AWARENESS MONTH**

CLEMSON 
COUNSELING AND
PSYCHOLOGICAL SERVICES



Open Enrollment 2021

Shannon Wilds – Benefits Manager

CLEMSON[®]
HUMAN RESOURCES



Overview & Highlights

2021 Open Enrollment



- Key Dates
- Open Enrollment Options
- Requesting Life Insurance Increases
- Key Takeaways
- Starting Points & Resource Center

Key Dates

Open Enrollment 2021



Changes Eligible Benefit Elections for Upcoming Benefit Year (2022)

Key Dates

- First Day of Open Enrollment October 1, 2021
- Close of Open Enrollment October 31, 2021, at 11:59pm EST
- Documentation Submission December 1, 2021
- Effective Date of Changes January 1, 2022

Important Note

Benefits changes that require an effective date prior to or after January 1, 2022, should be processed separately from Open Enrollment.

Examples* Birth of a new child, Loss of eligibility, Retiring,
Immediate beneficiary changes, etc.

Options for Eligible Employees

Open Enrollment 2021



PEBA Insurance

- Dental changes permitted in odd-numbered years
- Slight increase to dental rates
- Slight increase to vision rates
- No changes to health insurance rates
- Health Savings Accounts (HSAs) will move to the HSA Central Platform in early 2022

PEBA Spending Accounts

- Employees must re-enroll in Medical Spending, Limited-Use Spending, or Dependent Care Spending Accounts

Aflac Supplemental Insurance

Allstate Identity Theft Insurance

Requesting Life Insurance Increases Open Enrollment 2021



Optional Life Insurance Increase (any amount)

- Complete Life Insurance Request Forms
 - Employee completes [Notice of Election Form](#)
 - Submit forms through [Life Insurance Request Portal](#) via OE Webpage
 - Employee completes [Statement of Health Form](#) received via email from Metlife

Dependent Life-Spouse Increase (any amount)

- Complete Life Insurance Request Forms
 - Employee completes [Notice of Election Form](#)
 - Submit forms through [Life Insurance Request Portal](#) via OE Webpage
 - Spouse completes [Statement of Health Form](#) received via email from Metlife

Key Takeaways for Open Enrollment 2021



2021 is a “Dental Year”

- Elect or make changes to Dental or Dental Plus
- Next Opportunity: October 2023 or Special Eligibility Situation

MoneyPlus Flex Spending Accounts Require Re-Enrollment

- Medical Spending Account
- Dependent Care Spending Account
- Limited Use Medical Spending Account

Important to Review Benefits & Deductions

- Check elections & life insurance beneficiaries
- Verify accuracy of payroll deductions

Special Notes

- If satisfied with current elections, no action is necessary unless you wish to re-enroll in MoneyPlus.
- Remember, \$550 of unused Medical Spending Account (MSA) and Limited-use MSA funds carry over into the next plan year (2023)
- Some coverage changes, including enrolling a dependent who is not currently covered under any benefit, require supporting documentation. Documents can be uploaded through MyBenefits.

Where to Get Support & Enroll for Open Enrollment 2021

- Get Started with Open Enrollment
 - Info & Resources Clemson.edu/OE
 - PEBA Enrollment MyBenefits.sc.gov
- Aflac Group Information Sessions
 - Session schedule is available on the [Clemson Insurance Open Enrollment 2021 Webpage](#)
- Schedule Appointments with HR Open Enrollment Navigators
 - [Clemson Insurance Open Enrollment 2021 Webpage](#)

Additional Information Available on the Tiger Training Platform



- I. 2021 Open Enrollment Overview
- II. Aflac Supplemental Insurance
- III. Navigating PEBA's MyBenefits



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FACULTY SENATE RESOLUTION 202104

Policy Committee Approval: August 2, 2021
Faculty Senate Consideration: October 11, 2021

Topic: "Amendment of the Global Engagement Committee in the *Faculty Manual*"

Whereas, Clemson University makes provision for faculty participation in planning, policymaking, and decision-making with regard to academic matters; and

Whereas, the University also provides for such participation in matters of faculty welfare and general university concern; and

Whereas, the *Faculty Manual* (Chapter IX§G1) describes the Global Engagement Committee; and

Whereas, Policy Committee Report 202104 recommended that the *Faculty Manual* be amended to provide more flexibility for the addition of non-voting members; and

Whereas, PCR202104 and its recommendations were accepted by the Faculty Senate on July 13th, 2021; and

Whereas, two amendments to the *Faculty Manual* must be made in order to effect the recommendations of PCR202104; it is

Resolved, that *Faculty Manual* Chapter IX§G2g be amended to **strike** the words "the Director of Clemson Abroad," "The Director of the Office of International Services;" and "One staff member appointed by the Dean of Students."

Resolved, that *Faculty Manual* Chapter IX§G2g be amended to **insert** the

1 words "shall be appointed by the Associate Provost for Global Engagement
2 for renewable one-year terms" after the words "non-voting members".

3

4 *This resolution will become effective upon approval by the Clemson*
5 *University Executive Vice President for Academic Affairs and Provost and its*
6 *inclusion in the Faculty Manual (2022-2023).*

7

8 ***Final Proposed Language:***

9 Non-voting members **shall be appointed by the Associate Provost for**
10 **Global Engagement for renewable one-year terms**

11

~~i. The Director of Clemson Abroad;~~

12

~~ii. The Director of the Office of International Services;~~

13

~~iii. One staff member appointed by the Dean of Students.~~

14



FACULTY SENATE

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FACULTY SENATE RESOLUTION 202105

Policy Committee Approval: August 2, 2021
Faculty Senate Consideration: October 11, 2021

Topic: "Removal of the Summer Reading Advisory Committee from the *Faculty Manual*"

Whereas, Clemson University makes provision for faculty participation in planning, policymaking, and decision-making with regard to academic matters; and

Whereas, the University also provides for such participation in matters of faculty welfare and general university concern; and

Whereas, the *Faculty Manual* (Chapter IX§H6) describes the Summer Reading Advisory Committee; and

Whereas, Policy Committee Report 202105 recommended that the *Faculty Manual* be amended to remove the Summer Reading Advisory Committee; and

Whereas, PCR202105 and its recommendations were accepted by the Faculty Senate on July 13th, 2021; and

Whereas, the acceptance of this resolution on August 10th, 2021 will result in these changes being incorporated into the August 1st, 2022 Faculty Manual upon timely Provost approval; and

Whereas, one amendment to the *Faculty Manual* must be made in order to effect the recommendations of PCR202105; it is

Resolved, that *Faculty Manual* Chapter IX§H6 be amended to **strike** the paragraph:

"Summer Reading Advisory Committee

- 1 a. Overview
2 i. The Summer Reading Advisory Committee recommends to the Provost and
3 the President of the University one or more selections of a book for the
4 Freshman Summer Reading Program, as well as suggesting related themes
5 for that year’s Presidential Colloquium.
6 ii. The Provost and the President of the University have final approval
7 authority for the book to be selected.
8 b. Membership
9 i. The Director of First Year Composition;
10 ii. The Director of the Presidential Colloquium Series;
11 iii. One undergraduate student nominated by the President of the Student
12 Senate and appointed by the Dean of Undergraduate Studies serve one-year
13 renewable terms;
14 iv. One regular faculty member from each college and Library elected by the
15 faculty accorded voting rights in each college and the Library serve one-year
16 renewable terms.
17 v. Non-voting Membership
18 (1) The Director of the Freshman Academic Programs;
19 (2) A representative from the Division of Student Affairs.
20 c. The Dean of Undergraduate Studies serves as nonvoting chair”
21

22 *This resolution will become effective upon approval by the Clemson*
23 *University Executive Vice President for Academic Affairs and Provost and its*
24 *inclusion in the Faculty Manual (2022-2023).*
25

26 ***Final Proposed Language:***

27 ~~Chapter IX§H6:~~

28 ~~Summer Reading Advisory Committee~~

29 ~~a. Overview~~

30 ~~i. The Summer Reading Advisory Committee recommends to the Provost and~~
31 ~~the President of the University one or more selections of a book for the~~
32 ~~Freshman Summer Reading Program, as well as suggesting related themes~~
33 ~~for that year’s Presidential Colloquium.~~

34 ~~ii. The Provost and the President of the University have final approval~~
35 ~~authority for the book to be selected.~~

36 ~~b. Membership~~

37 ~~i. The Director of First Year Composition;~~

38 ~~ii. The Director of the Presidential Colloquium Series;~~

39 ~~iii. One undergraduate student nominated by the President of the Student~~
40 ~~Senate and appointed by the Dean of Undergraduate Studies serve one-year~~
41 ~~renewable terms;~~

42 ~~iv. One regular faculty member from each college and Library elected by the~~
43 ~~faculty accorded voting rights in each college and the Library serve one-year~~
44 ~~renewable terms.~~

- 1 v. Non-voting Membership
- 2 ~~(1) The Director of the Freshman Academic Programs;~~
- 3 ~~(2) A representative from the Division of Student Affairs.~~
- 4 c. ~~The Dean of Undergraduate Studies serves as nonvoting chair.~~
- 5

The Welfare Committee: investigates and reports to the Faculty Senate relevant matters for faculty welfare.



FACULTY SENATE

WELFARE COMMITTEE

CHAIR: Andrew Pyle

WELFARE COMMITTEE REPORT

Standing Agenda Item 202103: Sikes Parking Premium Fee

Background

In the 2020-2021 academic year, Clemson University Parking Services had proposed to convert the Sikes Hall (E-6) parking lot to exclusively reserved spaces that would require employees to pay a \$960 premium fee. Our colleagues in Staff Senate opposed this move as an inequitable method for attempting to address traffic-flow challenges in and around that lot. The Staff Senate passed a resolution opposing the proposal and recommended implementation of alternative tactics for controlling the traffic around the E-6 parking lot.

Discussion and Conclusions

We in the Faculty Senate support the work of our colleagues in the Staff Senate and appreciate their commitment to finding equitable solutions for campus development. We agree with the assertions of our Staff Senate colleagues and would also encourage the adoption of a sliding fee scale based on salary level, rather than a single flat rate for the parking premium.

Since the Staff Senate issued their resolution, the Welfare Committee has learned from Dan Hofmann, Director of Parking Services, that the proposed premium permit plan has now been tabled. If this plan is considered again in the future, we would recommend a more equitable approach to traffic-flow management. Until and unless the proposed parking premium plan is again brought forward, we have nothing further to report or recommend.

The Welfare Committee: investigates and reports to the Faculty Senate relevant matters for faculty welfare.



FACULTY SENATE

WELFARE COMMITTEE
CHAIR: Andrew Pyle

WELFARE COMMITTEE REPORT
Standing Agenda Item 202104: Meeting Timing

Background

In the 2021-2022 Senate year, the Welfare Committee was charged with assessing whether the Senate should consider adjusting the standard meeting time (Tuesdays at 2:30 p.m.).

Discussion

The most relevant procedural fact in this matter is that Faculty Senate meeting times are *determined by the advisory committee*, and must be thus determined for the subsequent academic year by May 1. This is specified in the Faculty Manual at II.ii.IV:

“The date and time of the regular monthly meetings of the Faculty Senate shall be determined by the advisory committee. The schedule of the meetings for the year shall be announced not later than the first day of May through appropriate communications. With the approval of a majority of the advisory committee, special meetings of the Faculty Senate may be called at any time by the Faculty Senate President.”

This would suggest that setting meeting times is a matter for the advisory committee to address. A further consideration is that the subcommittee most suited to make recommendations on this topic is the Policy Committee, which according to the Manual is charged with addressing policy pertaining to “faculty participation in university governance.”

Procedural questions aside, we submit the following considerations:

- The strongest reason for *altering* Faculty Senate meeting times is the potential conflict with teaching responsibilities; Tuesdays at 2:30 is a “primetime” slot.
- The strongest reason for *leaving* the meeting times is *continuity*—Senate terms are often three years long, and members can more accurately plan for upcoming semesters if they’re quite certain when their Faculty Senate participation is required.
- One dimension of timing that might be addressed without changing meeting times is simply better *signposting*, particularly for those considering candidacy. Elections are held in March; by then, teaching slots for the Fall are set in stone. Candidates looking to join Faculty Senate might unwittingly commit themselves to a serious time conflict (not to mention the March and April meetings following elections, when Spring teaching is already well underway). Simply explaining to candidates that Faculty Senate will *certainly take place at such and such a time* will allow people to make better decisions.
- A further consideration is that a simple majority vote may not be the best mechanism for determining a) whether a new meeting time is needed, or b) what that time ought to be. Indeed, feedback from the *sitting body of Senators* may lead to real inequities, since what is *convenient* and what is *necessary* can’t really be assessed in a poll. Changes should be made carefully, if at all.

- Last, consider the status of individual subcommittees. The Advisory Committee can empower standing and ad hoc committees to set their own times, considering their smaller size and the potential for faculty to move between committee assignments if needed.

Recommendations

Based on the previous discussion and considerations, the committee offers the following recommendations:

- Consider implementing stronger and clearer signposting during the election process. This should happen at the college level where elections are held.
- The Advisory Committee should take this question up and determine whether to bring it to the full senate as an item for further consideration.

Faculty Representative to the Board of Trustees Oral Remarks

Brian A. Powell

September 2021 Board of Trustees Meeting

Presented to Educational Policy Committee, September 30, 2021

Editorial note, 10/12/2021: These notes were written prior to delivering the address but are not a verbatim account of what was said at the meeting. The topics were the same.

Thank you for giving me the opportunity to speak. This is my first time addressing the board of trustees as the faculty representative and I am humbled and honored to do so. In my written report, I described the tenure and promotion process with an emphasis on the impacts of the COVID-19 pandemic on the overall process. My goal was to explain how faculty efforts have required adjustments over the past 18 months to deal with additional requirements brought on by the pandemic and how a faculty member's progress towards tenure or promotion may have been impacted. It is important to note the report does not recommend relaxing or reducing any of the requirements for achieving promotion and/or tenure. We have high standards and one could argue the faculty are continually raising the bar with their outstanding efforts and accomplishments. Rather the intent of my report was to emphasize that many faculty may require additional time to achieve the expectations for tenure and promotion. The provost's office was proactive in this regard and created a "fast-tracked" process for approving requests for one-year extensions to the probationary period for many pre-tenure faculty. Let me briefly describe the tenure and promotion process to explain why this was needed.

Tenure and Promotion from assistant professor to associate professor typically occurs after 6 years of service. The application is submitted in the fall of the 5th year and progresses through a series of approvals during the academic year. Thus, an assistant professor effectively has five years to establish themselves as an effective teacher, researcher, and mentor who is worthy of tenure. Therefore, the lost of 18 months of time to effectively conduct research presents a serious impediment for the faculty.

The application for consideration of tenure and/or promotion includes documentation of their efforts related to teaching, research, and service. Following submission of the materials, the application is reviewed by the departmental tenure and promotion review (TPR) committee, the department chair, the dean, the provost, and the president. The TPR committee requests letters from several external reviewers in the candidate's field of research which are then included in the application. At each review step, the complete application is considered and the candidate is provided with a letter describing the review and recommendation before the final decision of promotion and/or tenure is made by the President. This is the general procedure and specific modifications may be in place per individual departmental guidelines. Development of tenure and promotion guidelines are the responsibility of each individual department (with final approval from the Provost's office). Thus, specific guidelines are unique to each department. However, generally, all faculty are evaluated based on research performance, teaching performance, student mentorship, and service.

In my report, I provided several quotes from the faculty describing how the COVID-19 pandemic has affected their teaching, research, service, and mentoring activities. The most common observation from the faculty is that time required for teaching increased significantly. One quote in particular stands out:

“I spent much more time in emotional support of undergraduate students during the fall semester. I scheduled special Zoom office hours to help students that could not attend synchronous class sessions. Being emotionally available for my students is something I have aimed for, but over the past 18 months, I have had to take on a totally new role as listener, guidance counselor and cheerleader to keep my students engaged and wanting to do well in class.”

The additional time spent preparing and delivering courses is expected due to the need to teach in an online or hybrid mode. However, the faculty also spent a significant amount of time taking on the role of personal counselors for many students to help them cope with the pandemic impacts. Do not get me wrong. I am not saying this was a bad thing. The students are akin to our families and the faculty went to great lengths to ensure they were properly cared for. However, in many cases, the additional time required to do so was paid for in loss of time to perform research or service. In addition to loss of time from teaching duties, research productivity was impacted by limited access for faculty and students to the labs, grants getting rejected or delayed due to lab access or travel restrictions, and publications not getting finished due to the reduced amount of time to devote to those efforts. Therefore, in order to achieve the standards for tenure and promotion, many faculty will require additional time to make up for that lost during the pandemic.

Application for promotion from Assistant Professor to Full Professor, can be made during any year after five years of service past being granted tenure and promotion to associate professor. Therefore, the impact of this lost time is not as great as it is for the pre-tenured faculty. However, there is the concern of pay compression as those being promoted at a later date will not have delayed the common salary raise that comes with promotion.

This has been a stressful time for the faculty, staff, and students and we are weathering the storm of this pandemic as well or better than can be expected. There is a potential that the quality of teaching may increase in future years based on the additional time the faculty spent on course modification/development. However, that remains to be seen. There will be long lasting impacts on research outputs, mainly manifested in lower numbers of the critical products (books, peer-reviewed publications, patents, etc.) that are used in a tenure and/or promotion package to demonstrate success.

A parallel track to the tenure and promotion process is the merit informed raise process being utilized for the unclassified staff this year. Comparable metrics are used for the merit informed process to those for the tenure and promotion review described above and thus comparable impacts are expected. For their yearly evaluation, the faculty upload documentation of their activities each year for review by the department chair and dean. So if you are keeping track, note that pre-tenure faculty have two yearly evaluations: one by department chairs and one by the TPR committee. For the past year, all faculty were required to include a "Faculty Impact Statement" with their annual evaluation to describe the impacts of the pandemic on their work. In this document, the faculty can explain things like the increased amount of time counseling, advising, and mentoring students due to the pandemic and/or lack of access to resources due to supply chain. Though these efforts were critical for the health of our community, there is no place to document such efforts in a tenure and/or promotion application. Thus, these Faculty Impact Statements will be a resource to raise awareness of the impact of the pandemic on faculty across the University and provide an opportunity for all faculty to highlight their successes and difficulties in light of the pandemic. I and other faculty leaders have urged the chairs, deans, and other administrators to consider the fact that all faculty have taken on additional duties, particularly those teaching high enrollment courses, when considering the merit informed salary increases.

Thank you for the time to speak at this meeting. I'm happy to answer any questions you may have or explain any of the points I have made in further detail.






20211012 FS Meeting Minutes-1

Final Audit Report

2021-11-04

| | |
|-----------------|---|
| Created: | 2021-11-03 |
| By: | Kelsey Wylie (KWYLIE@clemsn.edu) |
| Status: | Signed |
| Transaction ID: | CBJCHBCAABAAMnZyXul4qDechU2DoC78CO1vnHY-NO1 |

"20211012 FS Meeting Minutes-1" History

-  Document created by Kelsey Wylie (KWYLIE@clemsn.edu)
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-  Document emailed to Hugo Sanabria (hsanabr@clemsn.edu) for signature
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2021-11-04 - 1:15:56 PM GMT- IP address: 130.127.189.185
-  Document e-signed by Hugo Sanabria (hsanabr@clemsn.edu)
Signature Date: 2021-11-04 - 1:17:51 PM GMT - Time Source: server- IP address: 130.127.189.185
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