



AGENDA

Date: November 14, 2023

Time: 2:30 p.m.

Location: Madren Center Auditorium

1. APPROVAL OF MINUTES

2. SPECIAL ORDERS

- a. Approval of provisional bylaws; College of Veterinary Medicine, Dean Steven Marks
“Thank you for this opportunity to speak with the Senate today. First, I am proposing the adoption of provisional bylaws for the college of veterinary medicine. Policy indicates that college bylaws are adopted by the faculty of the college, however, since there are no faculty appointed as yet and I would like the college to have faculty shared governance structures in place as soon as possible I request the Faculty Senate consider abrogating this policy, in only this instance until the expiration of the sunset provision in the bylaws. I believe all Senators have been provided a copy of the bylaws with the materials for today’s meeting and this item is on the agenda for consideration under New Business. Second, the Faculty Senate Advisory Committee has approved the composition of a search and screening committee for the position of Associate Dean in my college. Once again Policy Indicates that such committees are composed of faculty elected by and from the college faculty. I request the Faculty Senate consider abrogating this policy, in only this instance, so that an appointment can be made that would facilitate the building of the college’s curriculum and accreditation as well as beginning the search for faculty to be appointed in the college. This item is also on the agenda for consideration under New Business. Thank you for your time and consideration.”
- b. Class of '39 Award for Excellence; President June Pilcher
President Pilcher gave a brief background and shared the Class’s video on the significance of the Class of '39 Award for Excellence.

3. REPORT

- a. Robert H. Jones, Executive Vice President for Academic Affairs & Provost
There is a new budget model, RBB, coming: we are currently in the first of two years of shadow budgeting. We have been working with deans, business officers and department chairs to develop rules and are now creating a cabinet, primarily of the college deans to make the decisions between now and full implementation, tweaking ideas to get the model right. The model will be driven by the academy and not the financial plans of the university.

As a reminder: when money does start flowing to Colleges the funds will be allocated to the College office, not departments. The Colleges distribute money to meet the mission and goals of the college. There will be resource-rich departments and not so resource-rich departments and that is the nature of the University. There will always be some departments that are generating more resources than others, and some units some may be negative. The choice of the RBB model was made because of the importance of the quality of programs. This should not diminish high quality programs but help improve efficiency and the bottom line but won't be a massive change. Half of the Colleges are going to be revenue generators: the institution understands that some Colleges that are graduate heavy, or have intensive facility needs for teaching: these programs are things we want and continue to fund.

Regarding Tiger Training: the Executive Leadership Team became concerned when Clemson began building a body of training opportunities, we must limit training to a minimum. We have determined three training programs are vital:

Cybersecurity, Conflict of Interest, and Title IX. The process will be this: take full training one year and take abbreviated tests the following years. Title IX training is the off the shelf version: we recognize that it is long and clunky. HR is working to get Title IX in the same position as Cybersecurity and Conflict of interest trainings.

Two Dean searches are active, committees have been formed and charged.

Regarding international scholars: they are required to have a certain level of benefits for J1/J2 visas: their health insurance must have \$500.00 deductibles, but PEBA coverage through the state is out of compliance. There are several international students, faculty, and postdocs in crisis. A team is working on this and keeping international family members coverage compliant.

The Senate, Faculty and the Board of Trustees passed and approved Constitutional changes: to change the definition of a regular faculty member and to increase the size of Senate. We cannot applaud and thank you enough for these changes. Your colleagues are working to get these changes into the Faculty Manual: some changes are simple; others will take through next semester to work it out. We are pledging to work with shared governance to get this resolved.

Regarding class registration: please help advisors help students. Make sure each case is worked out to the satisfaction of the student.

b. Standing Committees

- i. Welfare Committee; Chair Billy Terry
No report.
- ii. Finance Committee; Chair Greg Cranmer
No report.
- iii. Scholastic Policies Committee; Chair John DesJardins.
No report.
- iv. Research and Scholarship Committee; Jessica Larsen
- v. Policy Committee; Chair Sarah White
 - FSR202304 Council on Graduate Studies
To be voted upon at the regular meeting in December, attached.

- PCR 202302 Faculty Manual Constitutional Alignment
Preliminary report attached.
 - FSR 202305 Faculty Manual Constitutional Alignment
Preliminary report attached.
- c. University Committees/ Commissions
 - i. Committee on Committees; Chair Fran McGuire
No report.
 - d. Faculty Representative to the Board of Trustees; Brian Powell
No report.
 - e. President’s Report
 “As you know, the Clemson University *Faculty Manual* is our guide for university faculty policy and procedures. As you also know, it is a complex document not just because of its length and scope but also because, like other documents in the *constitution* genre, it simultaneously defines policies and procedures for our community and itself is a script for living and acting together, more or less peacefully. In Kenneth Burke’s terms, it is—like literature or even myth— “equipment for living.” And with literature or myth or life, we sometimes struggle to interpret it.

In the humanities, the art and science of interpretation is called hermeneutics, which originally was the study of the principles of biblical interpretation but has since been used to describe the methodologies of interpretation and explanation, of reading and writing about texts and other text-like phenomena. How we approach texts like the *Faculty Manual* matters because what it “says” cannot be easily separated from the angle of approach we take to it. Our expectations, presumptions, and preconceptions color what we see there, what we think it means, and the actions that it sets in motion. Individual statements may be clear, but their meaning always has a context, both in the document itself—intertextually—and socially in the broader community that lives and acts by its words.

For these reasons, I wonder whether we should retitle the position of Faculty Manual Consultant, currently held by the distinguished Dr. Fran McGuire (thank you, Fran). What do you think, Fran, of “Chief Hermeneuticist”? That would grab some attention on your CV, and we all know you need that!

I’m talking about hermeneutics as a way to set up my account of the extraordinary work of the Faculty Senate Policy Committee under the leadership of Dr. Sara White and with the guidance of William Everroad. Sarah and her team of hermeneuticists have spent months discussing, debating, challenging, rewriting, and fine-tuning the *Faculty Manual* so that it’s more in sync with the Senate’s *Constitution* following the rather minor yet momentous textual changes to that document that the General Faculty voted for in August and the Board of Trustees endorsed in October. The term *Faculty* now includes “non-tenure track faculty with the primary responsibility of teaching, research, and service or any combination thereof.” Simple enough. The second amendment increases the size of the Faculty Senate to reflect the broader constituency created by the

redefinition of the term *Faculty*. These were minor changes to the text of the Constitution itself and fairly uncomplicated in that regard. However, what they mean for people is profound, and the challenge they pose for our team of hermeneuticists has been daunting. If they didn't before, they certainly now appreciate more than ever that even interpreting a poem like William Carlos Williams's famous "The Red Wheelbarrow" is a more intriguing challenge than anyone might have thought. "So much depends / upon // a red wheel / barrow // glazed with rain / water // beside the white / chickens." (William Carlos Williams, "The Red Wheelbarrow" from *The Collected Poems of William Carlos Williams, Volume I, 1909-1939*, edited by Christopher MacGowan. Copyright 1938 by New Directions Publishing Corporation. Public Domain).

The current *Faculty Manual* consists of 157 pages including appendices, 57,199 words, 317,163 characters (no spaces), and 2,955 paragraphs. I used a word-frequency macro to do some large corpus text data analysis on the *Manual* and learned the following. The word *faculty* occurs 1,351 times. It is by far the most frequently used word in the document other than *a*, *an*, or *the*. That number includes both capitalized and uncapitalized versions of the term, but don't get me started on that distinction. For comparison's sake, the word *in* appears 978 times. *Shall* appears 453 times. *College* appears 268 times. *Senate* appears 262 times. *Clemson* appears 185 times. *Regular* appears 138 times. *Special* appears 66 times. *Service* appears 98 times, coincidentally the same number of times as *should*. The word *bot* appears just once, along with other notables, such as *manageable*, *pecuniary*, *psychological*, *suffer*, and *sympathy*.

The Policy Committee's last meeting was a four-and-a-half hour meeting to go over all of the changes to the *Faculty Manual* precipitated by the Constitutional amendments. Sarah's spreadsheet covered 58 instances in the Manual where the wording needed to be revised. Each row included the original, possible revisions, and then cross-references to other locations in the *Manual* that might be affected by the particular revision. It was a hermeneuticist's nightmare (or perhaps fantasy, if you study poetics). It's important to note that these revisions were only meant to be routine editorial changes and would and should not introduce any tangible policy changes, which would, of course, have to be approved by the full Senate at some point. The Policy Committee made it through 56 of 58 proposed revisions that day. Two particularly sticky ones kept everyone up at night. You'll hear more about all this from Sarah in a few minutes.

I want to point out that we consider this stage "Phase 1" of the revision process. In Phase 2, the Policy Committee will, with the guidance of Fran McGuire and William Everroad, tackle those interpretive quagmires with gusto for the remainder of my term as President and probably well into VP Lauren Duffy's and onward to infinity and beyond.

All of you who serve on the Senate's committees deserve the praise and gratitude of your peers for the work you do. It is not "thankless service." We're thanking you all now, after all, if that helps any.

Kenneth Burke also said that we're socialized by revision. I'm optimistic to witness the Policy Committee members revising us with care, kindness, and commitment.

Thank you for your time."

4. UNFINISHED BUSINESS

5. NEW BUSINESS

- a. Provisional Bylaws: College of Veterinary Medicine
Approved.
- b. Search and Screening Committee: College of Veterinary Medicine
Approved.
- c. Ballot: 2023 Class of '39 Award for Excellence
2023 Winner: William C. Bridges

ADJOURN



[Neil Calkin \(Dec 5, 2023 10:17 EST\)](#)

Neil Calkin

Professor

Math and Statistical Sciences Faculty
Senate Secretary
Clemson University

ANNOUNCEMENTS:

UPCOMING MEETINGS:

1. Faculty Senate Executive & Advisory Committee Meeting: December 5th, 2023, 2:30pm
2. Convention of the Delegates Meeting: December 14th, 2:30pm
3. Faculty Senate Meeting, December 12th, 2023, 2:30pm, Madren Center Auditorium



FACULTY SENATE RESOLUTION 202304

Policy Committee Approval: September 19, 2023

Faculty Senate Consideration: October 10, 2023

Topic: “Modification of the Council on Graduate Studies”

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, Policy Committee Report 201920, “Council on Graduate Studies” recommended that the *Faculty Manual* be amended to adopt the newly proposed Council on Graduate Studies that subsumes the Graduate Advisory Committee; and

Whereas, PCR 201920 and its recommendations were accepted by the Faculty Senate on September 12, 2023; it is therefore

Resolved, that *Faculty Manual* Chapter IX§F3 be amended to **strike** section F3h and **replace** subsections 1a, 1b, 1c, 1d with the following sections:

1. Council on Graduate Studies

a. Overview

i. The Council on Graduate Studies provides oversight of graduate education by reviewing, considering, and disseminating recommendations from its constituent committees. Policy recommendations requiring specific action are approved and forwarded to the Academic Council.

i. The Council on Graduate Studies is expected to transcend unit and college lines to promote excellence in all facets of graduate education.

iii. The Council shall meet at least once per academic semester, or more frequently as required by the chair.

b. Membership Terms and Requirements

i. Elections for the Council occur during college elections in March with terms starting in August.

i. Unless otherwise noted, all faculty are elected to serve three-year terms and graduate students serve one-year terms on the Council on Graduate Studies and associated committees.

ii. ~~When possible,~~ Faculty elected to the Council on Graduate Studies and associated committees **should have significant experience in graduate education.**

43 For a description of Graduate Faculty and associated policies, please refer to the
44 Graduate School’s Policies and Procedures Handbook.

45 ~~iii. Individuals who have had their Graduate Faculty Status revoked for cause, and~~
46 ~~are no longer Graduate Faculty, are ineligible to serve on the Council on Graduate~~
47 ~~Studies and associated committees.~~

48 c. Membership

49 i. Two faculty members elected from each college per college bylaws to serve a
50 three-year term;

51 ii. Four graduate student representatives nominated by the President of the
52 Graduate Student Government and appointed by the Dean of the Graduate School
53 for a one-year term;

54 iii. One faculty member appointed by the President of the Faculty Senate for a
55 three-year term

56 iv. One Library faculty member representative elected, per the Library’s bylaws, for
57 a 3-year term

58 v. **Non-voting members include** one representative from each of the following
59 subcommittees:

60 (1) Graduate Curriculum Committee

61 (2) Graduate Admissions and Continuing Enrollment Appeals Committee

62 (3) Graduate Fellowships and Awards Committee

63 (4) Graduate Academic Grievance Committee

64 (5) Graduate Academic Integrity Committee

65 vii. The Associate Provost and Dean of the Graduate School (or dean’s designee)
66 serves as non-voting chair.

67
68 *This resolution will become effective upon approval by the Clemson University Executive*
69 *Vice President for Academic Affairs and Provost and its inclusion in the Faculty Manual.*
70

71 ***Final Proposed Language:***

72 **CHAPTER IX§F3**

73 **1. Council on Graduate Studies**

74 **a. Overview**

75 i. The Council on Graduate Studies provides oversight of graduate education by
76 reviewing, considering, and disseminating recommendations from its constituent
77 committees. Policy recommendations requiring specific action are approved and
78 forwarded to the Academic Council.

79 i. The Council on Graduate Studies is expected to transcend unit and college lines to
80 promote excellence in all facets of graduate education.

81 **iii. The Council shall meet at least once per academic semester, or more frequently**
82 **as required by the chair.**

83 **b. Membership Terms and Requirements**

84 **i. Elections for the Council occur during college elections in March with terms**
85 **starting in August.**

86 i. Unless otherwise noted, all faculty are elected to serve three-year terms and
87 graduate students serve one-year terms on the Council on Graduate Studies and

88 associated committees.
89 ii. ~~When possible,~~ Faculty elected to the Council on Graduate Studies and
90 associated committees **should have significant experience in graduate education.**
91 For a description of Graduate Faculty and associated policies, please refer to the
92 Graduate School's Policies and Procedures Handbook.
93 ~~iii. Individuals who have had their Graduate Faculty Status revoked for cause, and~~
94 ~~are no longer Graduate Faculty, are ineligible to serve on the Council on Graduate~~
95 ~~Studies and associated committees.~~

96 c. Membership

97 i. Two faculty members elected from each college per college bylaws to serve a
98 three-year term;
99 ii. Four graduate student representatives nominated by the President of the
100 Graduate Student Government and appointed by the Dean of the Graduate School
101 for a one-year term;
102 iii. One faculty member appointed by the President of the Faculty Senate for a
103 three-year term
104 iv. One Library faculty member representative elected, per the Library's bylaws, for
105 a 3-year term

106 v. **Non-voting members include** one representative from each of the following
107 subcommittees:

- 108 (1) Graduate Curriculum Committee
- 109 (2) Graduate Admissions and Continuing Enrollment Appeals Committee
- 110 (3) Graduate Fellowships and Awards Committee
- 111 (4) Graduate Academic Grievance Committee
- 112 (5) Graduate Academic Integrity Committee
- 113 ~~(6) Graduate Advisory Committee~~

114 vii. The Associate Provost and Dean of the Graduate School (or dean's designee)
115 serves as non-voting chair.

116 e. Graduate Curriculum Committee

117 i. Responsibilities

- 118 (1) Provide oversight of the curriculum for all graduate programs,
119 certificates, and courses within the University.
- 120 (2) Make recommendations to the Provost concerning any changes to the
121 graduate curriculum.
- 122 (3) This committee is also described in the Constitution of the Faculty of
123 Clemson University.

124 ii. Membership

- 125 (1) Two regular faculty of the graduate curriculum committees from each of
126 the academic colleges. One of the faculty shall be the chair of the college
127 graduate committee and the other faculty elected by the college graduate
128 committee.

129 NOTE: Should a college have a single curriculum committee, the college committee shall
130 elect two regular faculty to this committee.

- 131 (2) Non-voting members:

- 132 (a) One Library faculty member elected by the Library faculty accorded
 133 voting rights in the Library;
- 134 (b) One graduate student, nominated by the Graduate Student Body
 135 President and appointed by the Associate Provost and Dean of the Graduate
 136 School. This student serves a renewable one- year term;
- 137 (c) Registrar, or designee;
- 138 (d) Other members of the Graduate School, as needed and appointed by the
 139 Associate Provost
 140 and Dean of the Graduate School.
- 141 iii. Associate Provost and Dean of the Graduate School (or dean’s designee) serves
 142 as non- voting chair
- 143 f. The Graduate Admissions and Continuing Enrollment Appeals Committee
- 144 i. Responsibilities
- 145 (1) Primarily deals with graduate admissions and continuing enrollment
 146 appeals. ii. Membership
- 147 (1) Two faculty from each college elected by the faculty accorded voting
 148 rights in each college.
- 149 iii. Associate Provost and Dean of the Graduate School (or dean’s designee) serves
 150 as non-voting chair.
- 151 g. Graduate Fellowships and Awards Committee
- 152 i. Responsibilities
- 153 (1) Formulate and recommend policies and procedures relating to graduate
 154 fellowships and awards to the Council on Graduate Studies.
- 155 (2) Oversee selection of the recipients for University-wide fellowships and the
 156 campus competition from departmental nominations for awards for
 157 outstanding graduate students.
- 158 ii. Membership
- 159 (1) One faculty member from each college elected by the faculty accorded
 160 voting rights in each college.
- 161 (2) Non-voting members
- 162 (a) Associate Vice President of Enrollment Management (or designee)
- 163 iii. Associate Provost and Dean of the Graduate School (or dean’s designee) serves
 164 as non-voting chair.
- 165 *h. Graduate Advisory Committee*
- 166 ~~_____ i. Responsibilities~~
- 167 ~~(1) Independently studies and reviews policy on non-curricular graduate~~
 168 ~~student academic matters and on those issues affecting the general welfare~~
 169 ~~of graduate students.~~
- 170 ~~_____ ii. Membership~~
- 171 ~~(1) One faculty member from each college and the Library elected by the~~
 172 ~~faculty accorded voting~~
 173 ~~rights in each college and the Library;~~
- 174 ~~(2) One faculty member appointed by the President of the Faculty Senate for~~
 175 ~~a three-year term;~~
- 176

- 177
178 ~~(3) Two graduate students nominated by the President of the GSG and~~
179 ~~appointed by the Dean of the Graduate School for one-year terms.~~
180 ~~iii. Associate Provost and Dean of the Graduate School (or dean's designee) serves~~
181 ~~as non-voting chair.~~
- 182 i. The Graduate Academic Grievance Committee
- 183 i. Responsibilities
- 184 (1) Hears grievances and recommends resolutions to student grievances
185 forwarded to it from the Graduate School and the Initial Grievance Review
186 Board (IGRB).
187 (2) In the case of appeal, prepares the file and forwards recommendations to
188 the Dean of the Graduate School.
189 (3) The IGRB is responsible for determining which grievances go forward to
190 the Graduate Academic Grievance Committee.
- 191 ii. Membership
- 192 (1) Two faculty members from each college elected by the faculty accorded
193 voting rights in each college serving two-year terms;
194 (2) A graduate student representative from each college nominated by the
195 President of Graduate Student Government and appointed by the Dean of
196 the Graduate School for one-year term.
- 197 iii. The Associate Provost and Dean of the Graduate School (or dean's designee)
198 serves as non-voting chair.
- 199 iv. Initial Grievance Review Board
- 200 (1) Membership
- 201 (a) One faculty representative from each college, selected from and by the
202 membership of the Graduate Academic Grievance Committee, for one-year
203 terms;
204 (b) One graduate student representative selected from and by the Graduate
205 Academic Grievance committee, also for a one-year term.
206 (c) The IGRB selects a faculty member to serve as its chair.
- 207 NOTE: No member of the Graduate Academic Grievance Committee may simultaneously
208 be a member of either the Undergraduate Academic Grievance Committee or the
209 undergraduate or graduate academic integrity committees.



FACULTY SENATE RESOLUTION 202305

Policy Committee Approval: November 7, 2023
Faculty Senate Consideration: December 12, 2023

Topic: “Faculty Manual Constitutional Alignment”

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

Whereas, Faculty Senate Resolution 202301, a proposal to amend the Constitution of the Faculty of Clemson University was approved by the Faculty Senate on March 14, 2023, approved by the faculty on August 16, 2023, and approved by the Board of Trustees on October 5, 2023; and

Whereas, The amendments to the Constitution, implemented immediately, created conflicts in several policies indicated in the *Faculty Manual*, which are now void and must be reconciled to ensure consistency and compliance of academic policies; and

Whereas, the Constitutional amendments establish shared governance rights and responsibilities for faculty appointed to ranks other than those with tenure or on the tenure-track and the *Faculty Manual* must reflect this change in policy; and

Whereas, Policy Committee Report 202302, “Faculty Manual Constitutional Alignment”, indicates the justification for and the scope of the changes necessary for compliance with the Constitution was adopted by the Faculty Senate on November 14, 2023; it is therefore

Resolved, that the *Faculty Manual* be amended in accordance with PCR 202302 as follows:

Chapter III

“Administrative faculty include but are not limited to those faculty members appointed to the following positions: department chairs, school directors, college deans, the dean of the Library, the Provost, the President of the University, the Associate Provosts, and any academic administrators identified as Administrative faculty in CHAPTER VIII. Additionally, any faculty member whose job duties include the establishment of goals and percentage of emphasis, assignment of workload, annual FAS Evaluation or salary determination (CHAPTER V E.) for one or more other regular, special or administrative faculty (with the exception of those faculty supported exclusively by

40 external funds, including PSA funds) is considered to be a member of the administrative faculty
41 rather than the regular faculty.”¹

42 Chapter IV

43 **Alumni Distinguished Professorships**²: Candidates must have the rank of Professor and selection
44 committee membership is elected by the “regular faculty” of each college.

45 “f. Appointment of an individual ~~with a special faculty rank to a regular faculty rank~~ **to a tenured or**
46 **tenure track rank from any other faculty designation** must follow the personnel practices and
47 procedures for appointment described in CHAPTER V B.” & “g. ~~If the approved bylaws of the~~
48 ~~applicable unit or college specifically provide such privileges, special faculty ranks have voting and~~
49 ~~membership privileges in unit and college meetings and on unit and college committees except~~
50 ~~those restricted to regular faculty in CHAPTER IX D. 3.” & “h. Special faculty ranks have voting~~
51 ~~membership privileges on university committees except those restricted to regular faculty in~~
52 **CHAPTER IX D. 3.”**³

53 Chapter V

54 “Departmental ~~regular~~ faculty determine the tenure, promotion and reappointment standards, as
55 well as procedures for selecting the TPR committee and the procedures the committee must follow
56 beyond those stipulated in the *Faculty Manual*.” and

57 “Limiting voting rights on a TPR committee making recommendations concerning tenure to
58 tenured ~~regular~~ faculty members excluding individuals who, as administrators, have input into
59 faculty personnel decisions such as appointment, tenure, and promotion.”

60 ~~“Limiting voting rights on a TPR committee making a recommendation concerning promotion to~~
61 ~~rank or appointment at a rank to regular faculty with equivalent or higher rank.”~~⁴

62 “In cases in which the department does not have enough regular faculty members to constitute a
63 TPR committee, the full departmental regular faculty will elect regular faculty members from other
64 departments who are qualified to serve on the TPR committee.”⁵

65 **TPR Committee membership and voting rights shall not specifically exclude any faculty**
66 **designation that is under review for reappointment or promotion consideration.**

67 “Because the ~~regular~~ faculty of a department or equivalent academic unit is the primary judge of
68 the qualifications of its members, peer evaluation is essential in recommendations for
69 appointment, renewal of appointment, tenure, and promotion. All peer recommendations regarding
70 any individual holding ~~regular or special~~ faculty rank in a department shall, therefore, originate
71 within the ~~regular~~ faculty of that department.”⁶

¹ Clemson University *Faculty Manual*, 2023, Chapter III§E1 (pp. 25-26)

² Clemson University *Faculty Manual*, 2022, Chapter IV§B3d (p. 32)

³ Clemson University *Faculty Manual*, 2023, Chapter IV§B2 (p. 29)

⁴ Clemson University *Faculty Manual*, 2022, Chapter V§D1 (p. 46)

⁵ Clemson University *Faculty Manual*, 2023, Chapter V§D2 (p. 46)

⁶ Clemson University *Faculty Manual*, 2022, Chapter V§B4 (p. 37)

72 Regular appointments are defined as “the rank of instructor or higher.” and “In any regular
73 appointment at Clemson University the An Initial **faculty** appointment **without tenure** is for one year
74 or less, subject to renewal for a one-year term.”⁷

75 Special appointments are defined as “those awarded to post-doctoral research fellows, ~~lecturers,~~
76 visiting, adjunct, part-time faculty as well as to ROTC personnel, generally specify limited faculty
77 functions and time durations”.⁸

78 “This chapter is concerned with policies and procedures for initial appointment, reappointment,
79 annual review, salary adjustments and termination for all ~~regular and special~~ faculty designations”⁹
80 “It also is concerned with policies and procedures for tenure, promotion, and post-tenure review ~~for~~
81 ~~regular faculty ranks.~~”

82 “No **faculty** appointments shall be made to a ~~regular or special~~ faculty rank not specified in this
83 manual.” And “Appointments to ~~special faculty ranks other than Lecturer, Senior Lecturer, or~~
84 ~~Principal Lecturer~~ Clinical, Research, Extension, Professors of Practice, and Temporary, do not
85 require notice of non-renewal ~~since such appointments are for stated periods of limited association~~
86 ~~with the university.~~”¹⁰

87 “Every individual appointed to a ~~regular or special~~ faculty rank shall be evaluated in each year,
88 regardless of tenure status.”¹¹

89

90 The Class of '39 Award for Excellence section indicates, “Must be a faculty member as defined in
91 the Constitution of the Faculty of Clemson University;”¹²

92

93 Chapter VI

94 “No **tenured or tenure track** faculty member, **other than instructor**, with a rank higher than
95 ~~instructor~~ may be considered as a candidate for an advanced degree at Clemson University in the
96 faculty member’s primary area of professional responsibility or in the department in which the
97 faculty member is a member.”¹³

98

99 Chapter VIII

100 “For the selection of the Provost, the President of the University (after consultation with the Faculty
101 Senate Advisory Committee) shall appoint a committee that includes a majority of **regular tenured**
102 **and tenure track** faculty as well as at least one academic administrator reporting directly or
103 indirectly to the Provost, at least one ~~member of the special~~ **member from other faculty**
104 **designations not represented**, one graduate student, one undergraduate student, and a staff
105 member appointed by the President of the Staff Senate.”¹⁴

106

107 “As appropriately representative of the academic unit, additional members shall include at least

⁷ Clemson University *Faculty Manual*, 2022, Chapter V§B7 (p. 40)

⁸ Clemson University *Faculty Manual*, 2023, Chapter V§B7 (p. 40)

⁹ Clemson University *Faculty Manual*, 2022, Chapter V§A1 (p. 37)

¹⁰ Clemson University *Faculty Manual*, 2022, Chapter V§B1 (p. 37)

¹¹ Clemson University *Faculty Manual*, 2022, Chapter V§E1 (p. 50)

¹² Clemson University *Faculty Manual*, 2022, Chapter V§F2 (p. 54)

¹³ Clemson University *Faculty Manual*, 2022, Chapter VI§K1 (p. 72)

¹⁴ Clemson University *Faculty Manual*, 2023, Chapter VIII§D2 (p. 94)

108 one academic administrator, one ~~special faculty member~~ **faculty member from other faculty**
109 **designations not represented**, one staff member, and one student.”¹⁵

110
111 “While the size of academic administrator search and screening committees will vary, depending
112 on the scope of the position, the majority of members on academic administrator search and
113 screening committees shall be ~~regular~~ **tenured or tenure track** faculty.”¹⁶

114
115 “At least four ~~regular~~ **tenured or tenure track** faculty members shall be selected during a meeting
116 of the Faculty Senate Advisory Committee. At least one **faculty member from other faculty**
117 **designations not represented** ~~special faculty member~~ shall be selected during a meeting of the
118 Faculty Senate Advisory Committee in consultation with members of the special faculty. If no
119 **faculty member from other faculty designations not represented** ~~special faculty representative~~ can
120 be elected, such as might occur if no person agrees to be nominated, the committee will consist of
121 the other members described here.”¹⁷

122
123 “At least four ~~regular~~ **tenured or tenure track** faculty members shall be elected by vote of the
124 ~~regular~~ faculty in the unit. The ~~special~~ faculty of the academic unit shall elect at least one of their
125 members as their representative **faculty member from other faculty designations not represented**.
126 If no ~~ONE RICE~~ ~~special~~ faculty representative can be elected, such as might occur in a small
127 department or if no person agrees to be nominated, the committee will consist of the other
128 members described here.”¹⁸

129
130 “A person appointed as the acting administrator must be a ~~member of the Faculty~~ **tenured, tenure**
131 **track, or administrative faculty** with an appointment in an academic unit.”¹⁹

132
133 “Appointments to interim positions are approved by the administrator at the next level in the
134 organization, after consulting with a search and screening committee composed of relevant faculty,
135 including ~~regular~~ ~~faculty~~ **representation from across all faculty designations**, ~~administrative~~
136 ~~faculty~~, ~~special~~ ~~faculty~~ and staff as appropriate for the academic unit.”²⁰

137
138 “For academic college-level interim appointments: only in the absence of a unit Advisory
139 Committee, a committee consisting of at least four ~~regular~~ faculty members elected from and by
140 the unit’s constituent group; For university-level interim appointments: a committee consisting of at
141 least four ~~regular~~ faculty members selected during a meeting of the Faculty Senate Advisory
142 Committee.”²¹

143 144 **General Policies for Review of Academic Administrators**

145 Membership of review committees for University-level academic administrators are comprised of,
146 “At least four ~~regular~~ **tenured or tenure track** faculty members shall be selected during a meeting
147 of the Faculty Senate Advisory Committee. These members may be nominated by any faculty

¹⁵ Clemson University *Faculty Manual*, 2023, Chapter VIII§E3a (p. 96)

¹⁶ Clemson University *Faculty Manual*, 2023, Chapter VIII§E3a (p. 96)

¹⁷ Clemson University *Faculty Manual*, 2023, Chapter VIII§E3e (p. 96)

¹⁸ Clemson University *Faculty Manual*, 2023, Chapter VIII§E3f (p. 97)

¹⁹ Clemson University *Faculty Manual*, 2023, Chapter VIII§E5a (p. 100)

²⁰ Clemson University *Faculty Manual*, 2023, Chapter VIII§E5b (p. 100)

²¹ Clemson University *Faculty Manual*, 2023, Chapter VIII§E5b (p. 100)

148 member. At least one ~~special~~ faculty member **from other faculty designations not represented**
149 shall be selected during a meeting of the Faculty Senate Advisory Committee ~~in consultation with~~
150 ~~members of the special faculty~~. If no ~~special faculty~~ representative can be elected, such as might
151 occur if no person agrees to be nominated, the committee will consist of the other members
152 described here."²²

153 Membership of review committees for academic administrators in academic colleges and those
154 units within colleges are comprised of, "Four ~~regular~~ **tenured or tenure track** faculty members **and**
155 **at least one faculty member from other faculty designations not represented** shall be elected by
156 vote of the ~~regular~~ faculty in the unit. ~~The special faculty of the academic unit (department, school,~~
157 ~~college, etc.) shall elect one of their number as their representative.~~²³

158 If no ~~special faculty~~ representative **faculty member from other faculty designations not**
159 **represented** can be elected, such as might occur in a small department or if no person agrees to be
160 nominated, the committee will consist of the members described here."²⁴

161 The review process for a department chair includes the stipulation that, "If a department has fewer
162 than four ~~regular~~ faculty members, the ~~regular~~ faculty shall elect ~~regular faculty~~ members from
163 related units to ensure the presence of four elected faculty."²⁵

164 The Associate Provosts hold faculty rank; they are members of the administrative faculty, ~~which is a~~
165 ~~subset of the~~ **tenured or tenure track** faculty."²⁶

166 The deans of the colleges and the dean of the library hold faculty rank; they are members of the
167 administrative faculty, ~~which is a subset of the~~ **tenured** Faculty."²⁷

168 An academic administrator reporting to an associate provost holds tenured or tenure track faculty
169 rank at the time of appointment; they may **or may not** be members of the administrative faculty,
170 ~~each of which is a subset of the~~ faculty."²⁸

171 Department chairs hold faculty rank; they are members of the administrative faculty,
172 ~~which is a subset of the~~ **tenured** Faculty."²⁹

173 Academic Administrators Reporting to a Dean of an Academic College / Library other than a
174 Department Chair "holds faculty rank; they may **or may not** be members of the administrative
175 faculty ~~they are members of either the regular or the administrative faculty, each of which is a~~
176 ~~subset of the~~ Faculty."³⁰

²² Clemson University *Faculty Manual*, 2023, Chapter VIII§E4b (p. 99)

²³ Clemson University *Faculty Manual*, 2023, Chapter VIII§E4b (p. 99)

²⁴ Clemson University *Faculty Manual*, 2023, Chapter VIII§E4c (p. 99)

²⁵ Clemson University *Faculty Manual*, 2023, Chapter VIII§I4a (p. 104)

²⁶ Clemson University *Faculty Manual*, 2023, Chapter VIII§F1b (p. 101)

²⁷ Clemson University *Faculty Manual*, 2023, Chapter VIII§G1d (p. 102)

²⁸ Clemson University *Faculty Manual*, 2023, Chapter VIII§H1b (p. 103)

²⁹ Clemson University *Faculty Manual*, 2023, Chapter VIII§I1f (p. 103)

³⁰ Clemson University *Faculty Manual*, 2023, Chapter VIII§J1b (p. 105)

177 Academic Administrators within a Department other than the Chair “holds faculty rank; they are
178 ~~members of either the regular or~~ **may or may not be members of** the administrative faculty, each of
179 ~~which is a subset of the Faculty.”³¹~~

180 “An academic administrator not specified elsewhere in this chapter holds faculty rank; ~~they are~~
181 ~~members of either the regular or~~ **may or may not be members of** the administrative faculty, each of
182 ~~which is a subset of the Faculty.”³²~~

183 “Off-campus academic administrators hold faculty rank; they ~~are members of either the regular or~~
184 **may or may not be members of** the administrative faculty, ~~each of which is a subset of the~~
185 ~~Faculty.”³³~~

186 “Annually evaluating each member of the department’s faculty, **including administrative faculty,**
187 ~~regular and special~~) and participating in the evaluation of staff; developing budgets in concert with
188 school directors and college deans and allocating such funds for instructional and other
189 purposes”³⁴

190 “An academic administrator, with the exception of the President of the University, must be a
191 member **tenured, tenure track, or administrative** Faculty at the time of appointment ~~in accordance~~
192 ~~with the Constitution of the Faculty of Clemson University.”³⁵~~

193 Chapter IX

194 **Titled Professorships and Endowed Chairs**³⁶: The majority membership of search and screening
195 committees “shall be composed of “~~regular~~ tenured and tenure track faculty”, elected by “~~regular~~
196 tenured and tenure track faculty”.

197 **Emeritus Faculty**: “~~Regular~~ “**Tenured and tenure track**” faculty member, including library faculty,
198 who have served at least five years at the University and 15 years in the academic profession
199 receive the title of Emeritus or Emerita appended to their professorial rank upon official
200 retirement.”³⁷

201 “Interdisciplinary curriculum committees can be formed, outside of the boundaries of departments
202 or colleges, following review by the faculty members of the Committee on Committees ~~and subject~~
203 ~~to the restriction that only regular faculty members may be voting members of such curriculum~~
204 ~~committees and~~ the chair of such committees is elected by and from the members of such
205 committees.”³⁸

206 “~~Based on the functions of the Faculty outlined in the Constitution of the Faculty of~~
207 ~~Clemson University,~~ voting members on the following committees are limited to regular
208 faculty:

³¹ Clemson University *Faculty Manual*, 2023, Chapter VIII§K1b (p. 105)

³² Clemson University *Faculty Manual*, 2023, Chapter VIII§L1a (p. 105)

³³ Clemson University *Faculty Manual*, 2023, Chapter VIII§M1b (p. 106)

³⁴ Clemson University *Faculty Manual*, 2023, Chapter VIII§I2f (p. 95)

³⁵ Clemson University *Faculty Manual*, 2023, Chapter VIII§E1 (p. 95)

³⁶ Clemson University *Faculty Manual*, 2022, Chapter IV§B3ei (p. 33)

³⁷ Clemson University *Faculty Manual*, 2022, Chapter IV§B4 (p. 35)

³⁸ Clemson University *Faculty Manual*, 2023, Chapter IX§C5a (p. 111)

209 a. ~~Departmental Tenure, Promotion, and Reappointment committees;~~
 210 b. ~~Departmental Post-Tenure Review committees;~~
 211 c. ~~College and university curriculum committees;~~
 212 d. ~~College advisory committees;~~
 213 e. ~~Faculty Senate;~~
 214 f. ~~Grievance Board.~~³⁹
 215
 216 ~~“Voting membership of college curriculum committees is limited to regular faculty.”⁴⁰~~
 217 ~~“Members of the Grievance Board must be tenured regular faculty at the time of their election, and~~
 218 ~~will be members, alternates, or former members of the Faculty Senate.”⁴¹~~
 219
 220 ~~“Candidates for each Consultant position are nominated by the Faculty Senate Advisory Committee~~
 221 ~~from the ranks of tenured regular faculty.”⁴²~~
 222
 223 ~~“Clemson’s FAR [Faculty Athletics Representative] is a tenured associate or full professor~~ **tenured**
 224 **faculty member** who has served on Clemson’s faculty a minimum of 10 years, is familiar with the
 225 policies and procedures of the Athletic Council (see below), and is knowledgeable of Clemson’s
 226 Athletics Programs generally.”⁴³
 227
 228 Academic Council membership is limited to, “One ~~regular~~ **tenured or tenure track** faculty member from each college and
 229 the Library elected for a staggered three-year term beginning August 15 (by the faculty accorded
 230 voting rights in each college)”⁴⁴
 231
 232 Undergraduate Curriculum Committee membership is comprised of “two voting members from the
 233 collegiate undergraduate curriculum committee (or college curriculum committee if there is only
 234 one college curriculum committee), one of whom is chair of the collegiate curriculum committee,
 235 and one of whom is elected by and from the ~~regular faculty~~ members on the collegiate curriculum
 236 committee.”⁴⁵
 237
 238 Academic Eligibility Committee consists of, “Two ~~regular~~ **tenured or tenure track** faculty members,
 239 senior lecturers, or principal lecturers elected from each college by the faculty accorded voting
 240 rights in each college to serve a three-year term; One ~~regular~~ **tenured or tenure track** faculty
 241 member, senior lecturer or principal lecturer elected from the Libraries by the faculty accorded
 242 voting rights in the Libraries to serve a three-year term”⁴⁶
 243
 244 Clemson University Honors College Committee consists of, “One ~~regular~~ faculty member from each
 245 college and the Library, elected by the faculty accorded voting rights in each college and Library for
 246 three-year terms”⁴⁷
 247

³⁹ Clemson University *Faculty Manual*, 2023, Chapter IX§D3 (p. 112)

⁴⁰ Clemson University *Faculty Manual*, 2023, Chapter IX§K3 (p. 131)

⁴¹ Clemson University *Faculty Manual*, 2022, Chapter IX§K3 (p. 131)

⁴² Clemson University *Faculty Manual*, 2022, Chapter VII§C3 (p. 79)

⁴³ Clemson University *Faculty Manual*, 2023, Chapter IX§H2 (p. 125)

⁴⁴ Clemson University *Faculty Manual*, 2023, Chapter IX§F1b (p. 113)

⁴⁵ Clemson University *Faculty Manual*, 2023, Chapter IX§F2d (p. 115)

⁴⁶ Clemson University *Faculty Manual*, 2023, Chapter IX§F2g (p. 117)

⁴⁷ Clemson University *Faculty Manual*, 2023, Chapter IX§F2h (p. 117)

248 Financial Aid Advisory Committee consists of, “One ~~regular~~ faculty member from each college,
249 elected by the faculty accorded voting rights in each college, serving three-year terms”⁴⁸

250
251 The Academic Grievance Committee consists of, “Two tenured faculty members from each college
252 elected by the faculty accorded voting rights in each college for three-year staggered terms;”⁴⁹

253
254 Graduate Curriculum Committee consists of, “Two ~~regular~~ faculty members of the graduate
255 curriculum committees from each of the academic colleges. One of the faculty shall be the chair of
256 the college graduate committee and the other faculty elected by and from the college graduate
257 committee. Should a college have a single curriculum committee, the college committee shall elect
258 two ~~regular~~ faculty to this committee.”⁵⁰

259
260 Graduate Academic Integrity Committee consists of, “Three tenured faculty from each college and
261 the Library elected by the faculty accorded voting rights in each college and the Library”.⁵¹

262
263 Council on Global Engagement consists of, “One ~~regular~~ faculty member elected from each college
264 and Library elected by the faculty accorded voting rights in each college and Library shall serve
265 staggered two-year terms and are limited to two consecutive terms”⁵²

266
267 The Athletic Council consists of, “One ~~regular~~ faculty representative and one ~~regular~~ faculty
268 alternate elected by the faculty accorded voting rights in each college and the Library serve three-
269 year terms, and consecutive terms are permitted”⁵³, “the voting members elect from the ~~regular~~,
270 ~~full-time~~ faculty members a chair and vice chair”, and “All ~~regular~~, ~~full-time~~ faculty Athletic Council
271 members are eligible for election to these offices”⁵⁴

272
273 “In order to operate the University effectively, the Board delegates responsibility in various areas to
274 the President of the University, to certain administrative officials, and to the Faculty.”⁵⁵

275
276 “The Faculty, as the repository of learning in the various academic fields of study, is charged with
277 creating the curriculum; setting requirements for degrees; determining when requirements have
278 been met; and approving candidates for degrees. The Faculty also has primary responsibility for
279 such academic matters as evaluating the qualifications of current or prospective faculty members;
280 initiating recommendations for faculty and academic administrative appointments; faculty
281 reappointment, tenure, and promotion recommendations. To carry out its role in the governance of
282 the University, the Faculty is formally organized through the Constitution of the Faculty of Clemson
283 University. The Faculty Senate, various University committees, and the several college, school, and
284 departmental faculties and their committees facilitate the execution of the business of the
285 faculty.”⁵⁶

⁴⁸ Clemson University *Faculty Manual*, 2023, Chapter IX§F2i (p. 117)

⁴⁹ Clemson University *Faculty Manual*, 2023, Chapter IX§F2k (p. 119)

⁵⁰ Clemson University *Faculty Manual*, 2023, Chapter IX§F2e (p. 120)

⁵¹ Clemson University *Faculty Manual*, 2023, Chapter IX§F2j (p. 123)

⁵² Clemson University *Faculty Manual*, 2023, Chapter IX§G2 (p. 124)

⁵³ Clemson University *Faculty Manual*, 2023, Chapter IX§H3b (p. 126)

⁵⁴ Clemson University *Faculty Manual*, 2023, Chapter IX§H3c (p. 126)

⁵⁵ Clemson University *Faculty Manual*, 2023, Chapter IX§I2f (p. 108)

⁵⁶ Clemson University *Faculty Manual*, 2023, Chapter IX§A3 (p. 108)

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Chapter X

The Faculty Representative to the Board of Trustees must be a “tenured ~~regular~~ faculty member”.⁵⁷

This resolution will become effective upon approval by the Clemson University Executive Vice President for Academic Affairs and Provost and its inclusion in the Faculty Manual.

⁵⁷ Clemson University *Faculty Manual*, 2023, Chapter X§J2c (p. 138)



POLICY COMMITTEE REPORT

Standing Agenda Items: 202302 Faculty Manual Constitutional Alignment

The Policy Committee has considered this matter under the charge of general university policy review and faculty participation in university governance and submits this report and recommendations for consideration by the Faculty Senate.

BACKGROUND

On December 13, 2022, the Faculty Senate adopted the recommendations of Welfare Committee Report 202223: Voting Rights for Special Faculty, without objection. Included in the report is a recommendation to amend the *Faculty Manual* to reclassify members of the following ranks from “Special Faculty” to “Regular Faculty”: Lecturer, Senior Lecturer, Principal Lecturer, Professor of Practice, and all ranks with the Research, Clinical, or Extension modifier. WCR 202223 also recommended a change to the *Faculty Manual* to add a formal distinction among the existing and new Regular Faculty ranks to distinguish between “Tenure and Tenure-Track Faculty” and “Non-Tenure Track Faculty” to be used in policies which need to distinguish between these two groups, such as those relating to promotion and tenure.

The Constitutional Amendment

The adoption by the Faculty Senate and subsequent approval by the faculty of a Constitutional Amendment to expand the membership of the faculty shifted the focus of this agenda item to include considering changes to the parts of the *Faculty Manual* that conflict with the Constitution as amended. For reference, the Constitutional faculty now includes:

“the President; Executive Vice President for Academic Affairs and Provost; other administrators with faculty rank; tenured and tenure-track faculty and librarians; Emeritus Faculty; non-tenure track faculty with the primary responsibility of teaching, research, and service or any combination thereof; and such other individuals as the faculty may duly elect. Faculty with the adjunct, visiting or temporary rank modifiers and post-doctoral researchers are not eligible for automatic membership.”

DISCUSSION

While the Constitutional amendment adds confusion to the use of “Faculty” and “faculty”, the Policy Committee recommends unlinking the *Faculty Manual* categories of faculty from the constitutional definition. This can be accomplished by revising the *Manual*, especially Chapter IV, Faculty Ranks to be more related to qualifications for appointment and less about the rights and responsibilities that are granted in the Constitution.

Considering the Constitutional amendment grants rights and responsibilities in shared governance for additional classifications of faculty, the Policy Committee considered the policies in the *Faculty Manual* that expressly limit participation based on those classifications and examine where specific policies conflict with the amended Constitution. The Policy Committee found that conflicts occur in: Search and Review Committees, Departmental and College Faculty Governance Functions, University Governance, Faculty Appointments and Reappointments, Administrative Faculty, Post-Tenure Review, and include extra-policy mentions of “regular” and “special”. These conflicts center around the use of “Faculty”, “faculty”, regular faculty, and special faculty as defining classification terms.

The Committee undertook this agenda item by outlining base assumptions, starting with the Constitution’s definition of “with regular appointments”. This phrase appears to be the basis for the current *Faculty Manual*’s use of a similar phrase, “regular faculty”. The use of the term “regular appointment” does not appear in older versions of the Constitution (pre-1970s merger of Academic and Research faculty). The original Constitution and By-Laws of the Academic Faculty listed the membership of the faculty as, “the President of the College, the Dean of the College, the Deans of the Teaching Schools, Directors of Teaching, Professors, Associate Professors, Assistant Professors and Instructors on the College Staff, and such other members as may be duly elected as provided for in the By-Laws.”, and indicating senate seats are allocated based on the number of “full-time faculty equivalents”.¹ The concept of tenure being associated with faculty appointments was not introduced until September 1956 in which the Faculty Senate defined Instructor as, “appointed on a year-to-year basis for a period not to exceed five years, at the end of this period either he shall be promoted in academic rank or his connection with the faculty of the College shall be terminated.”²

The *Faculty Manual* consistently utilized the idea that, “Individuals appointed to the Faculty of Clemson University are expected to exhibit and maintain mastery of their fields, whether they are appointed primarily for teaching, research, public service, librarianship, or administration.”³ The term “regular appointment” appears to have its origin in the post-faculty merger period, first appearing as an amendment to the Statement of Terms of Appointment in the *Faculty Manual* as, “all regular full-time appointments being to the rank of instructor or higher” and by indicating, “With the exception of special appointments - for

¹ [Clemson University General Faculty Meeting Minutes](#), 1956

² [Clemson University Faculty Senate, Proposed Tenure Plan](#), 1956

³ Clemson University *Faculty Manual*, 1982, Chapter II§4 (p. II:4)

example: military personnel, post-doctoral research appointments, consultants, part-time appointments, lectureships, adjunct professorships, and visiting professorships (clearly limited to a brief association with the institution), appointments of professional librarians, and reappointments of retired faculty members on special conditions - all regular full-time appointments are to the rank of instructor or higher.”⁴ What is not clear is the basis for the term “regular” meaning anything besides a full-time academic faculty member in an institution that, at the time, employed a small number of non-tenure track faculty, including extension and “research faculty”. With the conversion of the Research Council and its faculty to “regular faculty”, the differentiation between the two groups of faculty disappeared while the term “regular faculty” continued to be used to indicate those faculty appointed primarily for teaching, research, public service, librarianship, or administration. As the nature of faculty appointments shifted to including tenure and “Full time equivalent” appointments, a redefinition to include primary duties of teaching, research, and service began to take shape.

In November of 1979 there became a rise in the use of the faculty appointment of “lecturers” such that the Faculty Senate considered an amendment (that did not pass) to the *Faculty Manual* to address the thought that “the present tenure policy relegates certain individuals to second-class faculty citizenship, for they are “permanent” but non-tenure-track professionals, but they are not “special appointments” [from the 1956 definition].”⁵ The Faculty Senate grappled with the concept of instructors and lecturers until the Policy Committee issued a report in 1981 that indicated, “The ways in which the rank of Instructor is construed and assigned at Clemson are at variance with generally accepted practice in higher education. It is usually the case that this rank is assigned to beginning professionals, individuals who may lack the appropriate terminal degree but who are actively pursuing it. These are individuals who in other respects--instructional load, Committee responsibilities, participation in departmental governance, etc.-- are expected to perform in accordance with the same standards as more senior faculty. Even research and publication may be expected of them, though in some cases research and writing in connection with a thesis or dissertation may be regarded as acceptable substitutes.”, and “This rank [Lecturer] is assigned to individuals with special teaching, research, and public service functions. Lecturer is not a tenurable rank, and time spent in this rank at Clemson or elsewhere may not be credited towards the University's tenure probationary period.”⁶

The term “special appointment” began to appear in policy after the financial exigency and the pursuit of becoming a higher order research institution in the early 1980s. The separation of teaching faculty (the most common appointment for tenure-track faculty at the time) and Instructor/Lecturer became ambiguous as more faculty were being evaluated with emphasis on research, but the idea remained that “[special] appointments are for stated periods of limited association with the University.”⁷ The line between teaching

⁴ Clemson University *Faculty Manual*, 1972, Chapter II§4 (p. II:5)

⁵ Clemson University [Faculty Senate Minutes](#), November 20, 1979

⁶ Clemson University [Faculty Senate Minutes](#), September 22, 1981

⁷ Clemson University [Faculty Senate Minutes](#), December 7, 1982

faculty and research faculty continued to blur with the evolution of *Faculty Manual* language for appointments indicating, “Except for faculty with tenured status, individuals holding teaching, research, or public service appointments shall be informed each year in writing of their appointments and of all matters relative to their eligibility for the acquisition of tenure.”⁸

Terminology

For the purposes of this report and future interpretations, the Policy Committee establishes and utilizes the following definitions:

Faculty Designation: The structure applied to groupings of faculty associated with the primary responsibilities to the academic mission outlined by the *Faculty Manual* and/or the appointment letter. For example, the faculty designation of “Lecturer” refers to the appointment of faculty with the primary responsibility of teaching.

Faculty Ranks: The reference to the classification structure within a given faculty designation. For example, within the faculty designation of “Lecturers”, there exists three “faculty ranks”: Lecturer, Senior Lecturer, and Principal Lecturer.

Full-time: A member of the faculty appointed to a position with either a 12-month or 9-month obligation whose workload comprises the equivalent of no less than 30 hours per compensated week of teaching, research, and service or any combination thereof and regardless of the funding source of the faculty member’s base salary. This definition is not to be conflated with the state employment categories of “full-time equivalent” (FTE) or “term limited position” (TLP) nor the concepts of “regular or special appointment”.

Part-time: A member of the faculty appointed to a position that does not satisfy the criteria for full-time. These positions *should* carry the rank modifier of “Part-Time” in every case.

Regular appointment: A full-time appointment to the faculty of Clemson University with the express opportunity for continued association. This would include faculty appointed with the primary duties of teaching, research, and service or any combination thereof. This mirrors the core concept of the Constitutional amendment in that it recognizes those contributions of faculty to the educational mission with the expectation of renewal without regard to specific employment types such as “FTE”, “TLP”, “full-time”, or “part-time”.

Special appointment: An appointment to the faculty that does not satisfy the criteria for a regular appointment specifically that such an appointment is for stated periods of limited association with the University without the express consideration for appointment renewal. This does not preclude the renewal of such special appointments.

⁸ Clemson University [Faculty Manual](#), Chapter II:14, 1985

The Faculty

Chapter IV delineates the “General Qualifications for Faculty Appointments” and then transitions into listing the Faculty Ranks with a purpose for use of each title. This is the most appropriate place to define and clarify specific roles, rights, and responsibilities of ranks according to policy. WCR 202223 recommends the modification of the differential modifiers of “regular” and “special” and the Policy Committee tends to agree that a change is necessary, but the recommendation to include the lecturer ranks into the category of “regular faculty” creates complications in other sections of the *Faculty Manual*. For that reason, the committee takes these recommendations under consideration along with the Constitutional amendment and proposes the removal of the differentiation between “regular” and “special” appointments in faculty designations.

The overarching intent is to maintain the current structures of intended representation found in the *Faculty Manual* while complying with the Constitution without changing policies that restrict the intent of the Constitutional amendment. Several themes arose during the committee’s deliberations around current policy and serve as the logic for specific recommended changes including:

1. The use of the phrase “regular faculty” throughout the *Faculty Manual* is interpreted to mean “constitutional faculty” or “tenured or tenure track faculty” on a variable basis and rationale. Judgement has to be used to delineate policy change recommendations.
2. The use of Faculty specifically refers to tenured or tenure track faculty and administrative faculty.
3. When multiple forms of faculty designations are delineated in policy, such policy is exclusive rather than inclusive.

Limitations In The *Faculty Manual* On Faculty Roles In Governance

Search and Review Committees

The Policy Committee establishes that in accordance with the logic of the faculty in approving the Constitutional amendment that rights and responsibilities for the faculty include serving on Search and Review committees. Unless otherwise noted in policy by specific ranks, the committee recommends amending the usage of “regular faculty” to “faculty” for all search and review committees. In cases where current membership is delineated to include specifically include “special faculty”, the Policy Committee recommends that the membership is amended to, “tenured and tenure track faculty and representation across other faculty designations”, with future consideration of refining committee membership. Specific instances are:

Alumni Distinguished Professorships⁹: Candidates must have the rank of Professor and selection committee membership is elected by the “regular faculty” of each college. The Policy Committee recommends the selection committee members are elected by the faculty of the college.

⁹ Clemson University *Faculty Manual*, 2022, Chapter IV§B3d (p. 32)

“For the selection of the Provost, the President of the University (after consultation with the Faculty Senate Advisory Committee) shall appoint a committee that includes a majority of ~~regular~~ **tenured and tenure track** faculty as well as at least one academic administrator reporting directly or indirectly to the Provost, at least one ~~member of the special faculty~~ **member from other faculty designations not represented**, one graduate student, one undergraduate student, and a staff member appointed by the President of the Staff Senate.”¹⁰ **The Policy Committee recommends amending “regular faculty” to “tenured or tenure track faculty” and “special faculty” to “faculty member from other faculty designations not represented and recommends that the composition of this committee is addressed in a future standing agenda item.**

General Policies for Selection of Academic Administrators indicate:

“As appropriately representative of the academic unit, additional members shall include at least one academic administrator, one ~~special faculty member~~ **faculty member from other faculty designations not represented**, one staff member, and one student.”¹¹ **The Policy Committee recommends amending “regular faculty” to “tenured or tenure track faculty” and “special faculty” to “faculty member from other faculty designations not represented”.**

For University-level academic administrators, “While the size of academic administrator search and screening committees will vary, depending on the scope of the position, the majority of members on academic administrator search and screening committees shall be ~~regular~~ **tenured or tenure track** faculty.”, and “At least four ~~regular~~ **tenured or tenure track** faculty members shall be selected during a meeting of the Faculty Senate Advisory Committee. At least one **faculty member from other faculty designations not represented** ~~special faculty member~~ shall be selected during a meeting of the Faculty Senate Advisory Committee in consultation with members of the special faculty. If no **faculty member from other faculty designations not represented** ~~special faculty representative~~ can be elected, such as might occur if no person agrees to be nominated, the committee will consist of the other members described here.”¹² **The Policy Committee recommends amending “regular faculty” to “tenured or tenure track faculty” and “special faculty” to “faculty member from other faculty designations not represented”.**

For academic colleges and those units within colleges, “At least four ~~regular~~ **tenured or tenure track** faculty members shall be elected by vote of the ~~regular~~ faculty in the unit. The ~~special~~ faculty of the academic unit shall elect at least one ~~of their members as their representative~~ **faculty member from other faculty designations not represented**. If no ~~ONE RICE special faculty~~ representative can be elected, such as might occur in a small department or if no person agrees to be nominated, the committee will consist of the other members described here.”¹³ **The Policy Committee recommends amending “regular**

¹⁰ Clemson University *Faculty Manual*, 2023, Chapter VIII§D2 (p. 94)

¹¹ Clemson University *Faculty Manual*, 2023, Chapter VIII§E3a (p. 96)

¹² Clemson University *Faculty Manual*, 2023, Chapter VIII§E3e (p. 96)

¹³ Clemson University *Faculty Manual*, 2023, Chapter VIII§E3f (p. 97)

faculty” to “tenured or tenure track faculty” and “special faculty” to “faculty member from other faculty designations not represented”.

Acting Appointments: “A person appointed as the acting administrator must be a member of the Faculty **tenured, tenure track, or administrative faculty** with an appointment in an academic unit.”¹⁴ The Policy Committee recommends amending “Faculty” to “tenured, tenure track, or administrative faculty”.

Interim Appointments: “Appointments to interim positions are approved by the administrator at the next level in the organization, after consulting with a search and screening committee composed of relevant faculty, including ~~regular faculty~~ **representation from across all faculty designations**, ~~administrative faculty, special faculty~~ and staff as appropriate for the academic unit.” and “For academic college-level interim appointments: only in the absence of a unit Advisory Committee, a committee consisting of at least four ~~regular~~ faculty members elected from and by the unit’s constituent group; For university-level interim appointments: a committee consisting of at least four ~~regular~~ faculty members selected during a meeting of the Faculty Senate Advisory Committee.”¹⁵ The Policy Committee recommends amending “regular faculty” to “**representation from across all faculty designations**” to maintain the intent of the policy and amending “regular faculty” to “faculty” in the remaining policies for the composition of search and screening committees.

General Policies for Review of Academic Administrators indicate:

Membership of review committees for University-level academic administrators are comprised of, “At least four ~~regular~~ **tenured or tenure track** faculty members shall be selected during a meeting of the Faculty Senate Advisory Committee. These members may be nominated by any faculty member. At least one ~~special~~ faculty member **from other faculty designations not represented** shall be selected during a meeting of the Faculty Senate Advisory Committee ~~in consultation with members of the special faculty~~. If no ~~special faculty~~ representative can be elected, such as might occur if no person agrees to be nominated, the committee will consist of the other members described here.”¹⁶ The Policy Committee recommends amending “regular faculty” to “tenured or tenure track faculty” and “special faculty” to “faculty member from other faculty designations not represented”.

Membership of review committees for academic administrators in academic colleges and those units within colleges are comprised of, “Four ~~regular~~ **tenured or tenure track** faculty members **and at least one faculty member from other faculty designations not represented** shall be elected by vote of the ~~regular~~ faculty in the unit. ~~The special faculty of the academic unit (department, school, college, etc.) shall elect one of their number as their representative.~~ The Policy Committee recommends amending “regular faculty” to

¹⁴ Clemson University *Faculty Manual*, 2023, Chapter VIII§E5a (p. 100)

¹⁵ Clemson University *Faculty Manual*, 2023, Chapter VIII§E5b (p. 100)

¹⁶ Clemson University *Faculty Manual*, 2023, Chapter VIII§E4b (p. 99)

“tenured or tenure track faculty” and inserting the phrase, “and at least one faculty member from other faculty designations not represented” to eliminate the need for the prerequisite of, “The special faculty of the academic unit (department, school, college, etc.) shall elect one of their number as their representative.” and indicating that committee members are elected by the faculty of the unit to remove the use of “regular”.

If no special faculty representative **faculty member from other faculty designations not represented** can be elected, such as might occur in a small department or if no person agrees to be nominated, the committee will consist of the members described here.”¹⁷ The Policy Committee recommends amending “regular faculty” to “tenured or tenure track faculty” and “special faculty” to “faculty member from other faculty designations not represented”.

The review process for a department chair includes the stipulation that, “If a department has fewer than four regular faculty members, the regular faculty shall elect regular faculty members from related units to ensure the presence of four elected faculty.”¹⁸ The Policy Committee recommends amending “regular faculty” to “faculty”.

Titled Professorships and Endowed Chairs¹⁹: The majority membership of search and screening committees “shall be composed of “regular tenured and tenure track faculty”, elected by “regular tenured and tenure track faculty”. The Policy Committee recommends removing the word, “regular” as this does not change the policy.

Emeritus Faculty: “Regular “**Tenured and tenure track**” faculty member, including library faculty, who have served at least five years at the University and 15 years in the academic profession receive the title of Emeritus or Emerita appended to their professorial rank upon official retirement.”²⁰ The Policy Committee recommends amending “regular faculty” to “tenured or tenure track faculty” and recommends that the Faculty Manual provisions for Emeritus Faculty be clarified or modified based on recommendations from Welfare Committee Report 202224.

Departmental and College Faculty Governance Functions

The Policy Committee establishes that in accordance with the logic of the faculty in approving the Constitutional amendment that rights and responsibilities for the faculty include rights to participate in department and college shared governance. Unless otherwise noted in policy by specific ranks, the committee recommends changing all usage of “regular faculty” to “faculty” for all shared governance functions. Specific instances are:

Departmental policies must include the following requirements for TPR committee structure: “Departmental regular faculty determine the tenure, promotion and

¹⁷ Clemson University *Faculty Manual*, 2023, Chapter VIII§E4c (p. 99)

¹⁸ Clemson University *Faculty Manual*, 2023, Chapter VIII§I4a (p. 104)

¹⁹ Clemson University *Faculty Manual*, 2022, Chapter IV§B3ei (p. 33)

²⁰ Clemson University *Faculty Manual*, 2022, Chapter IV§B4 (p. 35)

reappointment standards, as well as procedures for selecting the TPR committee and the procedures the committee must follow beyond those stipulated in the Faculty Manual.” and “Limiting voting rights on a TPR committee making recommendations concerning tenure to tenured regular faculty members excluding individuals who, as administrators, have input into faculty personnel decisions such as appointment, tenure, and promotion.” and “Limiting voting rights on a TPR committee making a recommendation concerning promotion to rank or appointment at a rank to regular faculty with equivalent or higher rank.”²¹, subordinate clause: “In cases in which the department does not have enough regular faculty members to constitute a TPR committee, the full departmental regular faculty will elect regular faculty members from other departments who are qualified to serve on the TPR committee.”²²

1. Departmental ~~regular~~ faculty determine the tenure, promotion, and reappointment standards, as well as procedures for selecting the TPR committee and the procedures the committee must follow beyond those stipulated in the *Faculty Manual*. The Policy Committee recommends amending “regular faculty” to “faculty” with the recommendation to make the language clearer to facilitate the intent that the responsible parties for certain TPR criteria rest primarily with faculty from those faculty designations.
2. Limiting voting rights on a TPR committee making recommendations concerning tenure to tenured ~~regular~~ faculty members excluding individuals who, as administrators, have input into faculty personnel decisions such as appointment, tenure, and promotion. The Policy Committee recommends amending “regular faculty” to “faculty”.
3. ~~Limiting voting rights on a TPR committee making a recommendation concerning promotion to rank or appointment at a rank to regular faculty with equivalent or higher rank.~~ The Policy Committee recommends removing this section and replacing with the following:
4. **TPR Committee membership and voting rights shall not specifically exclude any faculty designation that is under review for reappointment or promotion consideration** and shall delineate the voting composition of the committee when evaluating specific faculty designations.

“Interdisciplinary curriculum committees can be formed, outside of the boundaries of departments or colleges, following review by the faculty members of the Committee on Committees and subject to the restriction that ~~only regular faculty members may be voting members of such curriculum committees~~ and the chair of such committees is elected by and from the members of such committees.”²³ The Policy Committee recommends removing the restriction in accordance with the Constitutional amendment that now permits any “constitutional faculty” to be elected to serve on curriculum committees.

²¹ Clemson University *Faculty Manual*, 2022, Chapter V§D1 (p. 46)

²² Clemson University *Faculty Manual*, 2023, Chapter V§D2 (p. 46)

²³ Clemson University *Faculty Manual*, 2023, Chapter IX§C5a (p. 111)

~~“Based on the functions of the Faculty outlined in the *Constitution of the Faculty of Clemson University*, voting members on the following committees are limited to regular faculty:~~

- ~~a. Departmental Tenure, Promotion, and Reappointment committees;~~
- ~~b. Departmental Post-Tenure Review committees;~~
- ~~c. College and university curriculum committees;~~
- ~~d. College advisory committees;~~
- ~~e. Faculty Senate;~~

~~f. Grievance Board.”~~²⁴ The Policy Committee recommends removing this section. Policies that constrain committee membership are identified within each committee membership criteria in the relevant section or identified in the Constitution.

~~“Voting membership of college curriculum committees is limited to regular faculty.”~~²⁵ The Policy Committee recommends removing the restriction in accordance with the Constitutional amendment that now permits any “constitutional faculty” to be elected to serve on curriculum committees.

Faculty Advisory Committee: “In small departments, the faculty may elect to have the entire ~~regular faculty~~ serve as the advisory committee.”²⁶ The Policy Committee recommends amending “regular faculty” to “faculty”.

~~“Membership on departmental committees need not be confined to regular faculty except as noted in CHAPTER IX D. 3. of the Faculty Manual; Faculty, special faculty, **diverse representation of faculty designations including administrative faculty**, and student and/or staff representation shall be provided for wherever appropriate.”~~²⁷ The Policy Committee recommends amending “regular faculty” to “faculty” and including the overall intent that departmental committees may be structured as the department chooses to include diverse representation of faculty designations including administrative faculty, and student and/or staff.

~~“f. Appointment of an individual with a special faculty rank to a regular faculty rank to a **tenured or tenure track rank from any other faculty designation** must follow the personnel practices and procedures for appointment described in CHAPTER V B.” & “g. If the approved bylaws of the applicable unit or college specifically provide such privileges, special faculty ranks have voting and membership privileges in unit and college meetings and on unit and college committees except those restricted to regular faculty in CHAPTER IX D. 3.” & “h. Special faculty ranks have voting membership privileges on university committees except those restricted to regular faculty in CHAPTER IX D. 3.”~~²⁸ The Policy

²⁴ Clemson University *Faculty Manual*, 2023, Chapter IX§D3 (p. 112)

²⁵ Clemson University *Faculty Manual*, 2023, Chapter IX§K3 (p. 131)

²⁶ Clemson University *Faculty Manual*, 2023, Chapter IX§L5 (p. 133)

²⁷ Clemson University *Faculty Manual*, 2023, Chapter IX§L7 (p. 134)

²⁸ Clemson University *Faculty Manual*, 2023, Chapter IV§B2 (p. 29)

Committee recommends amending these sections to eliminate conflicts with the establishment of the policy that all faculty have shared governance rights.

University Governance

The Policy Committee establishes that in accordance with the logic of the faculty in approving the Constitutional amendment that rights and responsibilities for the faculty include rights to participate in university shared governance. Unless otherwise noted in policy by specific ranks, the committee recommends changing all usage of “regular faculty” to “faculty” for all university shared governance functions. Specific instances are:

Membership on the Grievance Board is constrained by the Constitution. The language is replicated by the *Faculty Manual* with, “Members of the Grievance Board must be tenured ~~regular~~ faculty at the time of their election, and will be members, alternates, or former members of the Faculty Senate.”²⁹ The Policy Committee recommends amending “tenured ~~regular~~ faculty” to “tenured faculty” as it does not change policy.

“Candidates for each Consultant position are nominated by the Faculty Senate Advisory Committee from the ranks of tenured ~~regular~~ faculty.”³⁰ The Policy Committee recommends amending “tenured ~~regular~~ faculty” to “tenured faculty” as it does not change policy.

“Clemson’s FAR [Faculty Athletics Representative] is a ~~tenured associate or full professor~~ **tenured faculty member** who has served on Clemson’s faculty a minimum of 10 years, is familiar with the policies and procedures of the Athletic Council (see below), and is knowledgeable of Clemson’s Athletics Programs generally.”³¹ In this instance, no change is recommended.

The Faculty Representative to the Board of Trustees must be a “tenured ~~regular~~ faculty member”.³² The Policy Committee recommends amending “tenured ~~regular~~ faculty” to “tenured faculty” as it does not alter the meaning.

Academic Council membership is limited to, “One ~~regular~~ faculty member from each college and the Library elected for a staggered three-year term beginning August 15 (by the faculty accorded voting rights in each college)”³³ The Policy Committee recommends amending “regular faculty” to “faculty”.

Undergraduate Curriculum Committee membership is comprised of “two voting members from the collegiate undergraduate curriculum committee (or college curriculum committee if there is only one college curriculum committee), one of whom is chair of the collegiate

²⁹ Clemson University *Faculty Manual*, 2022, Chapter IX§K3 (p. 131)

³⁰ Clemson University *Faculty Manual*, 2022, Chapter VII§C3 (p. 79)

³¹ Clemson University *Faculty Manual*, 2023, Chapter IX§H2 (p. 125)

³² Clemson University *Faculty Manual*, 2023, Chapter X§J2c (p. 138)

³³ Clemson University *Faculty Manual*, 2023, Chapter IX§F1b (p. 113)

curriculum committee, and one of whom is elected by and from the ~~regular~~ **faculty** members on the collegiate curriculum committee.”³⁴ including, “One ~~regular~~ **faculty** member from the library faculty elected by the ~~regular~~ **library faculty** (three-year term)” as non-voting members. **The Policy Committee recommends amending “regular faculty” to “faculty”.**

General Education Committee consists of, “Two faculty members elected from each College from the ranks of ~~regular~~ **tenured or tenure track** faculty, Principal Lecturer, or Senior Lecturer. At least one member must be tenured or tenure track faculty. Members serve staggered nonconsecutive 3-year terms. One faculty member elected from the Libraries from the ranks of ~~regular~~ **tenured or tenure track** faculty, Principal Lecturer, or Senior Lecturer. Member serves a nonconsecutive 3-year term.”³⁵ **The Policy Committee recommends amending “regular faculty” to “tenured or tenure track faculty” and recommends that the composition of this committee is addressed in a future standing agenda item.**

Admissions Committee consists of, “One ~~regular~~ **tenured or tenure track** faculty member, senior lecturer or principal lecturer elected from each college by the faculty accorded voting rights in each college to serve three-year terms”³⁶ **The Policy Committee recommends amending “regular faculty” to “tenured or tenure track faculty” and recommends that the composition of this committee is addressed in a future standing agenda item.**

Academic Eligibility Committee consists of, “Two ~~regular~~ **tenured or tenure track** faculty members, senior lecturers, or principal lecturers elected from each college by the faculty accorded voting rights in each college to serve a three-year term; One ~~regular~~ **tenured or tenure track** faculty member, senior lecturer or principal lecturer elected from the Libraries by the faculty accorded voting rights in the Libraries to serve a three-year term”³⁷ **The Policy Committee recommends amending “regular faculty” to “tenured or tenure track faculty” and recommends that the composition of this committee is addressed in a future standing agenda item.**

Clemson University Honors College Committee consists of, “One ~~regular~~ **faculty** member from each college and the Library, elected by the faculty accorded voting rights in each college and Library for three-year terms”³⁸ **The Policy Committee recommends amending “regular faculty” to “faculty”.**

³⁴ Clemson University *Faculty Manual*, 2023, Chapter IX§F2d (p. 115)

³⁵ Clemson University *Faculty Manual*, 2023, Chapter IX§F2e (p. 116)

³⁶ Clemson University *Faculty Manual*, 2023, Chapter IX§F2f (p. 116)

³⁷ Clemson University *Faculty Manual*, 2023, Chapter IX§F2g (p. 117)

³⁸ Clemson University *Faculty Manual*, 2023, Chapter IX§F2h (p. 117)

Financial Aid Advisory Committee consists of, “One ~~regular~~ faculty member from each college, elected by the faculty accorded voting rights in each college, serving three-year terms”³⁹ **The Policy Committee recommends amending “regular faculty” to “faculty”.**

The Academic Grievance Committee consists of, “Two tenured faculty members from each college elected by the faculty accorded voting rights in each college for three-year staggered terms;”⁴⁰ **In this instance, no change is recommended.**

Graduate Curriculum Committee consists of, “Two ~~regular faculty~~ members of the graduate curriculum committees from each of the academic colleges. One of the faculty shall be the chair of the college graduate committee and the other faculty elected by and from the college graduate committee. Should a college have a single curriculum committee, the college committee shall elect two ~~regular~~ faculty to this committee.”⁴¹ **The Policy Committee recommends removing “regular faculty” because the composition of the committee is based on the composition of subordinate college committees and recommends that the composition of this committee is addressed in standing agenda item #202313 Graduate Faculty Status.**

Graduate Academic Integrity Committee consists of, “Three tenured faculty from each college and the Library elected by the faculty accorded voting rights in each college and the Library”⁴² **In this instance, no change is recommended.**

Council on Global Engagement consists of, “One ~~regular~~ faculty member elected from each college and Library elected by the faculty accorded voting rights in each college and Library shall serve staggered two-year terms and are limited to two consecutive terms”⁴³ **The Policy Committee recommends amending “regular faculty” to “faculty”.**

The Athletic Council consists of, “One ~~regular~~ faculty representative and one ~~regular~~ faculty alternate elected by the faculty accorded voting rights in each college and the Library serve three-year terms, and consecutive terms are permitted”⁴⁴, “the voting members elect from the ~~regular, full-time~~ faculty members a chair and vice chair”, and “All ~~regular, full-time~~ faculty Athletic Council members are eligible for election to these offices”⁴⁵ **The Policy Committee recommends amending “regular faculty” to “faculty”.**

Faculty Appointments

The *Faculty Manual* separates the appointment procedures for “regular” and “special” faculty ranks. Regular faculty are recruited and evaluated by a search and screening committee while special faculty are recruited and evaluated in accordance with the

³⁹ Clemson University *Faculty Manual*, 2023, Chapter IX§F2i (p. 117)

⁴⁰ Clemson University *Faculty Manual*, 2023, Chapter IX§F2k (p. 119)

⁴¹ Clemson University *Faculty Manual*, 2023, Chapter IX§F2e (p. 120)

⁴² Clemson University *Faculty Manual*, 2023, Chapter IX§F2j (p. 123)

⁴³ Clemson University *Faculty Manual*, 2023, Chapter IX§G2 (p. 124)

⁴⁴ Clemson University *Faculty Manual*, 2023, Chapter IX§H3b (p. 126)

⁴⁵ Clemson University *Faculty Manual*, 2023, Chapter IX§H3c (p. 126)

departmental bylaws. The Policy Committee recommends delineating these sections by “tenured and tenure track faculty and other faculty designations.”

“Because the ~~regular~~ faculty of a department or equivalent academic unit is the primary judge of the qualifications of its members, peer evaluation is essential in recommendations for appointment, renewal of appointment, tenure, and promotion. All peer recommendations regarding any individual holding ~~regular or special~~ faculty rank in a department shall, therefore, originate within the ~~regular~~ faculty of that department.”⁴⁶ The Policy Committee recommends amending “regular faculty” and “special faculty” to “faculty”.

~~Regular appointments are defined as “the rank of instructor or higher.” and “In any regular appointment at Clemson University the An Initial~~ **faculty** appointment **without tenure** is for one year or less, subject to renewal for a one-year term.⁴⁷ The Policy Committee recommends removal of this section and rewriting the initial appointment terms to apply to all faculty and recommends that “regular appointments” is addressed in a future standing agenda item.

Special appointments are defined as “those awarded to post-doctoral research fellows, ~~lecturers~~, visiting, adjunct, part-time faculty as well as to ROTC personnel, generally specify limited faculty functions and time durations”.⁴⁸ The Policy Committee recommends removing the word, “lecturers”, as they do not meet the current interpretation of the term, “special appointment”, and recommends that other faculty designations be reviewed for identification as “special appointments” specifically investigating USGS faculty and similar designations.

Reappointment policies found in Chapter V duplicate the concept that every faculty is evaluated by their department’s TPR committee for reappointment (if applicable) at varying intervals. The Policy Committee recommends that editorial classifications of “regular faculty”, such as section headers, are modified to “tenured or tenure track faculty” as applicable.

Notice of reappointment and non-reappointment differ for “regular” and “special” ranks with tenured and tenure track appointment:

- “Not less than three months in advance of the appointment’s expiration if the faculty member is in the first year of service;
- (2) Not less than six months in advance if in the second year of service;
- (3) At least 12 months before the expiration of an appointment after two or more years of service”⁴⁹

⁴⁶ Clemson University *Faculty Manual*, 2022, Chapter V§B4 (p. 37)

⁴⁷ Clemson University *Faculty Manual*, 2022, Chapter V§B7 (p. 40)

⁴⁸ Clemson University *Faculty Manual*, 2023, Chapter V§B7 (p. 40)

⁴⁹ Clemson University *Faculty Manual*, 2022, Chapter V§D5 (p. 49)

The Policy Committee recommends the removal of “regular and special” and to delineate the headers to indicate the difference between faculty ranks and faculty designations. Chapter V in fact lists policies for all ranks.

Administrative Faculty

The Associate Provosts hold faculty rank; they are members of the administrative faculty, which is a subset of the ~~tenured or tenure track~~ faculty.⁵⁰

The deans of the colleges and the dean of the library hold faculty rank; they are members of the administrative faculty, ~~which is a subset of the tenured Faculty.~~⁵¹

An academic administrator reporting to an associate provost holds tenure or tenure track faculty rank at the time of appointment; they may ~~or may not~~ be members of the administrative faculty, ~~each of which is a subset of the faculty.~~⁵²

Department chairs hold faculty rank; they are members of the administrative faculty, ~~which is a subset of the tenured Faculty.~~⁵³

Academic Administrators Reporting to a Dean of an Academic College / Library other than a Department Chair “holds faculty rank; they may ~~or may not~~ be members of the administrative faculty ~~they are members of either the regular or the administrative faculty, each of which is a subset of the Faculty.~~”⁵⁴

Academic Administrators within a Department other than the Chair “holds faculty rank; they are members of either the regular or ~~may or may not be members of~~ the administrative faculty, ~~each of which is a subset of the Faculty.~~”⁵⁵

“An academic administrator not specified elsewhere in this chapter holds faculty rank; they are members of either the regular or ~~may or may not be members of~~ the administrative faculty, ~~each of which is a subset of the Faculty.~~”⁵⁶

“Off-campus academic administrators hold faculty rank; they are members of either the regular or ~~may or may not be members of~~ the administrative faculty, ~~each of which is a subset of the Faculty.~~”⁵⁷ The Policy Committee recommends the removal of the phrase, “each of which is a subset of the Faculty.”, as administrative faculty is defined in the Constitution.

Post-Tenure Review

The policies listed in Chapter V§G pertain specifically to tenured faculty members, for any mention of the terms, “regular appointment” or “regular faculty”, The Policy Committee recommends amending to “tenured faculty”.

Extra-policy mentions of “regular” and “special”.

Chapter III§E Terminology

⁵⁰ Clemson University *Faculty Manual*, 2023, Chapter VIII§F1b (p. 101)

⁵¹ Clemson University *Faculty Manual*, 2023, Chapter VIII§G1d (p. 102)

⁵² Clemson University *Faculty Manual*, 2023, Chapter VIII§H1b (p. 103)

⁵³ Clemson University *Faculty Manual*, 2023, Chapter VIII§I1f (p. 103)

⁵⁴ Clemson University *Faculty Manual*, 2023, Chapter VIII§J1b (p. 105)

⁵⁵ Clemson University *Faculty Manual*, 2023, Chapter VIII§K1b (p. 105)

⁵⁶ Clemson University *Faculty Manual*, 2023, Chapter VIII§L1a (p. 105)

⁵⁷ Clemson University *Faculty Manual*, 2023, Chapter VIII§M1b (p. 106)

“Several categories of “faculty” are used throughout the *Faculty Manual*. Unless otherwise specified, the following definitions apply:

- a. ~~Special faculty includes those who have been hired under the various titles for special faculty (CHAPTER IV B. 2.)~~ The Policy Committee recommends the removal of the phrase, “special faculty”. The distinction serves no useful purpose in policy.
- b. ~~Regular faculty are a subset of the faculty defined in the Constitution of the Faculty of Clemson University. The regular faculty includes those individuals with regular appointments as Professor, Associate Professor, Assistant Professor, Instructor and the corresponding Librarian Ranks (CHAPTER IV B. 1.) and no duties consistent with Administrative faculty as described below.~~ The Policy Committee recommends the removal of delineation of the phrase, “regular appointments”. The distinction applies to appointment type and is not tied to specific ranks.

“Administrative faculty include but are not limited to those faculty members appointed to the following positions: department chairs, school directors, college deans, the dean of the Library, the Provost, the President of the University, the Associate Provosts, and any academic administrators identified as Administrative faculty in CHAPTER VIII. Additionally, any faculty member whose job duties include the establishment of goals and percentage of emphasis, assignment of workload, annual FAS Evaluation or salary determination (CHAPTER V E.) for one or more other ~~regular, special or administrative~~ faculty (with the exception of those faculty supported exclusively by external funds, including PSA funds) is considered to be a member of the administrative faculty rather than the regular faculty.”⁵⁸ The Policy Committee recommends the removal of delineation of the ranks of faculty reviewed by an administrative and recommends that the definitions of “administrative faculty” and “academic administrators” be considered in a future standing agenda item.

“This chapter is concerned with policies and procedures for initial appointment, reappointment, annual review, salary adjustments and termination for all ~~regular and special~~ faculty designations”⁵⁹ “It also is concerned with policies and procedures for tenure, promotion, and post-tenure review for ~~regular faculty ranks.~~” The Policy Committee recommends the removal of “regular and special”. Chapter V in fact lists policies for all ranks.

“No **faculty** appointments shall be made to a ~~regular or special~~ faculty rank not specified in this manual.” And “Appointments to ~~special faculty ranks other than Lecturer, Senior Lecturer, or Principal Lecturer~~ Clinical, Research, Extension, Professors of Practice, and Temporary, do not require notice of non-renewal since such appointments are for stated periods of limited association with the university.”⁶⁰ The Policy Committee recommends that this section is clarified such that all faculty appointments are made in accordance with the *Faculty Manual* and recommends that the appointments not requiring notice of non-renewal be considered as a future standing agenda item.

⁵⁸ Clemson University *Faculty Manual*, 2023, Chapter III§E1 (pp. 25-26)

⁵⁹ Clemson University *Faculty Manual*, 2022, Chapter V§A1 (p. 37)

⁶⁰ Clemson University *Faculty Manual*, 2022, Chapter V§B1 (p. 37)

The appointment, tenure, and promotion policies found in Chapter V⁶¹ include specific provision only applicable to tenured and tenure track faculty and do not benefit from the use the “regular” modifier. The Policy Committee recommends amending all instances of “regular faculty” regarding appointment procedures to the tenured and tenure track faculty ranks to “tenured or tenure track faculty” as applicable. The prevailing interpretation is that appointments to tenured and tenure track faculty ranks are reviewed by a search and screening committee composed primarily of the same faculty designations. Units may provide for the election of additional members to search and screening committees as they desire.

“Every individual appointed to a ~~regular or special~~ faculty rank shall be evaluated in each year, regardless of tenure status.”⁶² The Policy Committee recommends the removal of the phrase, “regular or special”, as all faculty are required to receive an annual performance review.

The Class of ’39 Award for Excellence section indicates, “Must be a faculty member as defined in the Constitution of the Faculty of Clemson University;”⁶³ The Policy Committee recommends no change, the *Faculty Manual* wording is identical to the Memorandum of Understanding for the Class of 1939 Award for Excellence.

There is a policy that indicates, “No tenured or tenure track faculty member, other than instructor, ~~with a rank higher than instructor~~ may be considered as a candidate for an advanced degree at Clemson University in the faculty member’s primary area of professional responsibility or in the department in which the faculty member is a member.”⁶⁴ The Policy Committee recommends rewording this policy to eliminate the use of the phrase “or higher” by including the phrase, “tenured or tenure track, other than Instructor” to replicate the intent of the prohibition and recommends exploring the need for such a policy restricting additional degree attainment in a future standing agenda item.

Part of a department chair’s responsibilities include, “Annually evaluating each member of the department’s faculty, **including administrative faculty**, ~~regular and special~~ and participating in the evaluation of staff; developing budgets in concert with school directors and college deans and allocating such funds for instructional and other purposes”⁶⁵ The Policy Committee recommends rewording this policy to eliminate the use of the phrase “regular and special” by including the phrase, “including administrative faculty”.

“In order to operate the University effectively, the Board delegates responsibility in various areas to the President of the University, to certain administrative officials, and to the

⁶¹ Clemson University *Faculty Manual*, 2022 (pp. 37-45)

⁶² Clemson University *Faculty Manual*, 2022, Chapter V§E1 (p. 50)

⁶³ Clemson University *Faculty Manual*, 2022, Chapter V§F2 (p. 54)

⁶⁴ Clemson University *Faculty Manual*, 2022, Chapter VI§K1 (p. 72)

⁶⁵ Clemson University *Faculty Manual*, 2023, Chapter VIII§I2f (p. 95)

Faculty.”⁶⁶ The Policy Committee recommends amending “Faculty” to “faculty” as a matter of fact that the Board issued their statement on the principles of shared governance without regard to tenure or tenure track status.

“The Faculty, as the repository of learning in the various academic fields of study, is charged with creating the curriculum; setting requirements for degrees; determining when requirements have been met; and approving candidates for degrees. The Faculty also has primary responsibility for such academic matters as evaluating the qualifications of current or prospective faculty members; initiating recommendations for faculty and academic administrative appointments; faculty reappointment, tenure, and promotion recommendations. To carry out its role in the governance of the University, the Faculty is formally organized through the Constitution of the Faculty of Clemson University. The Faculty Senate, various University committees, and the several college, school, and departmental faculties and their committees facilitate the execution of the business of the faculty.”⁶⁷

The Policy Committee recommends amending “Faculty” to “faculty”.

Interesting Finds

“An academic administrator, with the exception of the President of the University, must be a member **tenured, tenure track, or administrative** Faculty at the time of appointment in accordance with the ~~Constitution of the Faculty of Clemson University.~~”⁶⁸ The Policy Committee recommends amending “Faculty” to clarify the original intent that a candidate for the appointment to President must be tenured or tenure eligible, which would include current administrative faculty.

Recommendations

The Policy Committee establishes that in accordance with the logic of the faculty in approving the Constitutional amendment that rights and responsibilities for the faculty include serving on Search and Review committees. Unless otherwise noted in policy by specific ranks, the committee recommends changing all usage of “regular faculty” to “faculty” for all search and review committees inclusive of the additional membership allotment for committees that include both regular and special modifiers. In cases where membership is delineated to include “special faculty”, the Policy Committee recommends that the membership is converted to, “tenured and tenure track faculty and representation across other faculty designations”, with future consideration to refine committee membership.

Additionally included are rights and responsibilities to participate in department and college shared governance. Unless otherwise noted in policy by specific ranks and

⁶⁶ Clemson University *Faculty Manual*, 2023, Chapter IX§12f (p. 108)

⁶⁷ Clemson University *Faculty Manual*, 2023, Chapter IX§A3 (p. 108)

⁶⁸ Clemson University *Faculty Manual*, 2023, Chapter VIII§E1 (p. 95)

identified in this report, the committee recommends changing all usage of “regular faculty” to “faculty” for all shared governance functions.

Additionally included are rights and responsibilities to participate in university shared governance. Unless otherwise noted in policy by specific ranks and identified in this report, the committee recommends changing all usage of “regular faculty” to “faculty” for all university shared governance functions.

The Policy Committee recommends a separate standing agenda item to consider language to facilitate the intent that the responsible parties for certain TPR criteria, including the consideration of promotion and reappointment, rest primarily with faculty from those faculty designations under which the policy applies, “Departmental ~~regular~~ faculty determine the tenure, promotion, and reappointment standards, as well as procedures for selecting the TPR committee and the procedures the committee must follow beyond those stipulated in the *Faculty Manual*.”⁶⁹

The Policy Committee recommends that the composition of the **Provost Selection Committee**⁷⁰ is addressed as a separate agenda item.

The Policy Committee recommends that the *Faculty Manual* provisions for Emeritus Faculty⁷¹ be clarified or modified based on recommendations from Welfare Committee Report 202224 as a separate agenda item.

The Policy Committee recommends that the composition of the **General Education Committee**⁷² is addressed as a separate agenda item to be committed upon approval, without amendment, of this report.

The Policy Committee recommends that the composition of the **Admissions Committee**⁷³ is addressed as a separate agenda item to be committed upon approval, without amendment, of this report.

The Policy Committee recommends that the composition of the **Academic Eligibility Committee**⁷⁴ is addressed as a separate agenda item to be committed upon approval, without amendment, of this report.

The Policy Committee recommends that the composition of the **Graduate Curriculum Committee**⁷⁵ is addressed as a separate agenda item to be committed upon approval, without amendment, of this report.

⁶⁹ Clemson University *Faculty Manual*, 2023, Chapter V§D2 (p. 46)

⁷⁰ Clemson University *Faculty Manual*, 2023, Chapter VIII§D2 (p. 94)

⁷¹ Clemson University *Faculty Manual*, 2022, Chapter IV§B4 (p. 35)

⁷² Clemson University *Faculty Manual*, 2023, Chapter IX§F2e (p. 116)

⁷³ Clemson University *Faculty Manual*, 2023, Chapter IX§F2f (p. 116)

⁷⁴ Clemson University *Faculty Manual*, 2023, Chapter IX§F2g (p. 117)

⁷⁵ Clemson University *Faculty Manual*, 2023, Chapter IX§F2e (p. 120)

The Policy Committee recommends that “**regular appointments**” is addressed as a separate agenda item.⁷⁶

The Policy Committee recommends that the composition of the Graduate Curriculum Committee⁷⁷ is addressed in standing agenda item #202313 Graduate Faculty Status.

The Policy Committee recommends that other faculty designations be reviewed for identification as “special appointments”⁷⁸ specifically investigating USGS faculty and similar designations and incorporating the definition of the term “regular appointment” as outlined in this report.

The Policy Committee recommends that the definitions of “administrative faculty” and “academic administrators” be considered in a future standing agenda item.

The Policy Committee recommends that a review of faculty appointments that do not require notice of non-renewal⁷⁹ be considered as a future standing agenda item.

The Policy Committee recommends exploring the need for a policy restricting additional degree attainment by tenured and tenure track faculty in a future standing agenda item⁸⁰.

The Policy Committee recommends exploring the need for clarification of “Academic Administrator” and “administrative faculty” to determine if such a delineation is necessary, complies with current policy and practice, and should be written explicitly.

⁷⁶ Clemson University *Faculty Manual*, 2022, Chapter V§B7 (p. 40)

⁷⁷ Clemson University *Faculty Manual*, 2023, Chapter IX§F2e (p. 120)

⁷⁸ Clemson University *Faculty Manual*, 2023, Chapter V§B7 (p. 40)

⁷⁹ Clemson University *Faculty Manual*, 2022, Chapter V§B1 (p. 37)

⁸⁰ Clemson University *Faculty Manual*, 2022, Chapter VI§K1 (p. 72)






20231114 FS Meeting Minutes

Final Audit Report

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