

MINUTES  
OF THE  
FACULTY SENATE  
OF  
CLEMSON UNIVERSITY

11/12/85 through 4/1/86

MINUTES  
FACULTY SENATE MEETING

November 12, 1985

I. CALL TO ORDER

Meeting called to order at 3:32 p.m.

Special Announcements:

- A. Susan Lollis of Student Government made an announcement regarding the need for volunteer referees for the World Record Twister Game to raise money for Multiple Sclerosis Research. The game is scheduled for Thursday, November 14 at 5:00 p.m. on the Band Practice Field.
  
- B. Senator Moran announced that there would be a discussion on the Clemson University Report on Sexual Harassment by its authors at 4:30 p.m, Monday, November 18 in Hardin Hall Auditorium.

II. APPROVAL OF MINUTES

The minutes of the October 15, 1985, meeting were approved as corrected.

III. COMMITTEE REPORTS

- A. Policy: Senator Linvill read the report of the Policy Committee (Attachment A).
  
- B. Research: Senator Gowdy gave the report of the Research Committee (Attachment B).

- C. Scholastic Policies: Senator Hare read the report of the committee (Attachment C). He noted that the committee had met with Provost Maxwell, Mr. Nick Lomax, Dean B. J. Skelton and others to discuss the topic of "exceptional" admissions such as athletic and political ones. Senator Hare noted that the present admissions policy was passed by the Board in June 1961.

Some discussion followed his reading of the report. It was pointed out that at some institutions a faculty committee is charged with the responsibility of reviewing "exceptional" admission cases. It was also pointed out that no statistics were given at the meeting as to how the "exceptional" cases fare.

- D. Welfare: Senator Calhoun read the report (Attachment D).

E. Ad Hoc Committees

1. Legal Counsel: No report.
2. Tenure Committee: No report.
3. Symposium Committee: No report. Has an item under new business.

F. University Commissions/Committees:

1. Graduate Studies and Research: Senator Dickey said this committee met October 18 and discussed or took action as follows:
  - (a) Voted to change wording on eligibility for Edwards and Alumni fellowships to avoid discrimination against foreigners.
  - (b) There was a discussion on the balance between 600 and 800 level courses for the graduate programs. No action was taken.
  - (c) It was pointed out that next summer, due to a new way in which CHE is going to calculate enrollment figures, graduate students may be required to enroll in more than one credit hour per session.
  - (d) A proposal to change admission criteria would require that the analytical portion of the GRE be taken. The required scores would change from a minimum of 900 to 1350 for provisional status and from 1000 to 1500 for full status.
  - (e) Completion of eighteen semester hours will be required in one's field to teach as a graduate assistant, as recommended by the Southern Regional Accreditation Board.

2. Planning Board: No report.
3. Joint City/University Advisory Committee: Senator Dyck has been appointed to this committee. He read a draft of their purpose. Senator Dyck said if anyone had any agenda items for this committee to let him know.

V. PRESIDENT'S REPORT (Attachment E)

- A. President-Elect Lennon will be here for the December 18 General Faculty and Staff Meeting.
- B. 30th Anniversary Reception was a tremendous success.
- C. President Bauer said he did not have any facts on the "severance pay" situation. Margaret Pridgen had given him the official press releases which had been issued by President Cox and Mr. Batson but he had not had a chance to read them.

Senator Calhoun said it had been mentioned (or suggested) in the newspaper that some vending machine revenue had been used. President Bauer said he was almost certain that was false.

- D. Bauer asked if the replica of the resolution given to the faculty by the Trustees that appeared in the Newsletter would suffice for distribution to the faculty as was

voted at the last Senate meeting; this met the approval of the Senate. Senator Hare moved that President Bauer write a letter of appreciation to the Trustees for the resolution; motion passed unanimously.

VI. Old BUSINESS

A. Policy on Political Activity (Attachment F):

Senator Linvill moved that the attached revised "Policy on Political Activity" be adopted; motion was seconded. Discussion followed. A friendly amendment was made and accepted to add the word "may" in the third line under Special Notes before the word "come" (dropping the "s" in comes). Accepted. Senator Linvill's motion passed unanimously.

VII. NEW BUSINESS

A. Revised Military Leave Statement (Attachment G):

On behalf of the Policy Committee, Senator Linvill moved that this revised statement be accepted; motion was seconded. Discussion followed; motion passed unanimously. (Note: This change affects the first paragraph on page IV: 17-18; the second paragraph remains as is currently written.)

B. Report from the Ad Hoc Committee on a Symposium Program  
(Attachment H):

Senator Calhoun moved that this report be accepted by the Senate; motion was seconded. Discussion followed. The reported was accepted unanimously.

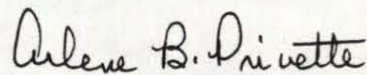
C. Resolution presented by the Scholastic Policies Committee  
(Attachment I):

Senator Hamby said that he did not feel qualified to vote on this resolution until he had had an opportunity to discuss it with his colleagues. It will appear on the agenda for the next Senate meeting.

VIII. ADJOURNMENT

The meeting was adjourned at 4:40 p.m.

Respectfully submitted,



Arlene B. Privette,  
Secretary

Senators absent: Grimes, Welter, Hudson, Behery, Brown, Leap, Egan,  
Pudowski, Bishop,

Alternates presents: Wallace (for Brown), McCollough (for Rudowski)

REPORT OF THE POLICY COMMITTEE

12 November 1985

The Policy Committee met on 24 October 1985. The following issues were discussed:

1. Faculty Manual Statement on Military Leave -

The current statement on page IV:17-18 appears to be in conflict with both state and federal laws. In addition, it appears to place a burden upon the faculty member by stating military duty time must not conflict with University time. A revised statement was prepared and has been forwarded to the Senate for their approval.

2. Policy on Political Activity -

Guidance from the Senate was taken into consideration and a third revision prepared. The revision has been forwarded to the Senate.

3. We are in the process of reviewing further clarification on several points ~~from~~<sup>with</sup> the University Provost.

Dale E. Linvill, Chairman  
Policy Committee

jp

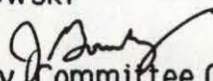




**CLEMSON UNIVERSITY  
ELECTRICAL & COMPUTER ENGINEERING**

MINUTES OF FACULTY SENATE RESEARCH COMMITTEE MEETING OF 10/22/85

Members Present: Joe Dickey, John Gowdy, Dick Manson, Michael Moran,  
Dennis Tesolowski

Recorder of Minutes: John Gowdy,  Committee Chairman

The committee met on October 22, 1985, to consider the question of additional pay for funded research activities for faculty having a total work load of over 100%. Information was presented by committee members based on discussions with colleagues, including deans and department heads. The committee agreed that additional input was needed, so the deliberation will be continued at the next meeting.

*The next meeting will be at 3:30 p.m., Tuesday, November 19, in 101 Riggs Hall.*

Report of the Scholastic Policies Committee  
(Senate meeting of November 12, 1985)

1. The committee met for two and one-fourth hours with Maxwell, Lomax, Skelton, Mattox, and Heintze to discuss the overall admission process in general and the reasons for exceptional admissions in particular.
2. The admissions policy currently in effect is from a policy statement by the Board of Trustees of June, 1961. Its most recent implementation statement is due to Mattox within the past 5 years. (Some committee members expressed the feeling that the policy statement is in need of updating.)
3. Four cases were looked at in detail to illustrate how the process works. Apparently none involved athletic or political exceptional admissions. (An "exceptional admission" is defined as one whose predicted GPR is below 2.00. In the most recent admissions year there were 43 athletic of a total of 78 exceptional admissions.)
4. The admissions office feels that a faculty review committee to consider the exceptional admissions is not necessary.
5. If in-place regulations of the NCAA are not changed, the number of exceptional admissions of athletes should show a marked decrease next year. Based on this, the committee is proposing a resolution that asks that NCAA minimum scores used in the admissions process not be lowered at the upcoming meeting.

Respectfully submitted,  
Bill Hare

To: Secretary of the Faculty Senate  
From: Richard J. Calhoun, Chairman, Welfare Committee  
Re: Report for meeting of November 12

The Welfare Committee met for its monthly meeting on October 22. The main item of business was a meeting with Vice-President Don Elam on development programs that would promote faculty welfare. In his report and in a discussion with Dr. Elam areas in which Clemson is seeking to raise funds and plans to seek funds were discussed. Suggestions were made by members of the committee, especially on seeking endowment funds to supplement stipends and awards to professors. Dr. Elam agreed to meet with us again as soon as his schedule permits to continue this discussion.

The Welfare Committee also discussed the pros and cons of wording a resolution in support of current efforts in the South Carolina Senate to pass a bill setting up an alternative retirement plan for those faculty members and administrators who might choose it. The committee seemed to favor such a resolution, but after a study of the bill proposed. A subcommittee was appointed to make this study and make a recommendation on a possible resolution at the next meeting of the Committee.

The Welfare Committee would also like to invite any questions that may have arisen about HMO from the presentations made last week. We would try to find the answers to any questions you might have. Please let the chairman or any member of the committee know if you do have questions.

**CLEMSON**  
UNIVERSITY

FACULTY SENATE

## PRESIDENT'S REPORT

Prepared November 1, 1985

1. A reminder that committee reports should be written and given to the secretary at the meetings. This will make it much more convenient to prepare minutes.
2. Professor Joe Young from Architecture has been appointed University Marshal.
3. President-Elect Lennon will be at the Thurmond Groundbreaking on November 8 and has also been invited to speak at the Faculty/Staff meeting on December 18.
4. The administration of the Computer Center has been placed directly under the Vice President for Academic Affairs.
5. The thirtieth anniversary reception on October 16 was an overwhelming success. Many very favorable comments were received. Appreciation is expressed to the committee: Buddy Dillman, Margery Sly, Dick Conover, and Roger Rollin. Special appreciation to Senator Dillman for making arrangements for the reception.
6. Each senator will be receiving by mail a copy of the report "Sexual Harassment at Clemson University: A Report of a Study for the Clemson University Chapter of the American Association of University Professors." This is done at the request of AAUP.
7. Several comments have been received about the newspaper articles discussing severance pay for Atchley and McLellan. The Advisory Committee discussed this and feels that there is presently inadequate information for the Senate to make a statement. Since there are allegations in the press that would deal directly with policies in the Faculty Manual, we need to determine the facts before deciding on the content of a possible statement.

## M. POLICY ON POLITICAL ACTIVITY

(Faculty Manual III:19-20)

(Third Proposed Revision)

The University recognizes that, as citizens, members of the Clemson faculty, administration, and staff undertake civic duties and participate in political life at the local, state, and national levels. Any University associated individual who either assists in political campaigns or seeks election to federal, state, county, municipal, or other local political office must avoid using University time, resources, or influence.

The duties of any political office, whether elected or appointed, must not conflict with the performance of a faculty, administration, or staff member's assigned University duties.

In encouraging participation in the political life of the community, the state, and the nation, the University does not take any position in favor of or in opposition to any candidate or to any non-University-related political position. The political actions of Clemson personnel are to be understood as being taken by them individually, as citizens, and do not and can not commit the University to whatever they may advocate.

SPECIAL NOTE:

Any <sup>may</sup> ~~faculty~~ administration, or staff member paid in whole or in part by federal funds, or related directly to any activity which receives federal funds, comes under the provision of the Federal Hatch Act. Any such faculty or staff member contemplating running for political office must request through the University Personnel Division and the President of the University that a determination of permissible activities be made by the Office of Personnel Management, Office of General Counsel, Washington, DC.

NOTE: Portions underlined represent new or revised wording.

PROPOSED REVISION TO FACULTY MANUAL

Statement on Military Leave Pg IV:17-18

Military Leave. In accordance with state law, a faculty member is entitled to a maximum of fifteen calendar days leave-with-pay in any calendar year for active duty or training with the armed forces of the United States or the National Guard. These fifteen days need not be consecutive and may involve more than one tour of active duty. Each request for military leave must be accompanied by official orders to such active duty. If possible, military duty or training should be arranged to minimize interference with regular University duties.

To: Larry Bauer, President of the Faculty Senate  
From: Richard J. Calhoun, Chairman Ad Hoc Committee  
Re: Recommendations on Topic and Speakers for a Symposium on  
Higher Education.

Date: October 28, 1985

The Ad Hoc Committee, consisting of Richard Calhoun, Larry Dyck, and Margery Sly, wish to suggest the following comprehensive topic for a symposium on higher education, "Responsibilities for Quality in Higher Education." We believe that this topic states clearly the educational obligation of Clemson which is of the most immediate concern to the faculty, to the administration, and to the trustees. Thomas Green Clemson envisioned Clemson as "a high seminary of learning," and the best students today select a university on the basis of its perceived academic reputation. We chose responsibilities because discussion of this concern should help define more clearly the obligations of the three groups--trustees, administration, and faculty--expected to participate in the symposium.

We recommend that the symposium be held over a weekend at a site where the participants may work and learn together without outside distractions. We suggest as possibilities, Fontana Village, Hickory Knob, Unicoi, or White Oak Baptist Conference Center, all reputed to have good facilities for conferences. Trustees, appropriate administrators, and appropriate faculty should be the participants. We suggest that the symposium begin with a major address directed towards clarifying what quality is in higher education, how it is assessed, and how it is attained. This address should be followed by a series of panel discussions, each initiated by a statement from a keynote speaker who would serve as the moderator. The panels should be concerned respectively with the responsibilities for achieving quality on the part of the trustees, the administration, and the faculty. The panelists would be drawn from the Clemson trustees, administration, and faculty. Audience participation should follow each panel.

We suggest the following as possible speakers and moderators:

Keynote speaker : Quality in Higher Education

Ernest Boyer: President of the Carnegie Foundation for the Advancement of Teaching and former Commissioner of Higher Education; prolific author of books and articles on higher education; trustee of several colleges.

Alexander Astin: Director of Higher Education Research Institute at the University of California at Los Angeles; former Director of Research for the American Council of Education; author of many books on the subject, including,

his most recent and most appropriate, Achieving Academic Excellence, 1985; a trustee of three colleges and universities.

William J. Bennett: Secretary of Education; former head of the National Endowment of the Humanities and of the National Humanities Center.

In a recent poll of the readers of Change, a magazine devoted to coverage of higher education, Alexander Astin was selected as the person "most admired for creative, insightful thinking." Ernest Boyer and William Bennett were selected among the "five most influential people in American higher education."

If assessment of quality should become a primary interest, we would recommend the following experts as speakers or as resource persons.

#### Graduate Programs:

Lyle Jones: Alumni Distinguished Professor of Psychology and Director of the L. L. Thurstone Psychometric Laboratories at the University of North Carolina at Chapel Hill; Dean and Vice President (1969-1979); President, Association of Graduate Schools; co-editor, An Assessment of Research-Doctorate Programs in the United States, the most detailed study yet of quality-related characteristics of graduate schools.

#### Undergraduate Programs:

Richard Moll: Director of Admissions at the University of California at Santa Cruz; former Director of Admissions at Vassar College and at Bowdoin College; author of The Public Ivys, an assessment of what constitutes the equivalent of an Ivy League education at public universities.

#### Responsibilities of Administrators for Quality:

Father Theodore Hesburgh: Notre Dame, Author of The Hesburgh Papers, and selected with Derek Bok of Harvard in the Change magazine poll as the "institutional presidents admired for their leadership on educational issues."

Edward Harrington Jennings: President of Ohio State; former President of the University of Wyoming, and Vice President of Finance at the University of Iowa. Dr. Jennings is a graduate of the University of North Carolina at Chapel Hill and during 1959-61 worked for Deering Milliken at Spartanburg. He was highly praised by President Elect Max Lennon.

William Friday: retiring President of the University of North



Carolina. Dr. Friday is a senior university president, highly respected, and knowledgeable about higher education in this region. He is also a university trustee.

John Toll: physicist and President of the University of Maryland; former President of State University of New York at Stony Brook.

Terry Sanford: former Governor of North Carolina and retired President of Duke University.

#### Responsibilities of the Faculty for Quality:

Kenneth Eble: Professor of English, University of Utah. Dr. Eble has conducted major evaluations of teaching and administration for the Carnegie Foundation and the AAUP. He is the author of numerous books on effective teaching and administration.

Robert Kirkwood: Executive Director, Middle States Association of Colleges and Schools, and the Executive Director of the Commission on Higher Education in Maryland.

Allen Tucker: Regents Professor at Florida State University, former Vice Chancellor for Academic Affairs; Author of Chairing the Academic Department: Leadership Among Peers.

Stanley Ericksen: Professor Emeritus of Psychology and former Director, Center of Research on Learning and Teaching, University of Michigan, Ann Arbor; author of The Essence of Good Teaching.

#### Responsibilities of the Trustees for Quality:

Nina Shepherd: President of the University of Illinois Board of Trustees; ten years a trustee there; recommended by Dean Robert Waller.

William Friday: President of the University of North Carolina; recommended above as an administrator but one who is experienced at dealing with trustees; recommended by Provost David Maxwell as a possibility for serving in this function as well; a university trustee.

Vermont C. Royster: Editor Emeritus of the Wall Street Journal; William Rand Kenan Professor of Journalism at the University of North Carolina; twice a winner of Pulitzer Prize in Journalism. Director, Dow Jones; college Trustee; recommended by Dean Arnold Schwartz as an excellent speaker.

Ernest Boyer: also recommended above as keynote speaker on quality, but also a trustee of several colleges.

Alexander Astin: recommended above as keynote speaker on quality, but also a trustee of three colleges and

universities.

W. T. Jones: Professor Emeritus of Philosophy at California Institute of Technology; a trustee of Pomona College; author and spokesman on this aspect of higher education.

Biographies of most of those recommended are in Who's Who in America.

FACULTY SENATE RESOLUTION

FS-85-12-1

Whereas the SAT score and the high school GPA in academic courses are considered valid indicators of the ability of entering freshmen; and

Whereas the 700 SAT -- 2.00 GPA minima are well below the scores of the vast majority of entering freshmen at Clemson Universtiy; and

Whereas the Faculty's primary concern is that the student-athlete have a reasonable probability of completing a selected degree program in a timely fashion;

Be it Therefore Resolved that the Faculty Senate oppose any change in NCAA Bylaw 5-1-(j) which would lower either or both of these minima; and

Be it Further Resolved that the voting representative of Clemson University at the upcoming NCAA meeting oppose all modifications in the aforementioned Bylaw which would lower either or both of these minima.

Minutes  
Faculty Senate Meeting  
December 10, 1985

I. CALL TO ORDER

The meeting was called to order at 3:34 p.m. by President Bauer.

II. APPROVAL OF MINUTES

The minutes of the November 12, 1985, meeting were approved as corrected.

III. COMMITTEE REPORTS

- A. Policy Committee: Senator Linvill read the report of the Policy Committee (Attachment A). Senator Egan requested information regarding the status of the issue of censorship. Senator Linvill reported that this matter has been deferred to the next meeting due to lack of attendance at the last meeting.
- B. Research Committee: Senator Gowdy gave the report of the Research Committee's meeting of November 19 (Attachment B). Research Committee is continuing to study the possibility of additional pay for professors involved in funded research who already have a 100% workload.
- C. Scholastic Policies Committee: Senator Hare read the report of Scholastic Policies Committee (Attachment C).
- D. Welfare Committee: Senator Calhoun gave the report of the Welfare Committee (Attachment D).
- E. Ad Hoc Committees:
  - 1. 30th Anniversary - Senator Dillman said the 30th Anniversary Committee is planning to have a colloquium

during the spring semester. The projected date is February 5. He said the tentative participants are Dr. Bauer (moderator), the Associate Secretary of AAUP National - Dr. Robert Kreiser, Dr. Holley Ulbrich, Dr. David Rembert (USC's Faculty Senate President), and Provost David Maxwell. Dr. Dillman said the tentative plan is to have Dr. Kreiser attend the February 4 Faculty Senate meeting after which there would be a reception in his honor, and then the colloquium would be held the following day.

2. Tenure Committee - No report.

F. University Commissions/Committees:

1. University Recreation Advisory Committee - A report was given by Senator Carter (Attachment E).
2. Fine Arts Committee - Senator Moran reported that the Fine Arts Committee is working on a schedule of events. He said the committee hopes to meet with President-elect Lennon in the near future to discuss his ideas in this area.
3. Greek Affairs Committee - Senator Moran reported that this committee had met recently and that a Greek Leadership Day is being planned. Also, consideration was given to a proposal to build a Panhellenic Facility; no action was taken.
4. Traffic and Parking Committee - Senator Allen said the Traffic and Parking Committee had discussed the complaint that the deadline for having new parking decals displayed is before 9-month faculty return for the fall semester

and this makes their parking decals out-of-date when they return to campus. Since the Police Department extends a grace period to these faculty to acquire the new decals, no action was taken.

5. Security and Lighting Committee - Senator Allen reported that the Committee had decided that the Physical Plant would turn on all lights that had been previously turned off during the energy crisis; an assessment will then be made of the situation.
6. Scholarship and Awards Committee - A report was given by Senator Calhoun (Attachment F).
7. Undergraduate Curriculum Committee - Senator Carter reported that the Department of Mathematical Sciences is requesting a title change in 104 and 105; the Department of Mathematical Sciences views these courses as remedial high school courses that should no longer be counted under the general education requirements. This action would affect other colleges. This matter will be discussed at the next meeting.
8. Planning Board - Senator Dyck said the Planning Board met December 4 and discussed several items:
  - (a). Approved the concept of the East Campus Student Activity Center.
  - (b). The concept of utilizing the National Registered Historic District was reviewed. A number of buildings on campus are being put together as the historical district (in preparation for the centennial celebration).

(c). A new parking lot is scheduled to be constructed on west campus adjacent to Cemetery Hill to replace the one being eliminated by the construction of the Strom Thurmond Institute.

(d.) Boundaries were set for the Clemson University Botanical Gardens. There is a proposal to move the Hanover House to the Horticulture Gardens. The Sheep Barn is supposed to be moved and Calhoun Courts expanded into the vacated area.

#### IV. PRESIDENT'S REPORT (Attachment G):

- A. President Bauer said that the revisions to faculty evaluation forms 1 and 2 have been forwarded to the President's Council from the Commission on Faculty Affairs.
- B. President Bauer said that the Athletic Dormitory Committee has met twice. Preliminary site choices are by Benet, Sanders, etc., dormitories (first choice) and in the area of the Hanover House (second choice). Dr. Bauer said there is also a proposal to move all of the football coaching staff offices into this dormitory.
- C. President Bauer reiterated that the Athletic Council met November 20 and will meet again Thursday, December 12. At the upcoming meeting, there are two agenda items:
- (1) consideration of the NCAA proposals on which action will be taken in January, and (2) the possibility of adding an extra \$5 to next year's Clemson-Carolina football tickets which funds would be donated to the athletic academic scholarship fund.

President Bauer said he is in favor of the \$5 charge.

- D. Dr. Bauer said he had been in New Orleans attending the Southern Association of Colleges and Schools' annual meeting. He said this organization accredits all schools: universities, colleges, technical colleges, and primary and secondary schools. Discussion centered around the number of course hours in their field which graduate teaching assistants are required to have the privilege of teaching.
- E. President Bauer noted the Student Senate Resolution (Attachment H) entitled "Official Policy for Late Teachers". This resolution has been adopted by the President's Cabinet and thus is university policy.
- F. President Bauer said he is on the search committee for the new Vice President for Business and Finance and solicits anyone's comments or ideas.
- G. With regards to a joint meeting of the Faculty and Student Senates, President Bauer said that items of mutual interest would be discussed. He said the joint meeting probably would be held at one of the Student Senate meetings (which are held each Monday evening).
- H. The question was asked if the Athletic Council members had been invited to the Independence Bowl in Shreveport, Louisiana. Dr. Bauer said the members of the Council were being provided with three nights lodging and two tickets to the game plus a couple of other activities such as a barbecue. No transportation is being provided. Much discussion followed as to whether the policy forbidding the distribution



of football tickets to members of the Athletic Council was being properly enforced. President Bauer said he would check into the matter; he thought there had been a practice in the past for members of the Athletic Council to be taken to bowl games. During and after this discussion on the Athletic Council's receiving football (and/or bowl) tickets, there were questions on related matters. Senator Mullins asked if President Bauer had ever received any concrete facts on:

1. the "severance pay issue";
2. did the monies come from the Bookstore and the Athletic Department;
3. have Dr. Atchley and Mr. McLellan been paid in full?

Dr. Bauer responded that he had not received answers to all of these questions; he understood that the monies were being paid in installments.

#### V. OLD BUSINESS

- A. Scholastic Policies Committee: Resolution on NCAA Bylaws (Attachment I) - Senator Hare moved that the Senate adopt the resolution and forward it to Clemson's NCAA faculty representative; motion was seconded. In an effort to clarify the stand the Senate was requesting by this resolution, Senator Hare stated that the position would be to vote against all indexing systems and to keep the current admissions rule. The resolution passed with one dissenting vote.

## VI. NEW BUSINESS

- A. Position Statement on Sabbatical Leave Policy (Attachment J):  
President Bauer, on behalf of the Advisory Committee, presented the attached position statement. Dr. Bauer said that according to the attached news release (Attachment K), Dr. Atchley is on a sabbatical leave. He said that the first three paragraphs of the position statement simply paraphrase the sabbatical leave policy as it appears in the Faculty Manual. He said the fourth paragraph is intended to state that the Senate feels that anything done that does not follow these procedures could not be called a sabbatical and should be disallowed. He pointed out that the statement is not demanding that the situation with Dr. Atchley be changed. A discussion followed.

Senator Behery moved that this issue be referred to the Policy Committee for the drafting of a resolution stating the Senate's position; motion was seconded. Senator Dillman said the Policy Committee would need to know what position the Senate would like for a resolution to reflect and how it would differ from the position statement prepared by the Advisory Committee. Senator Gowdy said he would like to see the Senate go a step further and state its opposition to severance pay of any kind. Another senator said he would like to see a resolution portray a protest but not really expecting any action. More discussion

and questions followed. President Bauer said he did not know the answers to all the questions asked and doubted that answers could be received. Senator Dyck said that it might be too rigid to oppose severance pay altogether. He pointed out some instances at other universities where programs had been eliminated and tenured faculty members had been provided an easier way to leave than simply being dismissed or terminated. He pointed out that this could happen anywhere and might not be so objectionable if it were happening to you.

Senator Behery's motion passed: the Policy Committee is to develop a resolution on the sabbatical leave issue. The vote was 17 for, 7 against.

- B. Senator Gowdy moved that the issue of severance pay be referred to the Policy Committee for study and development of a resolution; motion was seconded. Discussion followed. Senator Peterson said that he would like to see the issues of severance pay and sabbatical leave addressed in separate resolutions. Senator Gowdy's motion passed, with opposition.
- C. President Bauer asked the Senate to give him questions for which they would like answers. The following were noted:
  - 1. What percent of the severance pay came from funds from the Bookstore?
  - 2. What other resources were used and the percent of severance pay each provided?
- D. AAUP Letter on Sexual Harassment Report (Attachment L):  
This letter was sent to the Senate for endorsement.  
Senator Behery made a motion that action on this item be

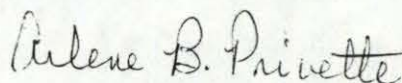
referred to the Welfare Committee; motion was seconded and passed unanimously.

- E. Senator Dyck moved that the matter of an athletic dormitory be referred to the Scholastic Policies Committee for study; motion was seconded. Senator Behery suggested a friendly amendment, which was accepted by Senator Dyck, that this matter instead be referred to an ad hoc committee. Senator Huey proposed a friendly amendment that the ad hoc committee study the entire matter of special housing, but Senator Dyck did not accept this amendment. Senator Dyck's motion passed.
- F. Senator Mullins moved that President Bauer place the matter of an athletic dormitory on the Athletic Council's agenda for discussion; motion was seconded and passed.

#### VII. ADJOURNMENT

The meeting was adjourned at 5:20 p.m.

Respectfully Submitted,



Arlene B. Privette,  
Secretary

Senators Absent: Dickey, Mahrer, Welter, Hudson, Brown, Leap, Sheriff, Tesolowski, King, Rudowski, LaTorre

Alternates Present: Davis (for Hudson), Green (for Tesolowski)

Report of Policy Committee

A short meeting of the policy committee was held on December 5.

Replies to questions submitted to the Provost were discussed. It appears to us that a short clarification statement concerning enforcement of the Faculty Manual procedures should be in The Introduction. We will prepare a statement to present at our next meeting.

The reply to our question on the Senate censorship resolution was discussed. The reply simply referred to the previous communication on the Equus question.

Dale Linvill,  
Chairman, Senate Policy Committee



**CLEMSON UNIVERSITY  
ELECTRICAL & COMPUTER ENGINEERING**

MINUTES OF FACULTY SENATE RESEARCH COMMITTEE MEETING OF 11/19/85

Members Present: Robert Allen, John Gowdy, Dick Manson, and Dennis Tesolowski

The committee met on November 19, 1985, to continue deliberation on the question of additional pay for funded research activities for faculty having a total work load of over 100%. It appears that the mechanism for such a procedure already exists, in the form of the "Dual Employment" classification. The idea of such a procedure has thus far had mixed responses from administrators from the various colleges, ranging from somewhat negative to somewhat positive. The typical administrator response is that such a policy would not significantly applicable to his area, but also that he has no objection to its implementation in other areas where it may be suitable.

Therefore, the committee will prepare a short document discussing the situation and the existing policy of dual employment, so that individual faculty who feel that they are qualified may pursue this avenue on an individual basis.

The committee also was asked to provide input for the University Research Advisory Committee for a projected meeting with the newly selected President, Max Lennon.

Attachment C

Report of the Scholastic Policies Committee  
(Senate meeting of December 10, 1985)

The Committee met Tuesday, December 3, 1985 and discussed:

1. The resolution on Proposition 48 to be presented under New Business. No change in wording was suggested at that time.

2. A letter/petition from around twenty-five members of the ECE Department requesting the deletion of the provision for "Examinations on F Received in Last Semester." See pages 44-45 of the 1985-86 Announcements. While there was considerable sympathy toward their request, it was decided to talk with constituents between now and the next committee meeting to get broader input. There may be an attempt to revise the wording to "tighten up" some vagueness that is presently leading to inconsistent interpretation in different departments.

3. The subcommittee on Admissions and Continuing Enrollment will work on some statement in response to the meeting the committee had with representatives of the Admissions Office. This will be considered at the January 21 committee meeting.

Respectfully submitted,

Bill Hare

Attachment D

To: Faculty Senate

From: Richard J. Calhoun, Chairman, Senate Welfare Committee

Date: December 10, 1985

The Senate Welfare Committee met on November 26. The main item of business was a discussion of faculty salaries based both on the report to be released by the Provost in January on Clemson salaries for 1985-6 and on a report by Harold Albert, Chairman of the Salary and Fringe Benefits Committee of the Commission on Faculty Affairs. Professor Albert reported on a study by the College of Liberal Arts showing the decline in the relative position as to salaries of this college. The Committee discussed the possibility of a study of inequities that may have resulted from the Centers of Excellence emphasis at Clemson University. We shall be glad to hear from anyone who has information on this subject. At our next meeting we expect a report on the situation in respect to rewards for teaching at Clemson. The Welfare Committee suggested that Harold Albert, as Chairman of the Faculty Affairs Committee, and I, as Chairman of the Welfare Committee, arrange an appointment with the Provost for a discussion of various reports on salaries received by the two committees.

There was also a discussion of the recent report, the last issue in November, in The Chronicle of Higher Education contrasting the "austerity recommendation" by the Commission of Higher Education of an increase of 4% in expenditures for higher education with anticipated large increases, 10, 15, or 20 percent, in other states. If you do not think that we shall have a problem at Clemson, I suggest you read this report.

The subcommittee studying a possible resolution in support of the bill pending in the state legislature for alternative retirement did not report at this meeting, but we hope to have a resolution to bring before the Faculty Senate at the January meeting.

Finally, we plan a report on the current situation on the status and health of HMO at Clemson.



UNIVERSITY RECREATION ADVISORY COMMITTEE MEETING

MINUTES

October 17, 1985

MEMBERS PRESENT: George Carter, Don Fowler, Gordon Howard, Scott Lindner, Jim Pope, Claude Schumpert, Jack Wilson, and Butch Trent. Andy Jones, Director of Recreation, and Mary Joe Williams, Acting Secretary.

The meeting was called to order by Butch Trent, who briefly reviewed the purpose of the Fike Recreation Advisory Committee. That purpose is to advise Fike Recreation Center staff of the concerns of students and staff about problems and procedures of Fike Recreation Center. It is also the committee's responsibility to make recommendations to the Commission on Student Affairs through the Vice President for Student Affairs about needed policy changes.

INTRODUCTIONS

Jim Pope was recognized as the new Director of Intramurals, and Andy Jones was introduced as the new Director of Recreation at Fike.

CHANGES

Butch Trent, Acting Chairman, commended Dr. Pope on the many changes made to facilitate more effective use of the facilities, and then asked Jim to give a report on the changes. These include:

The Aquatic and Tennis Excellence Teams had been set up to pay a recreational fee. The fee will be \$15.00 per person per semester. They are issued a card, and the time is limited. This is set up on a year-to-year basis. This agreement is for the fall and spring semester only.

The hours have been extended to the families on Friday, Saturday, and Sunday.

Fike has been opened to Whitewater and Scuba Clubs.

Reservations may now be made by phone Monday through Friday.

The handball courts were painted this past summer.

The sauna hours have been extended to match the opening hours of the building. The time, along with the sauna, is checked every thirty-five minutes to make sure everyone and everything is OK.

The equipment room is now open at 8:00 a.m.--Monday through Friday.

The building areas that are reserved are in complete use from lunch until closing.

The pool will be repaired this summer and has been scheduled for the month of July.

A new weight room has been established with new machines given to Fike by the Athletic Department.

Fike is looking for a Graduate Assistant.

A request has been made for six tennis courts to be resurfaced. The cost will be approximately \$1600.00 per court.

An energy study has been conducted with the Physical Plant on placing a reducer on the pump motor for the pool that will save money.

The formula for the washing machine has been changed.

#### EYEGUARD DISCUSSION

Jack Wilson, a member of the committee, asked Dr. Pope if eyeguards are required on the handball courts. Dr. Pope remarked that they are available for everyone and strongly recommended, but are not required.

The committee then, by consensus, agreed that any Fike sponsored racquetball tournaments would include a requirement that eyeguards be worn.

#### YMCA REQUEST

A request from the YMCA to use the facilities of Fike has been received. It was stated that some of the rooms at the YMCA have been turned into offices, and this has taken away space used in the past for exercise programs. Because of this and because of the limited programming space of the YMCA, the YMCA had made a request to use Fike on certain weekday mornings and on Saturday mornings from 9:00 to 11:00 a.m.

After discussion, a motion was made that the YMCA be allowed to use Fike, and it passed unanimously.

#### ELECTION OF OFFICERS

Butch Trent was elected as Chairman of the group, and Mary Joe Williams will be asked to serve as Secretary.

#### NEW BUSINESS

A discussion for future meeting times was held. It was suggested that meetings be held one week prior to the Student Affairs Commission meeting. This was agreed to by all members of the committee.

A letter was presented from an alumnus who asked to be allowed to use Fike Recreation Center. A motion was made and seconded that the alumnus be denied use on the basis that there was no way these kind of accommodations could be made at this time. The motion was passed unanimously.

Student members were asked to check with their fellow students and to bring in any recommendations or concerns they may have about the services of Fike Recreation Center and other recreation on campus.

There being no further business, the meeting was adjourned. The next meeting is to be scheduled the latter part of November.

Respectively submitted,

Mary Joe Williams  
Acting Secretary

Attachment F

To: Faculty Senate  
From: Richard J. Calhoun, Representative on Scholarships  
and Awards Committee  
Date: December 10<sup>3</sup>, 1985

The Scholarships and Awards Committee met on Tuesday, December 10<sup>3</sup>. The main item of business was approval of the make-up scholarship awards. Plans for the new athletic-academic scholarships were discussed. The income available from the funds available is estimated as \$14,000 interest on \$175,000. This amount is so far drawn from matching grants to IPTAY that are not for athletic use. The Scholarship and Awards Committee granted the Chairman and the Director of Admissions permission to decide how the scholarships should be granted for the first year. A subcommittee was appointed to recommend how the money should be utilized for scholarships after the first year. Your senate representative was appointed to this committee, and I would appreciate any suggestions as to the kind of scholarships and the amount of scholarships to be granted with the use of these funds. Suggestions made at this meeting were to increase the Poole Scholarships to twenty \$4000 scholarships, to use the money for \$850 scholarships, or to use the money to attract more Merit Scholars to Clemson. If you have a preference, please let me know.



**CLEMSON**  
UNIVERSITY

FACULTY SENATE

PRESIDENT'S REPORT

Prepared November 27, 1985

1. On November 16, I attended a meeting of the Past Presidents of the Clemson Alumni Association. There were seven former Alumni presidents, President Cox, Provost Maxwell, and two trustees in attendance. It was a very worthwhile and open meeting with many current issues and concerns discussed.
2. I have been appointed to the search committee for the Vice President for Business and Finance. Please let me know your feelings about the desirable qualifications for this position.
3. I received correspondence from the secretary of the Liberal Arts Faculty reporting that they had passed the following resolution:  
Be it resolved that:  
On this 30th anniversary of the establishment of the Clemson University Faculty Senate the Faculty in the College of Liberal Arts extends congratulations and wishes continued success.
4. The Athletic Council met at 3 p.m. on Wednesday, November 20. The press statement, released later that day, summarizing the disciplinary actions as a result of incidents at the Maryland football game, was discussed and unanimously endorsed by the Council.
5. The Advisory Committee discussed the matter of the University Bookstore raised at the last Senate meeting, i.e. what is the magnitude of revenues generated, how are they used, and how is bookstore policy determined. The feeling is that, as an auxiliary enterprise, the bookstore should be run on a break even basis. This will be referred to the Policy Committee for further consideration. I have also briefly discussed this with Fred Richey, President of the Student Senate. That group is also interested in this issue, having recently surveyed university bookstores in the Southeast to determine textbook price comparisons. There was limited response to their questionnaire, but prices at Clemson University were below the average of those who responded.
6. Fred Richey and I also discussed the possibility of a joint meeting of the Faculty and Student Senates in the latter part of January.
7. The Advisory Committee has drafted a proposed position statement on sabbatical leave policy for consideration at the December meeting.

**CLEMSON  
UNIVERSITY**

**STUDENT GOVERNMENT**

RESOLUTION NO. R-85/86-13  
1985-86 Clemson University Student Senate

Date Submitted: 11/25/85  
Date Approved : 11/25/85

**"OFFICIAL POLICY FOR LATE TEACHERS"**

WHEREAS there exists no official university policy defining how long students must wait on tardy educators after the start of a class period, and

WHEREAS many students are confused by a "rumor" that there is a standard waiting time, then

BE IT RESOLVED by the Clemson University Student Senate in regular session assembled the following:

That the Commissions on Undergraduate Studies and Graduate Studies adopt a university-wide time standard for students to wait on teachers, and

That the policy be as follows:

After fifteen (15) minutes from the beginning of the class period, any student is free to leave without penalty and the class shall be considered cancelled if no message or instructions arrive.

JER for Mac McGill  
Senator

S. Fred Richey, III  
Student Senate President

- |                   |              |
|-------------------|--------------|
| xc: President Cox | Dr. Maxwell  |
| Dean Lomax        | Dr. Reel     |
| Dean Smith        | Dr. Bauer    |
| WSBF              | Dean Skelton |
| The Tiger         |              |

FACULTY SENATE RESOLUTION

FS-85-12-1

Whereas the SAT score and the high school GPA in academic courses are considered valid indicators of the ability of entering freshmen; and

Whereas the 700 SAT -- 2.00 GPA minima are well below the scores of the vast majority of entering freshmen at Clemson Universtiy; and

Whereas the Faculty's primary concern is that the student-athlete have a reasonable probability of completing a selected degree program in a timely fashion;

Be it Therefore Resolved that the Faculty Senate oppose any change in NCAA Bylaw 5-1-(j) which would lower either or both of these minima; and

Be it Further Resolved that the voting representative of Clemson University at the upcoming NCAA meeting oppose all modifications in the aforementioned Bylaw which would lower either or both of these minima.

POSITION STATEMENT ON  
SABBATICAL LEAVE POLICY

Faculty Senate, Clemson University

December 1985

The Clemson University Faculty Manual states that "the purposes of sabbatical leave are to relieve faculty of normal duties so that they might pursue significant projects facilitating their professional growth and development, thus enhancing their future contributions to the mission of the University."

Requests for sabbatical are to be submitted to the Department Head "six to twelve months prior to the date on which the proposed leave is to begin." Approval by the Department Head is necessary, then by the Dean of the College, the Provost, and finally the President of the University. Sabbaticals are granted for a half year at full salary, or a full year at half salary. With appropriate prior arrangements, certain fringe benefits may be continued, specifically insurance and retirement programs.

Faculty granted sabbatical are "expected to return to regular service with the University for at least one contract year or, at the University's request, refund the remuneration received from the University during that time."

The position of the Faculty Senate is that these purposes are of vital importance to the academic mission of the University and that the procedures were enacted to safeguard the purposes. Any interpretation of the nature and purpose of the sabbatical leave that subverts this policy should be disallowed. These purposes and procedures are held to be inviolable.



RELEASED 11/22/85

from Louis P. Batson, chairman  
Clemson University Board of Trustees

Dr. Bill L. Atchley is a tenured professor in the civil engineering department at Clemson University who, as of July 1, 1985, completed six years of service. Under a well-established policy, this made him eligible to request a sabbatical leave of absence.

This policy, as set forth in the Clemson University Faculty Manual, allows a faculty member to take such leave at half pay provided the leave is for the betterment of the university and that he or she agrees in writing to return to Clemson at the end of the sabbatical. Requests for sabbatical leave are granted by the university administration -- in other words, by the President's Office.

In Dr. Atchley's case, following these guidelines would have amounted to having him approve his own sabbatical. Therefore, it was left to the full Board of Trustees to act on the request and to set the conditions. Due to the special circumstances that were then facing the board, the sole policy-making body of Clemson University, a decision had to be made immediately. On March 1, 1985, the board voted unanimously to grant a one-year sabbatical to Dr. Atchley, beginning July 1, 1985, with pay in the amount of \$100,000.

The figure was arrived at by calculating one year's full pay along with compensation for certain benefits that he would lose (excluding the benefit of living in the President's Home.)

The sabbatical leave for Dr. Atchley contained a special proviso for full pay instead of half pay and gave Dr. Atchley the option of deciding whether to return to his tenured professorship at the end of his leave.

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS  
CLEMSON UNIVERSITY CHAPTER  
CLEMSON, SOUTH CAROLINA 29631

November 27, 1985

Dr. Larry Bauer, President  
Faculty Senate  
232 Barre Hall  
Clemson University

Dear Larry:

The Clemson Chapter of AAUP has reviewed and discussed its report on sexual harassment, copies of which were supplied to the Faculty Senate. The AAUP Chapter has endorsed the following recommendations:

That a Clemson University committee, approximately 50 percent of whose members are female and which would include students, staff and faculty be established to review this report and to make recommendations.

That said committee also review existing university sexual harassment policies and procedures and make recommendations.

That said recommendations include one on the recording of informal complaints of sexual harassment.

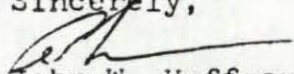
That said recommendations respond to the issue of establishing a sexual harassment complaint procedure which would be independent of the current administrative hierarchy, that is, a system which would permit entry into the complaint procedure via a female contact (a female "ombudsperson" is one possibility) rather than via one's supervisor.

That ease, simplicity and confidentiality of entry into the sexual harassment complaint procedure be given special consideration, as well as assuring all rights of both accuser and accused.

That a major educational campaign focusing upon what sexual harassment is be launched at Clemson, a campaign addressed to students as well as to faculty and staff.

The Clemson Chapter of AAUP has asked me to notify you of its endorsement and to request that the Faculty Senate address and take action on these recommendations.

Sincerely,

  
John W. Huffman, President  
Clemson Chapter, AAUP

cc: W. D. Maxwell, Provost  
C. G. Pringle, Chairperson, Commission on Staff Affairs  
M. Locke, President, Student Government

MINUTES  
FACULTY SENATE MEETING  
January 7, 1986

I. CALL TO ORDER

The meeting was called to order at 3:30 p.m.

II. APPROVAL OF MINUTES

The minutes of the December 10, 1985, meeting were approved as corrected.

III. COMMITTEE REPORTS

- A. Policy Committee: Senator Linvill read the report of the Policy Committee (Attachment A).
- B. Research Committee: No report
- C. Scholastic Policies Committee: No report
- D. Welfare Committee: Senator Calhoun said there was no report from the Welfare Committee, but that he would be introducing a resolution under New Business indicating the Faculty Senate's endorsement of State Senate Bill 487.
- E. Ad Hoc Committees
  - 1. 30th Anniversary - Senator Dillman reminded the Senate of the colloquium scheduled for February 5 with Dr. Robert Kreiser, Associate Secretary of AAUP National, as the special guest. He said that a

reception would be held following the Faculty Senate Meeting at the Alumni Center. He encouraged the Senators to attend the colloquium and for them to invite other faculty members in their departments to attend. Dr. Dillman also noted that Dr. David Rembert (USC's Faculty Senate President) will not be able to attend this event; last year's Faculty Senate President may represent USC.

2. Tenure - No report
3. Legal Counsel - No report
4. Athletic Dormitory - A report was read by Senator Nowaczyk. (Attachment B) Senator Nowaczyk pointed out that the committee was unable to find a lot of evidence against athletic dormitories except for some articles written by educators and columnists (such as in Sports Illustrated). Those in favor of building a new athletic dormitory here at Clemson feel it is needed, among other reasons, as a recruiting tool. Many of the colleges in the Southeast (Georgia, Auburn, several ACC schools) already have athletic dormitories. An athletic dormitory facilitates the monitoring of the activities of the

athletes. At the present time athletes in nonrevenue sports are housed together in groups across campus. Proposed facilities would include needed study rooms and meeting rooms.

President Bauer stated that the athletic dormitory was discussed at the Athletic Council meeting on December 12.

Senator Hudson asked if there are currently any plans to renovate Mauldin for student housing if the new athletic dorm is built. President Bauer answered that he didn't know of any specific plans but assumed renovation would occur. President Bauer said that Bobby Robinson had indicated that it would be less expensive to build a new athletic dorm than to renovate Mauldin for that use. The proposed athletic dorm would be used for football and possibly for basketball players. After general discussion, President Bauer asked if the Senate desired continuation on this issue. It was voted to discontinue the issue of studying the possible construction of an athletic dormitory with a vote of 9 to continue and 10 to discontinue. The senate expressed appreciation to the Committee for its efforts. Senator Linvill proposed a motion that the Faculty Senate representative

to the Athletic Council be directed to obtain a formal statement from that council concerning the advisability of athletic dorms at Clemson; motion was seconded. The motion carried.

F. University Commissions/Committees: No Reports.

#### IV. PRESIDENT'S REPORT (Attachment C)

- A. President Bauer noted Item 4 of the report. He said he was the only one on the Council to vote in favor of the \$5 surcharge. He expressed the sentiment of others that the 10 percent being given from the TV revenues was a sufficient amount. He said that some season ticket holders had expressed concern over the surcharge being added.
- B. In response to the question which had been posed at the last Senate meeting about what percentage of Bookstore funds had been used to pay Atchley and McLellan, Dr. Bauer stated that this is impossible to determine. The Bookstore funds are put into an account which contains funds from other sources. This account is called "auxiliary enterprises."
- C. Dr. Bauer said the college deans would be receiving a letter from him in the near future about Senate elections.
- D. Dr. Bauer said that Senator Mike Morris had returned from leave and will return to his Senate seat which was being filled by Clifton Egan.

## V. OLD BUSINESS

None

## VI. NEW BUSINESS

- A. Senator Linvill moved adoption of the attached resolution on Sabbatical Leave Policy (Attachment D); motion was seconded. Senator Linvill said the Policy Committee had used the position statement which had been presented at the last meeting. Discussion followed. President Bauer stated that if the resolution passed he would meet with the Provost the following morning and ask him if it would be appropriate to have the resolution placed on the agenda of the Educational Policy Committee meeting to be held on Thursday. President Bauer reiterated that any communication with the Board would have to go through the Provost. The resolution passed unanimously.
- B. Senator Linvill moved adoption of the attached proposed statement (Attachment E) for inclusion in the Faculty Manual which stipulates who to contact for enforcement of the policies and procedures set forth in the Faculty Manual. A friendly amendment was made by Senator Allen to delete "'s office" in the last sentence of the proposed statement; this was accepted. Senator Linvill emphasized that this statement

was needed to provide a recourse for someone who observes a violation of Faculty Manual policies and procedures but who is not directly affected; the grievance procedures set forth in the manual would not be applicable for such a situation. After discussion, Senator Dyck moved that the motion be tabled for further consideration by the Policy Committee; motion was seconded. Senator Dyck's motion passed.

- C. Senator Calhoun moved adoption of the attached endorsement (Attachment F) of Senate Bill 487; motion was seconded. Senator Calhoun amended the resolution by adding "through proper channels" to the last paragraph between the words "Senate" and "contact." Discussion followed. Senator Dillman proposed a friendly amendment to delete "is adequate in meeting the need of long term employees" from the first paragraph; amendment accepted. The resolution passed unanimously.
- D. At the suggestion of Senator Mullins, the matter of determining the source of funds which were used to pay Mr. McLellan was referred to the Policy Committee. Senator Calhoun requested that the Policy Committee also determine the effect of recent budget cut on the auxiliary enterprises account.

IV. ADJOURNMENT:

The meeting was adjourned at 4:45 p.m.

Respectfully submitted,

*Arlene B. Privette*  
Arlene B. Privette,  
Secretary



Senators absent: Behery, Brown, Gowdy, Snelsire, King,  
Bishop, Peterson

Alternates present: Townsend

REPORT OF THE POLICY COMMITTEE

7 January 1986

The Policy Committee met on 17 December 1985. Several items were on the agenda:

1. The Resolution on Sabbatical Leave Policy was rewritten and has been returned to the Senate for discussion.
2. The issue of severance pay was discussed. We are not bringing forth a statement on severance pay at this time. We recognize that situations may arise in which some form of severance compensation may be in order. One hypothetical situation could be the discontinuance of a program without adequate notification of the staff. In such situations, the administration must have a free hand in determining the appropriateness and method of compensation.
3. A clarification sentence regarding enforcement of Faculty Manual policies was written and has been forwarded to the Senate for discussion and approval.
4. A proposed addition to the Faculty Manual on Artistic and Creative Freedom and Responsibility written by the Dramatic Arts Committee was discussed. A letter is being sent to the committee stating our concerns about the difference between classroom presentations and public performance especially when charges are made for the performances. The use of Clemson University's name and facilities brings the administration into the conduct of these performances since they are ultimately held responsible for actions taken on the campus and the public's perception of these actions.

## REPORT OF THE AD HOC COMMITTEE ON SPECIAL DORMITORIES

Jan. 7, 1986

The committee was able to find instances in which columnists and educators have offered the opinion that athletic dormitories were not in the best interest of college sports. Most recently, Sports Illustrated listed the abolishment of athletic dormitories in its ten-point plan to "clean-up" college sports. The committee, however, was unable to find any empirical studies directed toward the issue of special dormitories for select groups of students.

The committee also met with Mr. Bobby Robinson, Athletic Director, to inquire about the athletic department's perceived need for a new dormitory. He suggested that athletic dormitories, in general, are a phenomenon east of the Mississippi with many colleges in the Southeast and along the Atlantic coast having athletic dorms. Most of the schools we compete with in recruiting athletes have athletic dormitories and he feels that having an athletic dormitory is an important recruiting tool. An athletic dormitory also serves the function of making it easier for the coaches to monitor the activities of the athletes. Mr. Robinson stated that he did not know what the opinions of the current athletes were with regard to their preference for living in an athletic dormitory. He mentioned that athletes in the non-revenue sports were also housed together in groups across campus.

With regard to the need for a new dorm to replace Mauldin, Mr. Robinson noted that the current dorm has no meeting rooms and inadequate study space. Most players currently spend study time in either Martin, Daniel Hall, or the Library. Mauldin Hall also has inadequate bathroom facilities. The proposed dorm would have approximately 150 rooms, similar to those for other students, and would house the football athletes and possibly the basketball athletes. The dorm would have its own dining hall and offices for academic advising and some of the football coaches. Additionally, meeting rooms would be included for team meetings. These meeting rooms could then be used for study hall in the evening.

The current status of the project is that the site-planning committee has issued a report with its recommendations. According to Mr. Robinson, the proposed athletic dormitory must still be discussed by a number of committees before any final action can be taken. Funding for the dormitory, with a projected cost of \$4 to \$6 million dollars, would be funded with athletic department funds and housing bonds. If a new dormitory is built, then Mauldin Hall would be available for general student use.

R. Neuzil



FACULTY SENATE

PRESIDENT'S REPORT

Prepared January 3, 1986

1. Due to the January 7 meeting being so soon after the Christmas break, the agenda is short. Most committees will not have met since our December meeting; if a committee does have an item for consideration, please plan to distribute copies at the January meeting.
2. The ad hoc committee to study dormitories is chaired by Ron Nowaczyk with Bill Hare, Joe Mullins, and Dick Conover as members.
3. I checked on the policy on perquisites for Athletic Council members. Current policy is that members will receive no perquisites from the Athletic Department, with exceptions approved on an ad hoc basis through the President's Office. This procedure was followed for the Independence Bowl.
4. The Athletic Council met on December 12 and voted against the proposal to add \$5 for the scholarship endowment to the South Carolina football game ticket.
5. The Board of Trustees will meet in Clemson on January 11. The Educational Policy Committee will meet in Columbia on January 9.
6. The proposed revisions in Faculty Evaluation Forms 1 & 2 were approved by the President's Council on December 13.

FS 86 1-1

RESOLUTION ON

SABBATICAL LEAVE POLICY

Faculty Senate, Clemson University

January 1986

Whereas:

Section III D of the Clemson University Faculty Manual states that "the purposes of sabbatical leave are to relieve faculty of normal duties so that they might pursue significant projects facilitating their professional growth and development, thus enhancing their future contributions to the mission of the University."

Whereas:

The Manual further states that:

1. When possible requests for sabbatical are to be submitted to the Department Head "six to twelve months prior to the date on which the proposed leave is to begin."
2. Sabbaticals are granted for a half year at full salary, or a full year at half salary.
3. With appropriate prior arrangements, certain fringe benefits may be continued, specifically insurance and retirement programs.
4. Faculty granted sabbatical are "expected to return to regular service with the University for at least one contract year or, at the University's request, refund the remuneration received from the University during that time."

Whereas:

The position of the Faculty Senate is that sabbatical leaves are of vital importance to the academic mission of the University and that the procedures stated above were enacted to safeguard the role of sabbatical leave in the University.

Be it resolved that:

Agreements made by University officials which do not meet the nature, spirit and purpose of sabbatical leave should not be designated as sabbatical leave.

PART I: INTRODUCTION

A. The Nature and Functions of This Manual

Likewise, several sections of Part VI, which deals with the role of the Faculty in university governance, cover policies approved by the Faculty Senate and the Board of Trustees. Other policies set forth in Part IV, as well as policies regarding the professional responsibilities of faculty in Part III, have been developed through the mutual agreement of the Faculty Senate and the University Administration. Questions regarding enforcement of procedures and policies set forth in this manual should be directed to the Provost's office.

FS 86 1-2

WHEREAS The South Carolina Retirement System does not allow employees any choice in retirement systems except for investments made over and above the mandated deductions; and

WHEREAS The South Carolina Retirement System is particularly inadequate in meeting the retirement needs of employees transferring into and out of the system and is indeed often a hindrance in recruiting faculty, especially those with vested interests in other systems;

BE IT RESOLVED that the Faculty Senate support Senate Bill 487 as amended and recommended by the Committee on Education to establish an optional retirement program for the publicly-supported four-year and postgraduate institutions of higher education; and

BE IT FURTHER RESOLVED that the President of the Faculty Senate through proper channels contact Senator Leatherman, the sponsor, and legislative representatives indicating our endorsement of Senate Bill 487.

MINUTES  
FACULTY SENATE MEETING  
FEBRUARY 4, 1986

I. CALL TO ORDER

The meeting was called to order by President Bauer at 3:30 p.m.

II. SPECIAL ORDER OF THE DAY

A. Dr. B. Robert Kreiser, Associate Secretary of AAUP National, was unable to attend the meeting due to illness.

B. Mr. Tim Kennedy, Chairman of the Master Teacher Award Committee of the Student Alumni Council, spoke to the Senate briefly about the Master Teacher Award (see Attachment A).

III. APPROVAL OF MINUTES

The minutes of the January 7, 1986, meeting were approved as corrected.

IV. COMMITTEE REPORTS

A. Policy: Senator Linvill read the report of the Policy Committee (Attachment B).

B. Research: No report.



- C. Scholastic Policies: Senator Hare read the report of the Scholastic Policies Committee (Attachment C). He said the committee would be introducing several resolutions under New Business.
- D. Welfare: Senator Calhoun read the report of the Welfare Committee (Attachment D). Senator Nowaczyk requested that the Welfare Committee look into the rumor that the Athletic Department is planning to fence off parts of the football practice field and golf range; this area is a popular area for walkers and joggers.
- E. Ad Hoc Committees
  - 1. 30th Anniversary: Senator Dillman said that the reception in honor of Dr. Kreiser had been cancelled. He said he hoped to have Dr. Huffman (Chairman of the AAUP chapter at Clemson) participate in Dr. Kreiser's place at the symposium. Others scheduled to participate in the colloquium are the first Chair of the Faculty Senate at USC and the former 6th chair of the USC Faculty Senate who is currently a Vice Provost.
- F. University Commissions/Committees
  - 1. Alcohol and Drug Abuse Committee: Senator Nowaczyk reported that this committee is presently rewriting its policies to conform to the new drinking age of 21. The committee would like to obtain feedback from faculty who serve as student organization advisers.

2. Planning Board: Senator Dyck reported that the Planning Board met January 8 and discussed two items:
  - (a) Reviewed the schematic design of the new indoor varsity tennis training center.
  - (b) Discussed six proposed site selections for the new athletic dormitory; none were selected.

V. PRESIDENT'S REPORT (Attachment E)

President Bauer emphasized the following items from the President's Report:

- A. Election of new Senate officers will be held next month. Suggestions should be given to members of the Advisory Committee by February 20.
- B. The Council of Presidents of S. C. Public Sector Colleges and Universities has written members of the S. C. Senate Finance Committee in support of the proposed alternative retirement system for faculty. The bill has been revised by the Finance Committee. The original bill would allow any faculty member at a four-year institution to participate. The revision limits participation to those employed after July 1, 1986.
- C. President Bauer said he understood that there were a number of problems with regard to leaving open the football practice field for use by joggers. He said that several alternative ideas are now being considered, such as leaving the area in

question open from 8:00 a.m. until 4:30 p.m. or developing an alternative three-mile course in some other location. There are plans to construct a six-mile cross country course behind the Horticulture Gardens.

- D. A joint meeting of the Student and Faculty Senates will be held at 8:00 p.m. on February 24. This will not be considered an official Faculty Senate meeting but attendance is encouraged. Some agenda items are:
1. The Bookstore
  2. Excused Absences
  3. Academic Freedom
  4. Academic Scholarship
- E. President Bauer summarized the President's Report Update (Attachment F) concerning the Advisory/Executive Committee's recent meeting with Board Chairman Louis Batson. Also present at that meeting were President Cox and Vice Presidents Maxwell and Clausen. After President Bauer's summary, there was a lengthy discussion of the various issues of this meeting with Mr. Batson. Of grave concern is the issue of the worth and contractual nature of the Faculty Manual (especially as seen by the Board of Trustees). As set forth in the Update, a committee has been established to study this matter.

Professor Roger Rollin, one of the authors of the present Faculty Manual, was permitted to speak briefly and expressed his concern. He said that when the Manual was being written he and the other members of the Faculty Manual Committee understood that the Faculty Manual was binding. He said that the administration was consulted on each step of its development, that the Manual was approved by the Board and that certain sections of the Faculty Manual are binding on the Board of Trustees. He questioned how it could be that the faculty and administration have been acting under the concept that the Faculty Manual is binding while the Board of Trustees have apparently not viewed the Manual as binding - especially since the Board members were signatories to its creation. Former Senate Presidents Holley Ulbrich and David Senn were also present at the meeting and endorsed Professor Rollins' concerns.

Senator Mullins commented that he was on the Faculty Manual Committee 14 years ago which had written the Faculty Manual at that time, and that it was his understanding then that the Faculty Manual was a contractual document.

President Bauer asked that any Senator with any ideas on this matter pass them along to the ad hoc committee and that if at all possible, he would like an interim report given at the March 4 Senate meeting with a proposed recommendation being ready for the April meeting.

Senator Nowaczyk suggested that a report from the ad hoc committee on legal counsel might be appropriate for this issue.

President Bauer pointed out that although some of Mr. Batson's responses at the meeting were not what he had hoped, he did feel it was encouraging that Mr. Batson had agreed to meet with the Advisory/Executive Committee.

#### VI. OLD BUSINESS

##### A. Policy Committee: Faculty Manual Revision

Senator Linvill made a motion that the attached proposed Faculty Manual revision (Attachment G) to Part I:

INTRODUCTION A. The Nature and Functions of this Manual be passed by the Senate; motion was seconded. Senator Linvill's motion passed unanimously.

#### VII. NEW BUSINESS

##### A. Scholastic Policies: Resolution FS - 86-2-1

Senator Hare moved that the Senate adopt the above referenced resolution (Attachment H); motion was seconded. Senator LaTorre, chair of the subcommittee studying the current admissions policies, gave the background which led to this resolution. In summary she said that the subcommittee had met several times with various individuals (Dean Skelton, Provost Maxwell, Mr. Mattox, Mr. Lomax, and

others) over the last several months seeking answers to a number of concerns on Clemson's admissions policies, especially the handling of "exceptional" admissions cases. She said the subcommittee had been provided with a lot of information but none of the information that had been requested. As a result, the Scholastic Policies Committee developed the three attached resolutions dealing with Clemson's admissions policies, the handling of "exceptional" cases and the administration of the admissions area. She said the development of the first resolution (which requests approval of new admissions policies) resulted from the discovery that the admissions policies currently being used are a handwritten version (with pencilled revisions) of the ones adopted by the Board of Trustees on June 5, 1961. (The original policy is Attachment I.) The second resolution resulted from the feeling that the faculty should be the deciding body for admitting "exceptional" cases, and the third resolution resulted from the general feeling that admission of students is an academic matter. One Senator noted that he felt it would be unwise to make the admissions policies so rigid that exceptions could not be made which would benefit the university, such as requests made by rich alumni and other political situations. Senator Hudson said he felt this type situation was covered in the proposed admissions policies on the second page where it states, "In

addition to the high school records and SAT scores, other factors will be used to influence decisions on students in borderline cases."

Resolution FS-86-2-1 passed unanimously.

B. Scholastic Policies: Resolution FS-86-2-2

This resolution (Attachment J) was proposed by Senator Hare to form a new committee to decide on "exceptional" admissions cases; motion was seconded. Senator Nowaczyk proposed a friendly amendment to line 7 of the last paragraph, in which the wording "approve those applicants" would replace the wording "make decisions on applications." This friendly amendment was accepted. Some discussion followed. Senator Gowdy expressed concern over a committee deciding on admissions for the different colleges. Senator Nowaczyk answered that the current procedure allows for no faculty input on "exceptional" cases. He said he thought the "exceptional" cases only number approximately 125 per year. Senator LaTorre said these procedures should decrease the number of "exceptional" cases. She also pointed out that the committee would be composed of persons with vested interest in this matter: the faculty. Senator King suggested another friendly amendment changing the language suggested by Senator Nowaczyk earlier to "consider for approval those applicants" rather than "approve those applicants;" this friendly amendment was accepted. Resolution FS-86-2-2 passed with opposition.

C. Scholastic Policies: Resolution FS-86-2-3

This resolution (Attachment K) was presented for Senate approval by Senator Hare; motion was seconded. Discussion followed. Senator Calhoun noted that Provost Maxwell had stated, during his interview for the position of Provost, that he felt the admissions area should be under the Provost. Senator LaTorre stated that Dr. Maxwell had "indicated" this sentiment again recently. This resolution passed unanimously.

D. Scholastic Policies: Resolution 86-2-4

The above reference resolution (Attachment L) was presented by Senator Hare for approval. A friendly amendment was made and accepted to delete "(page 46 of the 1985-86) edition at earliest possible time" and replace with "in the 1987-88 edition.)" Discussion followed. Senator Manson requested information regarding the number of occurrences of this problem each year; various information was offered. Senator Hare stated that this matter could involve the entire course grade, not just the final exam. Senator Bishop stated that he felt faculty should have the prerogative to devise a make-up exam to deal with this situation but that this should not apply to lab courses. Senator Manson moved that this issue be referred back to committee; motion was seconded but defeated. Resolution 86-2-4 passed with opposition.

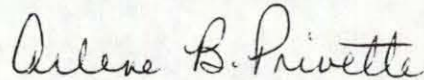


E. Senator Carter requested that action on the last two proposed resolutions, which were placed on the agenda at the meeting, one concerning Honorary Degrees (Attachment M) and the other concerning violations by the Board of Trustees of the Faculty Manual (Attachment N), be delayed until the next Faculty Senate meeting. Senator Carter said he felt the need to discuss these items with his colleagues prior to voting.

#### VIII. ADJOURNMENT

President Bauer pointed out that the next Senate meeting will be held March 4. He has asked President Lennon to be the guest speaker. The meeting was adjourned at 5:30 p.m.

Respectfully submitted,



Arlene B. Privette,  
Secretary

Senators Absent: Dickey, Mahrer, Leap, Peterson

Alternates Present: Wallace (for Leap), Madison (for Peterson)



# STUDENT ALUMNI COUNCIL

"The Link Between Students and Alumni"

## MEMORANDUM

TO: DEANS, DIRECTORS AND DEPARTMENT HEADS  
FROM: TIM KENNEDY, CHAIRMAN, MASTER TEACHER AWARD COMMITTEE  
DATE: JANUARY 31, 1986  
SUBJECT: MASTER TEACHER AWARD

The Student Alumni Council each year coordinates the selection of the Master Teacher Award, presented annually during May commencement to the outstanding classroom teacher as nominated by the student body.

The cash award of \$1,500, along with the recognition as the year's most outstanding professor, represents the students' appreciation to the faculty and their desire to ensure quality instruction at Clemson.

To be eligible, a nominee must not be a current Alumni professor; he or she can receive the award only once; and there is no restriction as to degree requirement or age. Nominees must have been on the faculty for the three previous full academic years and must spend 60 percent of their workload teaching undergraduate courses.

The Student Alumni Council would like to solicit your help and support of this prestigious program. Would it be possible for the professors in your department to make an announcement to their classes that nominations are currently being accepted for the Master Teacher Award? Student nominations can simply be made by contacting the Alumni Center or by completing the application form received in their campus mail box.

Also, after we receive all of our nominations, we will be calling on you for your assistance in researching each nominee. We would like to secure a resume or vita on each.

We appreciate any help you can give us in promoting this program to the student body. If, at any time, you have any questions or comments please feel free to contact Mr. Brian O'Rourke, Student Alumni Council Advisor, at 656-2345, or myself at 656-7706. The Student Alumni Council is committed to academic excellence on our campus through programs like the Master Teacher Award.

Thank you in advance for your cooperation.

TK/lsh

CLEMSON STUDENT ALUMNI COUNCIL

Alumni Center / Clemson University / Clemson, South Carolina 29634-5603 / (803) 656-2348

Report of the Senate Policy Committee  
4 Feb 86

The Senate Policy Committee met on 23 January. The proposed Faculty Manual revision on questions about policy and procedure was rewritten and forwarded to the full Senate for consideration.

A subcommittee was appointed to investigate the distribution of funds from bookstore receipts. This subcommittee has met with administration officials and will present a report at a future Senate meeting.

The Policy Committee requested a copy of the Attorney General's opinion on severance pay. It is now in hand and will be discussed at a future meeting of the committee as it effects the charge given to us by the Senate.

SCHOLASTIC POLICIES COMMITTEE  
Report of Meeting: January 21, 1986

Most of the meeting was devoted to discussion of four resolutions which will be taken up under new business. The first three, at least in modified form, result from the subcommittee on admissions and continuing enrollment attempt to word a response to the meeting in the fall with representatives from the admissions office. The final resolution is a response to a request from the ECE Department to look into the policy of examination for F received in the final semester.

# College of Liberal Arts

DEPARTMENT OF ENGLISH



TO: Larry Bauer, President, Faculty Senate  
FROM: Richard J. Calhoun, Chairman, Welfare Committee  
RE: Monthly Meeting of Welfare Committee on January 21  
DATE: February 4, 1986

The Welfare Committee welcomed a new member, Senator Michael Morris, from the Department of Political Science. Cooperation with Professor Harold Albert, Chairman of the Salaries and Fringe Benefits Committee, on the matter of possible salary inequities and the drab prospects of cost of living increases for next year was discussed. The Auburn report on salaries at participating institutions in the Southeast was discussed. It was noted that Clemson's position had declined from the previous year.

Assignments intended to complete unfinished business were made. These included a report on progress of the Wellness program, a discussion with a local physician on prospects for the HMO program in Clemson, study of the AAUP report on Sexual Harassment Policy, cooperation with Classified Employees on their position on Governor Riley's proposals on their salaries, study of annual leave policies for 12-month faculty. We also discussed joint action with an appointed ad hoc committee on a resolution recommending separate legal counsel for the Faculty Senate.



**CLEMSON**  
UNIVERSITY

FACULTY SENATE

PRESIDENT'S REPORT

Prepared January 27, 1986

1. The election of Faculty Senate officers will be held during our March meeting. Please give your suggestions to members of the Advisory Committee, which acts as the nominating committee.
2. The Council of Deans discussed the possibility of scheduling common exams, especially for the larger, lower division courses. There would be some scheduling difficulties, specifically, an insufficient number of exam periods. One possibility to alleviate the problem would be to schedule two hour rather than three hour final exam periods. Informally poll your colleagues as to their opinions on this issue.
3. At the January 11 Board meeting, they voted to recommend a change in the composition of the Honorary Degrees Committee. The current membership is the Provost, the incumbent President of the Faculty Senate, and the two immediate past presidents of the Senate. The proposed membership is the University President, Provost, President of the Faculty Senate, the immediate past president of the Senate, and a Board member.
4. Attached is a statement from the Board dealing with the employment status of Bill McLellan. This was ratified at the January meeting of the Board of Trustees.
5. I have requested time for an informal discussion with President Lennon. Please give me suggestions on discussion items. The Advisory Committee has suggested an invitation be extended to Dr. Lennon to attend our March 4 meeting.
6. The next meeting of the Board of Trustees will be on Saturday, April 5.
7. The search committee for the Vice President of Business and Finance has begun looking at information submitted by candidates.
8. The Advisory/Executive Committee has a meeting scheduled with Board Chairman Batson on January 28.

9. The symposium on faculty governance, jointly sponsored by the Senate and AAUP, will be held on Wednesday, February 5 in Daniel Hall Auditorium. Scheduled to participate on the panel are Dr. Robert Kreiser, the Associate Secretary of AAUP National; Holley Ulbrich, a past President of the Senate; Provost Maxwell; and two former Chairs of the University of South Carolina Faculty Senate. Dr. Kreiser will make a brief presentation at the February 4 Senate meeting after which a reception for him and Senate members will be held at the Alumni Center.
  
10. The Council of Presidents of S. C. Public Sector Colleges and Universities have written all members of the S. C. Senate Finance Committee in support of the proposed optional retirement system for faculty of publicly supported four-year and postgraduate institutions of higher education.

In May of 1984, Mr. McLellan's employment contract with Clemson University expired. At different times between 1983 and 1985 Mr. McLellan received what he considered to be binding assurances from individual Trustees as well as from his supervisor, Vice President Cox, that his employment at Clemson University was guaranteed for several more years. The exact number of years was not specified. As has been stated publicly before, after his written contract expired, Mr. McLellan continued to work for Clemson University.

The Board of Trustees would like to make it clear that neither individual Trustees nor any committee of the Board of Trustees has ever had the responsibility or the authority to make any binding contractual commitments on behalf of Clemson University to anyone holding the position of Athletic Director. However, the Board of Trustees would also like to make it clear and confirm that prior to September 20, 1985 all Vice Presidents of Clemson University had the authority, in their capacity as Vice Presidents, to handle employment matters concerning those employees who reported directly to them. The Athletic Director has always reported directly to the Vice President for Student Affairs. Therefore, the Board further confirms that Walter Cox, in his capacity as Vice President for Student Affairs and as the immediate supervisor for the Athletic Director, had the authority to make a contractual commitment to Mr. McLellan on behalf of the University concerning Mr. McLellan's future employment at Clemson University.

On March 1, 1985 Dr. Atchley resigned as President of Clemson University. In the months that followed, Mr. McLellan's employment future at Clemson University became clouded because of many different factors. Vice President Cox was elected President of Clemson University on June 29, 1985. In an executive session of the Board meeting on July 27, 1985, President Cox reported to the Board that Mr. McLellan's employment status needed to be resolved as soon as possible because his reassignment from his position as Athletic Director was not working out. The Board gave President Cox the specific authority to resolve Mr. McLellan's employment status with the University to include resolution of the contractual dispute that existed between Mr. McLellan and the University. The Board does hereby ratify



the delegation of authority to President Cox.

The Board of Trustees stands firmly behind the decisions made by President Cox.



**CLEMSON**  
UNIVERSITY

FACULTY SENATE

PRESIDENT'S REPORT

UPDATE

Prepared February 4, 1986

Issues were discussed at the monthly meeting of the Advisory/Executive Committee that in the minds of a number of faculty are contrary to the Faculty Manual. The perceived seriousness was such that the committee scheduled a meeting with Board Chairman Batson to discuss the issues. This was done in a spirit of concern for the University and to ensure a mutual understanding of positions. The meeting was held on Tuesday, January 28. President Cox, Provost Maxwell, and Vice President Clausen also attended.

The first issue discussed was the recent change by the Board of Trustees in the procedure for recommending honorary degree recipients. The committee for making such recommendations to the Board was changed to include the President of the University, the Provost, the chair of the Board Committee on Institutional Advancement, the President of the Faculty Senate and the immediate past President of the Senate. The current committee, which reports its recommendations to the University President, includes the Provost, the President of the Faculty Senate, and two past Senate Presidents. Mr. Batson indicated that this change originated in the Board's Committee on Institutional Advancement because they felt Clemson University was not using honorary degrees "as effectively as possible." He also said the Board had not checked the Faculty Manual about the current composition of the committee and that they were told the committee was not functioning as specified in the Manual. The point was made that the current committee is functioning effectively and for credibility to be maintained, majority faculty input is essential. The change in procedure also raises a question as to why the input of the University President has been diminished to that of a committee member.

Although Mr. Batson refused to discuss the "Atchley and McLellan" issues, the point was made that the general concern among faculty with the Atchley "situation" was not the action itself, but the use of the term "sabbatical."

An additional concern expressed to Mr. Batson was that some feel the naming of Walter Cox as President instead of Interim President was a circumvention of procedures in the Faculty Manual. His response was "there is no procedure specified for the selection of the next president of Clemson University." The question was raised as to why the Board recently approved a Faculty Manual modification in the procedure

for selection of a president if they do not recognize that procedure. The change, made within the last two years, was to add the President of the Extension Senate to the Screening Committee.

The Advisory/Executive Committee met on January 30 to discuss the Batson meeting. According to Mr. Batson, the Board of Trustees feels no obligation to adhere to the Faculty Manual, in fact he indicated that as far as he knew no member of the Board has the Faculty Manual. He indicated that the Board considers only the Organization and Operations Manual for the Board of Trustees to be of concern to them and therefore feel no reason to have a copy of the Faculty Manual. He did concede certain parts of the Faculty Manual are contractual in nature, e.g., those sections on tenure policy. There is obviously a wide difference in the perception of faculty and the Board of Trustees as to the relevance of the Faculty Manual at Clemson University. The issue is one of principle, i.e., is there an agreed to set of procedures at Clemson University. In other words, what is the Faculty Manual and what is its place in university governance?

The Advisory/Executive Committee concluded the appropriate action is a resolution at the February 4 meeting addressing the issue of the Honorary Degrees Committee. The committee feels the issue of the Manual is one of vital seriousness that needs to be studied in detail. An ad hoc committee to accomplish this has been appointed. Members are Margery Sly (chair), Larry Dyck, and Richard Calhoun from the Senate, with Steve Melsheimer and William Lasser as additional faculty members. Their charge is to develop a report on how the Manual was developed and approved by the Board, to determine inconsistencies between the Faculty and Trustees Manuals, to study the legal basis of the various parts of the Manual, to clarify the current status, and make recommendations on actions appropriate to clarifying the confusion and on ensuring the Manual is viewed in a mutually agreed on perspective by all concerned. The committee is encouraged to use all necessary resources, including AAUP as a source on the legality, perception, and relevance of faculty manuals at other institutions. They are also encouraged to seek input from the Administration and whomever else they feel is necessary.

This matter was discussed at the meeting of the President's Cabinet on February 3. The conclusion was that the basic issue is university governance and the respective role of various constituents. There are plans to hold seminars with various groups to study their role and how it interrelates to other groups. Vice President Clausen indicated he has sent a copy of the Faculty Manual to the Chairman of the Board Planning Committee for consideration as that committee studies revisions in the Trustees Manual. During our meeting with Mr. Batson, he indicated a desire that the symposium planned for the coming year might include a discussion of issues related to governance.

PART I: INTRODUCTION

A. The Nature and Functions of This Manual

Likewise, several sections of Part VI, which deals with the role of the Faculty in university governance, cover policies approved by the Faculty Senate and the Board of Trustees. Other policies set forth in Part IV, as well as policies regarding the professional responsibilities of faculty in Part III, have been developed through the mutual agreement of the Faculty Senate and the University Administration. Questions regarding procedures and policies set forth in this manual should be directed to the Faculty Senate and/or the office of the Provost.

FACULTY SENATE RESOLUTION

FS-86-2-1

WHEREAS, the Faculty of Clemson University previously has expressed concern about the procedures involving admissions to the University,

AND WHEREAS, the present admissions policy was adopted by the Board of Trustees on June 15, 1961 and does not reflect actual policies in practice,

AND WHEREAS, it is the Faculty who are directly involved with the academic progress of those admitted to the University,

BE IT THEREFORE RESOLVED THAT, the Board of Trustees consider for adoption the attached admissions policy.

ADMISSIONS POLICY RELATING TO ENTERING FRESHMEN  
AND TRANSFER STUDENTS

NEW STUDENTS AND TRANSFER STUDENTS WITH LESS THAN 30 HOURS

The Scholastic Aptitude Test(SAT) scores are required for all new students and transfer students with less than 30 hours of acceptable credits. The results of the SAT along with the student's high school record will be used as the major predictor of performance at Clemson. These factors will be used in generating a predicted grade point ratio which will be used in accepting or rejecting a majority of the students applying for admission. The application material sent to each prospective student will contain admission data from the previous year in order for the applicant to ascertain his/her chances for successful admission to Clemson University.

Effective with the fall semester of 1988 all applicants must satisfy the course requirements established by the South Carolina Commission on Higher Education. These requirements are as follows:

<u>Area</u>	<u>Units</u>	
English	4	At least two having strong grammar and composition components, at least one in English literature, and at least one in American literature (completion of college preparatory English I, II, III, and IV will meet these requirements.)
Mathematics	3	Including Algebra I & II; geometry is strongly recommended as the required third unit and a fourth unit is recommended but not required.

Laboratory Science	2	At least one unit each of two laboratory sciences chosen from biology, chemistry, or physics; a third unit of a laboratory science is strongly recommended.
Foreign Language	2	Two units of the same foreign language
Other	1	One unit of advanced mathematics or computer science or a combination of these; or one unit of world history, world geography, or western civilization
U. S. History	1	
Economics	1/2	
Government	1/2	
Additional Social Studies	1	
Physical Education or ROTC	1	

In addition to the high school records and SAT scores, other factors will be used to influence decisions on students in borderline cases. Some such factors are as follows:

1. Courses taken and grades in particular high school courses such as English, science, mathematics, and foreign languages.
2. Recommendations by high school principal and guidance counselor.
3. Course of study to be taken at Clemson. An analysis of past performance at Clemson has shown that certain courses of study at Clemson require higher SAT scores and high school standing for successful completion.
4. Participation in intercollegiate athletics. (Note: All students entering Clemson on an athletic grant-in-aid must satisfy all NCAA requirements.)

The Admissions Committee will be responsible for establishing the predicted grade point ratio for admission to each College within the University. This grade point ratio will be established in consultation with the Dean of each college, the Provost, and the Dean of Student Affairs. Students failing to meet the minimum predicted grade point ratio will only be admitted upon approval of the Admissions Committee based on a consideration of the above mentioned factors.

#### TRANSFER STUDENTS

Transfer students applying for entrance to Clemson University with 30 or more hours of acceptable credit at Clemson University will be evaluated based on their post high school record. The evaluation will be made by the Dean of Admissions. All transfer students entering Clemson University on an athletic grant-in-aid must satisfy all NCAA requirements.



**ADMISSIONS POLICY RELATING TO ENTERING FRESHMEN AND TRANSFER STUDENTS**

Adopted by the Board of Trustees on June 5, 1961

The following factors will be given weight and emphasis by Clemson College in admitting undergraduate students, whether freshmen or transfer students:

**1. College Entrance Examination Board Test**

The prospective student's rating in the College Entrance Examination Board test will be given considerable weight but it will remain only one factor to be used in determining the student's acceptability. If a student obtains a grade above the cut-off score currently used, it does not mean he will automatically be admitted. His high school grades must indicate the probability of success with college work, he must have reached a maturity level sufficient for serious study, he must have a proper motivation for college work and he must have a suitable recommendation from his high school (or other college if a transfer student).

**2. High School Record**

The prospective student's high school record will be given careful examination to see that his grades and high school rank indicate the ability level to do college work and that the student is properly motivated and has established habits of study essential to college success. Particular attention will be given to the grades obtained on college preparatory subjects such as English, mathematics, science and foreign languages.

**3. High School Recommendation**

A positive recommendation on each student seeking admission will be sought from the high school he attended. The recommendation will be sought from the high school principal and from the high school guidance counselor, if one exists. This recommendation will be given considerable weight since it represents a judgement on ability and maturity to handle college-level work based upon considerable experience with the student during his most formative years. If a student has sufficient ability but lacks emotional stability, motivation or suitable character he may be rejected for admission. On the contrary, if a student is close to the borderline in ability but has great motivation, advanced maturity, is emotionally stable and of excellent character, he will be given every consideration for admission, since his good qualities seem to outweigh his limitations and he seems to have a fair chance of college success.

**4. Miscellaneous Factors**

There are a number of intangible factors that are important but are difficult to measure. Nevertheless, the College will attempt to assess these factors by all possible means. These factors concern character, maturity, motivation, contribution to student life, amenity and obedience to authority and salutary rules of discipline and emotional stability. Where any of these factors are in question, the College will obtain additional data on them from any of the following methods: interviewing the potential student; interviewing the parents; interviewing the leaders of the community where the potential student resides; asking the student to write a special report on such subjects as goals in life, his reason for his choice of college, and his vocational selection; or to take a special test to determine any of the factors in question. While none of these methods of screening candidates is conclusive by itself, many of them can be used to supplement other admittance requirements in obtaining suitable students capable of college-level work in a basically technological institution.

In summary, no single factor will be controlling in admitting students. Instead, the College will look for well-rounded, mature, students with good motivation and a good educational achievement level, so as to upgrade its student effort, its teaching, and its development of future leaders of the State. This will permit a maximum investment of the high cost of education in those students who by all measure seem best qualified to benefit from such training. This will have the added benefit of minimizing the State's per student cost of higher education.

December 1961

FACULTY SENATE RESOLUTION

FS-86-2-2

WHEREAS, the Faculty Senate of Clemson University has endorsed resolution FS-86-2-1 calling for a new admissions policy,

AND WHEREAS, the new admissions policy requires faculty input to the admissions process,

AND WHEREAS, the present Admissions and Continuing Enrollment Committee is primarily concerned with Continuing Enrollment decisions,

BE IT THEREFORE RESOLVED THAT, the Admissions and Continuing Enrollment Committee be renamed the Continuing Enrollment Committee with the present membership and with the charge to formulate and recommend policy concerning continuing enrollment,

AND BE IT FURTHER RESOLVED THAT, a new committee be formed and be known as the Admissions Committee. This committee will formulate and recommend policy on admissions to Clemson University. The Admissions Committee will be responsible for establishing the minimum predicted grade point ratio for admission to each college within the University and, in addition, will consider for approval those applicants not meeting this minimum predicted grade point ratio. Membership will consist of the Dean of Admissions and Registration, Vice-Provost for Undergraduate Studies, and one faculty member elected from each college.

FACULTY SENATE RESOLUTION

FS-86-2-3

WHEREAS, the Provost is "responsible directly to the President for all academic matters" and "recommends to the President short- and long-range plans for academic development and formulates policies to implement approved plans" and is responsible for "furnishing direction and guidance to the deans in the development and operation of academic programs,"

AND WHEREAS, decisions with regard to undergraduate admissions policies and undergraduate registration are academic matters and should not be the responsibility of non-academic administrators,

BE IT THEREFORE RESOLVED THAT, the Faculty Senate recommends to the President of the University that the Office of Admissions and Registration and its Dean report to the Provost and Vice-President for Academic Affairs.

FACULTY SENATE RESOLUTION

FS-86-2-4

WHEREAS the University policy on "examinations on F received in last semester" is available to such a small percent of the total student body, and

WHEREAS no provision is made in the policy for exclusion of courses clearly unsuitable for credit by examination, such as laboratory courses, courses with a large group project component, and the like, and,

WHEREAS there is evidence of wide variation in interpretation and implementation of the policy from one case to the next,

BE IT THEREFORE RESOLVED that the statement of policy entitled "examinations on F received in last semester" be deleted from the University's Undergraduate Announcements in the 1987-88 edition.

## FACULTY SENATE RESOLUTION

## Honorary Degrees

WHEREAS the awarding of honorary degrees is regarded as a method by which Clemson University expresses its ideals and recognizes exceptional attainments, and

WHEREAS academic degrees at Clemson University are awarded by the Trustees upon recommendation by the faculty, and

WHEREAS it is fundamental among academic institutions throughout the United States that faculty recommend recipients of honorary degrees, and

WHEREAS policies and procedures for selection of honorary degree recipients were removed from the Clemson University Trustee Bylaws in 1971, and

WHEREAS procedures and policies for nomination and selection of honorary degree recipients as approved by the Trustees in 1971 and modified by their approval in 1985 appear in the Clemson University Faculty Manual, and

WHEREAS recent changes in the honorary degree selection procedure reduce faculty committee representation from seventy-five percent to forty percent, and

WHEREAS the credibility of honorary degrees within the academic community at Clemson University and throughout the nation can be maintained only with significant faculty input,

BE IT RESOLVED that honorary degrees will be conferred in recognition of eminent achievement in scholarship or of high distinction in public service, and

BE IT FURTHER RESOLVED that the faculty of Clemson University compose a majority of the Honorary Degree Committee.

RESOLUTION

WHEREAS, the Faculty Manual of Clemson University has been approved by the Faculty Senate, acting on behalf of the University Faculty, approved by the University Administration, and approved by the Board of Trustees;

AND WHEREAS, the Faculty Manual sets forth official University policies and procedures held by the Administration and the Board of Trustees to be binding upon the Faculty;

AND WHEREAS, said policies must also be binding upon the Administration and the Board of Trustees;

AND WHEREAS, the Board of Trustees has unilaterally abrogated the Faculty Manual by 1) designating former President Atchley's separation agreement as a "sabbatical leave;" 2) circumventing established policies regarding the selection of the University President in naming Interim President Cox as the tenth President of the University; and 3) redefining the composition of the Selection Committee for Honorary Degrees;

BE IT RESOLVED that the Faculty Senate hereby deplores the aforesaid violations of the letter and the spirit of the Faculty Manual and calls upon the Board of Trustees to reverse the aforesaid actions and to reaffirm its commitment to the integrity of this document to which it, the Administration, and the University Faculty are signatories.

MINUTES  
FACULTY SENATE MEETING  
MARCH 4, 1986

I. CALL TO ORDER

President Bauer called the meeting to order at 3:30 p.m.

II. SPECIAL ORDER OF THE DAY

President Max Lennon, who took office this week as Clemson University's 11th President, was the guest speaker. He began his remarks by saying that Clemson is presently perceived as very good academically with a chance for greatness, but that chance depends on what the faculty does with the opportunity. He said it was important that faculty understand their roles as faculty, as faculty leaders, and as a Senate.

Dr. Lennon urged faculty to understand the areas of the academy and the roles those various parts must play. There are many expectations. Dr. Lennon said that Clemson has a nationally known, high quality student body but that this quality can be improved, especially at the graduate level. He suggested that the faculty go back to their departments and give some thought to where their graduates have been placed. Many graduates may have been placed in the best research institutions, but this number needs to increase. There is quality at Clemson but there is room for improvement. He challenged the faculty to think about how to prepare for the future. He suggested that the predominant

burden is on the shoulders of the faculty, particularly the senior faculty members.

Dr. Lennon said that the role of the Board of Trustees is to set policy. He said that the role of the President and the role of the administration is to develop a vision for the future and to communicate that vision internally and externally. This vision is established with appropriate input from various parts of the university. He reiterated the role of the faculty in providing this input.

Dr. Lennon pointed out that the real product of Clemson University is its students and urged that this fact not be forgotten. Dr. Lennon asked if this product is of the quality to make everyone proud. He further pointed out that the quality of the faculty has a direct relationship to the quality of the graduates.

Dr. Lennon said that the university must address accurately its present status and begin the process of defining its future.

Dr. Lennon said he had been meeting with the various administrators since October discussing the process of defining areas of emphasis at Clemson. He said that the university must realize the need for additional resources in order to accomplish the goals which it will be setting and that in order to attract more resources the university must become more attractive to funding sources.



Dr. Lennon said that the academic arena and the political arena (purse strings) must be brought together. He said that he is asking the deans for priorities that are broader than the individual colleges. These priorities must first be developed at the faculty level and filtered up through the departments. He said the administration will be looking for ideas and goals that are marketable which should lead to an infusion of resources, making the university more competitive. He identified a potential resource as the state government. Dr. Lennon feels that if the state government will invest more in Clemson, the faculty can be more competitive with educational and research grants. He said that one of the largest funding sources is federal agencies. If we become more competitive on a federal basis, private support will then increase.

Dr. Lennon said that faculty readiness will be discovered in the process of deciding the areas at Clemson which need to be emphasized. He said the deans will be talking with the department heads who will be receiving input from their faculty. He said further that he wants all ideas to be tested and suggested the use of advisory and peer groups for this testing. Dr. Lennon asked the Deans to submit the names of the top twenty-five company executive offices in the state for their respective area and the names of six or seven out-of-state persons. This group will be brought together for an analysis of ideas which have been tested.

A candid response will be asked. He said after it is decided which priority goals will be adopted, these ideas will be taken to the Board, to the Commission on Higher Education, and to the State Legislature. This will be the emphasis of Clemson University. President Lennon foresees developing an educational process with the Commission on Higher Education to facilitate understanding of the priorities. President Lennon said Clemson will need a strategy for educating the General Assembly.

Dr. Lennon said that he wanted to see funds used for as few new faculty as possible but will instead emphasize post-graduate support, graduate support, and equipment. He said he will be expecting the faculty to be competitive with federal agencies. He pointed out that last year Clemson's contract grant expenditure totalled approximately \$7 million. He challenged the faculty that this amount should be closer to \$27 million and asked how much of that figure would faculty like to see in their own departments.

Dr. Lennon feels very strongly that the faculty should be expected to be more competitive. He pointed out that there is going to be a tendency in the future towards larger research grants and that Clemson can't afford to be caught out of position or in a noncompetitive position because that would eliminate so many opportunities for our future. Dr. Lennon emphasized that his evaluation has convinced him that faculty can be competitive. Many already are.

President Lennon said he wanted the faculty to assist the administration in developing a dialogue about the creation of incentives for faculty to become a part of our commitment to excellence. These incentives will have to be developed by the faculty.

Dr. Lennon feels that when a group of faculty makes a commitment to accomplish a task, they cannot be stopped. He also feels that the faculty needs to identify areas where disincentives presently exist.

At this point Dr. Lennon opened the floor for questions.

Senator Dickey asked President Lennon if he planned to visit the individual departments. Dr. Lennon answered that he would if he was invited.

Senator Gowdy commented that in order to increase research, teaching loads would have to be reduced to maintain quality of teaching. He asked how it was possible to accomplish this without bringing in more top level PhD's on the faculty. Dr. Lennon answered that they certainly did not want to lose any of the present nationally known quality at Clemson. He said that although the student/faculty ratios in some individual departments is not ideal, an analysis of the university as a whole would

indicate that this ratio was fairly close to what it should be. He encouraged the faculty to find a department in their own discipline at another institution which has attained greatness and determine what factors have made it a great department. Then determine how our department here can become comparable with that department. He cautioned the faculty to be careful in making generalizations, stating that he too would have to be careful in that area. Dr. Lennon agreed to investigate data carefully. He emphasized the need to increase postdoctoral and graduate students.

Senator Mullins asked President Lennon if he had a vision regarding the size of the university. Dr. Lennon answered that he had no preconceived ideas in this area. He stated that as the university improves in quality there will be pressure to grow, but he felt this would be a manageable problem.

Senator Nowaczyk noted that Dr. Lennon had indicated that he would be seeking faculty input. He asked if the new President would be seeking the views of the Faculty Senate in long-range planning. Dr. Lennon said he would be seeking faculty input through channels and would encourage the Faculty Senate to create a desirable environment. He encouraged faculty to deal with issues at the departmental levels. He said that the faculty must deal with faculty issues if the university is going to be successful.

Senator Hamby asked Dr. Lennon for suggestions in situations where the visions of the faculty are greater than those of the department head or dean. President Lennon said that he is very supportive of the system of periodically reviewing department heads and deans and would hope that this process would ensure that the leadership had dynamic visions. He urged faculty to use the process and stay out of the media. He also pointed out that the faculty would be asked periodically for their ideas and should not be discouraged if their ideas were not accepted right away; rather, try harder next time.

Senator Calhoun asked Dr. Lennon to comment on an article in The Chronicle of Higher Education which stated the Big Ten support of centers of excellence. Dr. Lennon stated that he believes that commitment must begin with the faculty. Senator Calhoun asked if President Lennon felt a bonus for quality performance was a possibility. Dr. Lennon answered affirmatively. He went on to say that he had recently spoken with President Holderman at U.S.C. and would be working to establish a cooperative relationship with that school. He said he did not want to hear any negative comments coming from Clemson with regard to U.S.C.; he wants to hear about the positive aspects of Clemson. He said he did not want to hear any comments about how poor South Carolina is. South Carolina is not a poor state. There is a lot of wealth and we need an investment in quality education. It's a matter of priority.

Senator Snelsire asked how you handle those whose areas are not chosen as centers of excellence. President Lennon answered that we will give the faculty the opportunity to become unequal and there will be winners. But please remember that the next year faculty will be asked again for their ideas. Dr. Lennon said that certain areas will not be emphasized at the expense of others. Rather, the areas that are to be emphasized will be decided by the faculty, and he definitely believes in peer review. He went on to say that there are several programs that could be funded jointly with U.S.C. He said that the areas that continue to win in these competitions are the areas that will become world class.

Senator Mullins asked for Dr. Lennon's ideas concerning the role of the Faculty Senate and the Board and his opinion on the recent issue concerning the Faculty Manual and whether or not it is contractual in nature. Dr. Lennon emphasized the importance of faculty staying away from the Board issues. Faculty should focus on faculty issues. Dr. Lennon said sound policies should be developed through an orderly process. Faculty policies begin with the faculty and then go to the administration. Once the faculty and administration agree, the administration presents the proposal to the Board for approval. He expressed the view that no effort should be made to bring the Board and faculty together; the result would not be desirable. He stated that the Board establishes policy through an orderly process. Dr. Lennon offered that he, as President, could help the faculty immensely as the intermediary in this area. We must be candid with each other and understand what's marketable. He expressed the feeling that everyone should be

responsible for his or her actions and not try to force issues. He stressed that everyone should act in the best interest of the university. He pointed out that at major research universities the faculty have a major voice in decision-making, accept the related responsibility and are willing to be judged for their decisions in the open arena.

Senator Behery asked President Lennon what he meant by incentives. Dr. Lennon explained that these were rewards that would have to be defined by individual departments and individual colleges. He also offered that disincentives could be identified by answering the question, "Are you being punished for being in research?, teaching?, public service?"

Senator Allen inquired as to how the needs within the state will affect decisions? Dr. Lennon stated that usually the state-wide issues are also the national issues. If this is not true, we may not be futuristic and may be dealing with yesterday's problems.

Senator Sheriff asked if Dr. Lennon planned a significant realignment of the university's organizational structure. He responded by stating that he did not plan a significant change in the organizational structure although there may be some refinement needed. He feels that the secret to success in any organizational structure is not the structure itself but the individuals within the structure. He did say that if it turns out that the structure itself is a hindrance then changes should be made. He also said he

would be looking closely at all areas and feels that probably where there are problems it will be due to individuals and not the structure.

Senator Dyck asked Dr. Lennon to expound on his ideas regarding faculty development. Dr. Lennon expressed the idea that professionals need to be concerned with staying current in their area. One suggestion he made was attracting a post-doctorate from an outstanding research lab.

In response to two comments regarding his philosophy of leadership, Dr. Lennon re-emphasized that he believed in creative leadership with faculty involvement in selecting that leadership.

Senator Peterson asked for some encouraging words that faculty ideas will get through channels. Dr. Lennon challenged the faculty to look to the future with a positive attitude knowing that success will take time. He hopes that those who aren't successful immediately with their ideas will not feel threatened. He pointed out that some will be more successful in teaching programs, some more successful in basic research, some more successful in working with industry. He hopes that everyone will realize that Clemson is in a transition period. He said that the opinions of senior faculty leaders will be sought in carefully selecting areas of emphasis.



Dr. Lennon pledged that he will be very candid and that he will try to be consistent. He made a pledge to listen and to work aggressively. He said that he did not want to see our "dirty linen" out in the public; he ended his remarks by issuing a challenge among the faculty that a good debate helps a situation, but the debate should be scientific, a challenge of ideas, and not personal.

### III. APPROVAL OF MINUTES

Then minutes of the February 4, 1986 meeting were approved as corrected.

### IV. ELECTION OF OFFICERS FOR 1986-87

The Advisory Committee submitted the following nominations:

#### A. President-elect:

Dale Linvill  
Joe Mullins

#### B. Secretary:

Mike Moran  
Margery Sly

The candidates for president-elect offered comments. Mike Moran withdrew his name from the nominations; Margery Sly was elected by acclamation. Secret ballots were submitted for president-elect; Joe Mullins was elected.

## V. COMMITTEE REPORTS

- A. Policy: Senator Linvill read the report of the Policy Committee (Attachment A).
- B. Research: Senator Gowdy presented the report of the Research Committee (Attachment B).
- C. Scholastic Policies: Senator Hare read the Scholastic Policies Committee's report (Attachment C).
- D. Welfare: Senator Calhoun read the report of the Welfare Committee (Attachment D).
- E. Ad Hoc Committees
  1. Tenure Committee - No report
  2. Legal Counsel - No report
  3. 30th Anniversary - No report (It was noted that as part of the Senate's 30th anniversary celebration, a request would be issued to the Provost that a section be designated at the May General Faculty Meeting for the Faculty Senate to sit together.)
  4. Ad Hoc Committee on Faculty Manual - Senator Sly read the report of this ad hoc committee (Attachment E).
- F. Other University Commissions/Committees
  1. Committee on Graduate Studies and Research - Senator Dickey gave a report:
    - (a) Half of a student's degree committee will be from the major field of study and not more than two from non-major areas.

- (b) Departments will be expected to enter guidelines for graduate student committees.
  - (c) The wording of the Edwards and Alumni Awards was approved.
  - (d) Discussion about interpretation of number of 800-level credits which need to be present on GS-2 form.
2. Greek Affairs - Senator Moran reported that the Greek Affairs Committee discussed the following items at its last meeting:
- (a) New fraternity and sorority quarters on campus. Many organizations would like to see special buildings constructed with state bond funds.
  - (b) Went on record as not supporting a dry campus.
3. Scholarships and Awards - Senator Calhoun announced that the Sullivan Award winner has been selected and will be announced soon.
4. Open Forum - A new issue will be distributed on March 5. The committee continues to seek more material.

#### VI. PRESIDENT'S REPORT (Attachment F)

President Bauer emphasized a few items in his report. He noted that the search committee for a new Vice President for Business and Finance has made its first cut of applicants.

President Bauer said that Provost Maxwell had asked for an estimate of costs for the ethics colloquium which the Senate

has proposed. President Bauer, with the Senate's permission, would like to appoint a committee to come up with this estimate. President Bauer noted that Riggs Field tract will be closed off soon for construction of the Tennis Center.

Dr. Bauer noted that the Trustee reception, ordinarily scheduled at the Spring Board meeting, might be changed due to a number of conflicts. General Clausen is doing an informal survey to determine the best time for this reception.

President Bauer said he has spoken with Senator Welter about preparing barbecued chicken for the annual end-of-the-year bash.

Provost Maxwell requested input regarding the granting of AAUP awards at the Spring faculty meeting; general consensus of the faculty indicated that this is desirable.

## VII. OLD BUSINESS

### A. Resolution on Honorary Degrees (Attachment G):

Senator Linvill moved for the adoption of this resolution; motion was seconded. Senator Linvill pointed out that the resolution had been written in response to the Senate's concern over the methods used by the Trustees to reformulate the Honorary Degrees Committee. Concern was expressed due to the fact that faculty representation on this committee was reduced and a Trustee was added to the committee. The new

structure is composed of the President of the University, the Provost, the Chairman of the Institutional Advancement Committee, the President of the Faculty Senate, and the immediate past President of the Faculty Senate as opposed to having two past presidents of the Faculty Senate. However, Dr. Bauer said he had received a memo in the afternoon mail from General Clausen to Mr. Amick, Chairman of the Educational Policy Committee, proposing an additional change in the structure of the Honorary Degrees Committee which would delete the President of the University and add an Alumni Professor.

There was some discussion about the recent meeting of the Honorary Degrees Committee which Dr. Bauer and Dr. Senn had attended. Other members of the committee present were Mr. P. W. McAlister, Board member and Chairman of the Institutional Advancement Committee, and the Provost. In response to a question about the meeting, former Senate president, Dave Senn, was allowed to speak. He said the meeting was dramatically different from meetings of this committee under its former structure. He said that Mr. McAlister has been on the Board for many years and was familiar with a number of the candidates who the faculty did not know. He said the Provost took a lesser role than he had in the past. Senator Mullins said that he objects to the Institutional Advancement people using honorary degrees for raising money. Senator Behery moved that the motion be tabled; motion seconded.

The resolution was tabled.

B. Resolution on Faculty Manual (FS-86-3-1) (Attachment H):

Senator Moran moved that this resolution be approved; motion was seconded. He stated that a similar resolution was adopted in the last faculty meeting of the College of Liberal Arts. He feels that the Senate should make a strong statement at this time.

A friendly amendment was made and accepted deleting the words "to reverse the aforesaid actions and" in the RESOLVE paragraph. Quite a bit of discussion followed.

Senator Dyck proposed a friendly amendment to the RESOLVE paragraph substituting the following wording after "Faculty Manual", "and calls upon the President to assist the faculty in facilitating a university-wide clarification of the Faculty Manual." Senator Dyck's proposed friendly amendment was not accepted. Then, he proposed the aforesaid amendment for a vote; motion seconded. Senators Dillman, Carter, and Linvill expressed their objections to the proposed amendment feeling that it weakened the resolution. Discussion followed. The amendment was defeated.

Another amendment was proposed as friendly, not accepted, voted on and defeated. The resolution passed.

#### VIII. NEW BUSINESS

A. Resolution on Alternative Retirement System (FS-86-3-2)

(Attachment I):

Senator Calhoun moved adoption of this resolution; motion was seconded. Resolution passed unanimously.

B. Resolution on Conference Admissions Standards (FS-86-3-3)

(Attachment J):

This resolution was introduced by Senator Hare; motion seconded. A few minor corrections were made. The resolution passed unanimously.

C. Welfare Committee Recommendation on AAUP Report on Sexual Harassment (Attachment K):

This report was introduced by Senator Calhoun for acceptance by the Senate; motion was seconded. One Senator suggested that an ombudsperson might not be such a good idea, that if the guilty party in a sexual harassment situation was the offended person's immediate supervisor then the offended person should be able to go to the next administrator up the line. Senator Allen proposed a friendly amendment which was accepted as follows: The words "These recommendations should include" in the second paragraph were replaced with "Among the items the committee should consider and make

recommendations upon are."

The report was adopted by the Senate 14 to 7.

D. Resolution of Appreciation to President Walter Cox  
(FS-86-3-4) (Attachment L):

Senator Dyck, on behalf of the Advisory Committee, introduced this resolution as an expression of appreciation to President Walter T. Cox; this motion was seconded. Senator Mullins recommended amending the resolution by deleting the 5th and 6th Whereas paragraphs; this amendment was seconded. There was discussion for and against Senator Mullins' amendment. It carried. Then, the resolution, as amended, was passed.

IX. Senator Bauer made a few comments which he had not included in the President's Report.

- A. A response had been received from the Provost saying that action had been deferred on the political activity policy amendment.
- B. He had received word that action on the three Faculty Senate resolutions concerning the admissions area should be delayed at this time until President Lennon has had sufficient time to become familiar with the situation.
- C. The Advisory Committee will meet on Monday, March 24. The next Senate meeting is April 1.



## X. ADJOURNMENT

The meeting was adjourned at 6:30 p.m.

Respectfully submitted,

*Arlene B. Privette*

Arlene B. Privette  
Secretary

Senators absent: Polk, Leap

Alternates present: Davis (for Polk)

REPORT OF THE POLICY COMMITTEE

4 March 1986

The Faculty Senate Policy Committee met on 27 February 1986.

The report of a subcommittee determining background information on auxiliary service funding and fund dispersal was discussed. A synopsis of their report is being forwarded to the full Senate.

A letter and a draft of proposed Faculty Manual statements addressing artistic and creative freedom was received from the Dramatic Arts Committee. This material was discussed and recommendations are being written prior to bringing this item to the Senate for debate.

Respectively submitted,

*Dale E. Linvill*

Dale E. Linvill, Chairman

jp



**CLEMSON UNIVERSITY  
ELECTRICAL & COMPUTER ENGINEERING**

MINUTES OF FACULTY SENATE RESEARCH COMMITTEE MEETING OF 2/7/86

Members Present: Joe Dickey, John Gowdy

A committee meeting was called in order to provide feedback on a document being developed by the University Research Advisory Committee, entitled "Report by Research Advisory Committee For Meeting With President-Elect Lennon." The purpose of this report is to present the President-Elect with a list of items, involving increased funding and modified policies, which would enhance the research programs at Clemson University.

After discussing the report at length, several suggestions for modifying the document were made. These recommendations included changing the overall presentation format to sharpen its focus, and also adding several important topics to the list of items to be present to the new President as vital needs to enhance research at Clemson.

Based on the above discussions, a document was drafted (attached) and presented to Stan Nicholas, chairman of the University Research Advisory Committee.

(Although attendance was much lighter than predicted by the secretary who set up the meeting, we had a good 90 minute discussion which produced what we consider useful input on the document being prepared by the University Research Advisory Committee.)

2/7/86.

## DRAFT

PROPOSED REVISION OF "REPORT BY RESEARCH ADVISORY COMMITTEE FOR MEETING WITH PRESIDENT-ELECT LENNON" - SUBMITTED BY J. N. GOWDY, CHAIRMAN OF THE FACULTY SENATE RESEARCH COMMITTEE

The Research Advisory Committee, in its commitment to promote quality research at Clemson University, offers this report, which identifies areas where increased funding, an improved research atmosphere, and modified policy and research administration would enrich research component of the University. As might be expected, these areas are intricately intertwined.

1. INCREASED FUNDING - Although money does not solve all problems, there is no doubt that increased funding in the following areas would significantly improve matters.

- A. Faculty release time for research
- B. Faculty release time for graduate student thesis supervision
- C. Graduate research assistantships
- D. Research Facilities (laboratories, equipment, office space)
- E. Laboratory and instrument maintenance support
- F. Lobbyists at the state and federal level
- G. Library holdings, especially in journals and conference records.

2. IMPROVED ATMOSPHERE FOR RESEARCH - It is imperative that the university develop an atmosphere conducive to serious research. Some principal items that should be promoted are shown below:

A. Recognition by administration that additional research accomplishments require additional manpower and other resources, and, furthermore, cannot be achieved with existing resources without sacrificing quality in instructional and public service activities.

B. More recognition of notable faculty research achievements.

C. Vigorous leadership from higher administration in defending Clemson's statewide dominance in those areas allocated to Clemson by the State Commission on Higher Education.

### 3. POLICY AND RESEARCH ADMINISTRATION

In order to optimize the efficiency of the research program at Clemson, the following modification in policy and administrative procedures are recommended:

A. Extend to all Colleges a uniform, liberal policy regarding distribution of research monies returned to the Colleges.

B. Initiate an aggressive policy for recruiting research-oriented personnel at all levels (faculty, graduate students, research associates, technicians, staff, and administrators).

C. Expand the resources of the Office of University Research, and educate faculty as to the services provided by this office, and make clear how these services interact with similar services within the various Colleges.

D. Expand the role of research faculty in making decisions that affect the research program of the university.

E. Streamline the process of ordering equipment.

F. Make known to faculty the inventory of all equipment currently owned.

SCHOLASTIC POLICIES COMMITTEE

Report of Meeting: February 18, 1986

Three items were discussed:

(1) The move<sup>within the ACC</sup> toward implementation of the original Proposition 48 of the NCAA by the ACC was unanimously favored by the committee and a resolution related to this will be presented later under New Business.

(2) The area of Double Majors was discussed at some length. Specifically, which department receives credit for the major, which department can receive information on such a major via computer terminal, and how are these counted in the section in the back of the catalog listing cumulative degrees, 1896-present. A letter to President Bauer requesting that he inquire of the Provost answers to these matters was written and delivered by the committee chairman.

(3) The disparity between semester length at Clemson and USC was touched briefly. The committee still opposes any further shortening of the semester.

From: Richard J. Calhoun, Chairman, Welfare Committee

To: Larry Bauer, President of the Faculty Senate

Subject: Meeting on February 18, 1986

Date: March 4, 1986

The Welfare Committee met on February 18. The main business was to draft a resolution on the Alternative Retirement Bill, which has come out of the Senate Finance Committee with an alternative plan only for new faculty after July 1, 1986. That resolution will be presented under new business. The Welfare Committee also heard a report on the Clemson chapter of AAUP's request for Senate action on their recommendations resulting from their study on sexual harrasment. That recommendation will be made under new business.

Clay Hipp, a member of the Ad Hoc Committee on Legal Counsel, met with the Committee. After discussion of the need for counsel, the recommendation was made that the Ad Hoc Committee report to the Senate as soon as possible. The Welfare Committee will also continue to study this issue. A report was given on the Wellness Program and on HMO. Progress is being made on the former; but the latter program, which seemed so promising when the Committee discussed it with Ron Herrin last September, is now stalled because local doctors are not participating. The Committee will continue to monitor HMOs, encourage Mr. Herrin and his staff to monitor people in the program for satisfaction, and we will consider promoting this program with local doctors. Reports were also received on Governor's Riley's salary plan for staff, on the loss of annual leave on termination, and on plans for a day care center.

Preliminary Report of the  
Ad Hoc Committee on the Faculty Manual  
3/4/86

The Ad Hoc Committee on the Faculty Manual met on February 10, 17, and 24. The members were each assigned areas of responsibility to investigate and a preliminary report follows.

Margery Sly has researched the history of the Faculty Manual and university policies relating to the faculty, using faculty manuals, faculty senate records, and the Board of Trustees' minutes and by-laws. The first Manual was put together in 1960 by the Dean of the College. It underwent two revisions. A third major rewrite and revision took place in 1971-1972 and this was the first version approved by the Board. Revisions of that were approved by the Board in 1976 and the Board approved individual policies in 1981, which were included in the new 1982 Manual--also approved in toto by the Board. Complete versions of the 1972 and 1982 Manuals were sent to the Board for their review prior to their approval. Revisions in 1982, 1984, and 1985 have also gone through this approval process. Up until 1982, the Manual was divided into policy statements and informational items. Prior to the 1955 reorganization of the College and the 1960 creation of the Manual, many of these policies appeared in the Board By-laws. Sly has also traced the history of individual policies, such as the honorary degree policy, through the Board minutes.

Steve Melsheimer has detailed the procedures for faculty manual revisions. Changes in the University policies described in the Manual may be reviewed, and approved, by the Board in either of two manners. Recently, such matters have been put into Manual format and submitted (with other non-policy changes) as a Faculty Manual revision. However, in some cases (more commonly earlier, such as 1981), the policies have gone as separate items to the Board and were subsequently incorporated into the Manual. The Faculty Manual Committee is charged with maintenance of the Manual, but its responsibility is primarily editorial. It both calls to the attention of the relevant authorities--the Faculty Senate, the academic administration, etc.--the need for corrections, updates, or additions and reviews other changes originating from those authorities. The Committee then editorially revises all material and refers it back to the originating body and/or the Faculty Senate for approval, if required, or as information, and then forwards the revisions to the administration for its approval. The administration forwards the revised Manual pages to the Educational Policies Committee of the Board and to every member of the Board, and includes the revisions on the agenda of the next Board meeting. The Educational Policies Committee reviews the changes and votes whether or not to recommend them to the full Board. The Board is presented with the recommendations of the Educational Policies Committee in open session and votes on the changes. Up to this point, they have voted to approve them. One unfortunate fact that has surfaced is that the Board members have not been provided with an updated Manual after each revision and probably have not used draft revision sheets to update their Manuals. Melsheimer and the Faculty Manual Committee are attempting to set up a meeting with General Clausen, Secretary of the Board, to discuss issues relating to the Manual.

Larry Dyck has been investigating the Board's manual and policy documents. He has discussed these items with General Clausen and Admiral McDevitt, past Secretary of the Board. A Board committee has been formed to review several



items. J.J. Britton is reviewing the Faculty Manual, Thomas McTeer the Business Manual, and Clausen the Personnel (staff) Manual. The Trustee Manual, "An Organization and Operations Manual for the Board of Trustees," is not a policy manual. It is a statement of the duties and responsibilities of the Board and also contains the Board's By-laws. No items that appear in both the Trustee Manual and the Faculty Manual relate to individual policies. The Trustee Manual indicates that rules for the operation of the University should exist in three parts: the By-laws of the Trustees; the Statutes of the University, which are the primary legislation--written laws and ordinances--governing the University; and the Policy Manual of the Trustees. This Policy Manual, which is defined as "a compilation of all the policy pronouncements of the Board," does not exist, although Clausen is beginning to compile one using the past minutes of the Board. If this Policy Manual had been produced, the Faculty Manual would presumably be recognized within it.

Dick Calhoun has been studying the history of proper relationships between trustees and faculties, and educational policy committees of boards and executive/advisory committees of faculty senates. He has yet to find a significant recent example of a board of trustees violating procedures in a faculty manual. He specifically researched presidential selection procedures and honorary degree policies, discovering that faculty participate in the selection of presidents and that it would be an unorthodox practice today for there to be a minority of faculty on a honorary degree nominating committee or for trustees to participate officially in the nomination process. Calhoun has also called around and has found that there are good relationships between board and faculty when the university president serves as a coordinator for what each group should know about the other and for setting up necessary communication. Mutual respect between the board and the faculty should be fostered.

Bill Lasser has been investigating the legal aspects of the faculty manual. To determine the legal status of the various provisions of the faculty manual, two areas of law must be examined. They are due process of law and contract law. The first stems from the federal Constitution and, as a state university, Clemson and its agents are bound by that Constitution. It is clearly established that a university must follow the procedures it formally adopts or that it customarily follows; failure to abide by such procedures is a violation of due process. However, it is not so clear whether due process considerations would arise when the question is not one of individual "property" interests (such as pay, promotion, tenure, and the like), but one of a collective interest (on the part of the faculty or the faculty senate) in the governance of the institution. Several decisions seem to indicate that such interests do not trigger special constitutional protection. Moreover, a recent Supreme Court case suggests that faculty members have "no constitutional right to a voice in the making of policy by their governmental employer." Any constitutional claim to be permitted to participate in institutional governance would have to be based on the argument that the university must follow the procedures it sets out in the faculty manual, even though it would not be required to adopt such procedures and could change them. This argument, however, would probably fail for lack of a constitutionally protected property interest. The second area of law to be examined, contract law, stems from state law and the general principle of contract. It is clear that a faculty manual will be interpreted by the courts as binding in matters of individual contractual disputes. In fact, individual employment contracts will be interpreted so as to incorporate university policies not explicitly stated

in any document, but established instead by custom and usage. The South Carolina Supreme Court implied in a 1983 case that an employee hand book established voluntarily by a city government must be followed. Lasser has, as of yet, found no case in which the status of the faculty handbook as a contract has been applied to the collective claim by the faculty (or its representatives) to participate in university governance. The question of whether the faculty manual can be held to guarantee participation rights to the faculty in general is still open and will be investigated further. In general, then, it is unlikely that the faculty manual would be held by a court to create binding legal rights to participation by the faculty, in its collective capacity, in the general policy-making of the institution.

The Committee still has additional areas to investigate and we will be meeting with President Lennon on March 10 to discuss the entire issue. We would, however, like to present some preliminary conclusions and suggestions. We do not question the authority of the Board to make and enforce Board and overall policy. Principles of good management and good business suggest a need for a policy manual for the Board. The existence of the Faculty Manual should be recognized in this policy manual. The Board should use the Policy Manual and follow standard methods of review and debate when they wish to modify a policy. The faculty should consider removal of strictly trustee policies from the Faculty Manual, with the addition of general statements on faculty participation in them. A return to the contractual/noncontractual division of the Manual also might be considered. The faculty should use the good offices of the President, to that he can act as an "interpreter" between Board and Faculty on these and many other issues. Symposia and retreats with trustees and faculty discussing governance and educational policy, as well as other long term educational processes for the Board, are necessary. A formal relationship and actual meetings between the executive/advisory committee of the Senate and the Board is important. Legal counsel for the faculty is also an option, although counsel would possibly only be able to advise and not represent the faculty as a whole. We will continue to consider these and other possible recommendations.

The Committee thanks everyone who has made suggestions and helped us in our work and asks that you continue to do so.

Margery Sly, Chair  
Dick Calhoun  
Larry Dyck  
Bill Lasser  
Steve Melsheimer



CLEMSON  
UNIVERSITY

FACULTY SENATE

PRESIDENT'S REPORT

Prepared February 25, 1986

1. Attached is memo from Dean Waller with a resolution passed by the Liberal Arts faculty.
2. The search committee for the Vice President of Business and Finance met and made the first cut in applicants.
3. I met with President Lennon on two different occasions last week. We spent about three hours discussing the University and its future.
4. The Athletic Council met on February 10. The recent actions at the NCAA Convention were discussed as was the proposal made by the University of North Carolina to have the ACC adopt the original admissions standards of Proposition 48. The athletic dormitory was also discussed and the group agreed to the proposal of the Senate to have the Council consider the dormitory as an action item at its next meeting.
5. The Honoray Degrees Committee, as newly constituted, will meet on February 26.
6. Provost Maxwell would like input from the Senate on whether the AAUP awards should be on the agenda at the Spring faculty meeting.
7. Members of the Senate should have received a memo with the slate of nonimations for Senate elections. The nominees for President Elect are: Dale Linvill and Joe Mullins. The nominees for Secretary are: Mike Moran, and Margery Sly.
8. Provost Maxwell would like an estimate of costs for the colloquim on ethics the Senate proposed last fall.
9. Seven Senators attended the joint meeting with the Student Senate on February 24. The discussion was interesting and worthwhile.

FACULTY SENATE RESOLUTION

Honorary Degrees

WHEREAS the awarding of honorary degrees is regarded as a method by which Clemson University expresses its ideals and recognizes exceptional attainments, and

WHEREAS academic degrees at Clemson University are awarded by the Trustees upon recommendation by the faculty, and

WHEREAS it is fundamental among academic institutions throughout the United States that faculty recommend recipients of honorary degrees, and

WHEREAS policies and procedures for selection of honorary degree recipients were removed from the Clemson University Trustee Bylaws in 1971, and

WHEREAS procedures and policies for nomination and selection of honorary degree recipients as approved by the Trustees in 1971 and modified by their approval in 1985 appear in the Clemson University Faculty Manual, and

WHEREAS recent changes in the honorary degree selection procedure reduce faculty committee representation from seventy-five percent to forty percent, and

WHEREAS the credibility of honorary degrees within the academic community at Clemson University and throughout the nation can be maintained only with significant faculty input,

BE IT RESOLVED that honorary degrees will be conferred in recognition of eminent achievement in scholarship or of high distinction in public service, and

BE IT FURTHER RESOLVED that the faculty of Clemson University compose a majority of the Honorary Degree Committee.

# College of Liberal Arts

OFFICE OF THE DEAN



February 18, 1986

TO: Faculty Senate President Larry L. Bauer

FROM: Robert A. Waller, Dean *R. A. Waller*

RE: Faculty Manual Study

At yesterday afternoon's meeting of the Faculty in the College of Liberal Arts the following resolution was approved unanimously in an effort to assist the ad hoc committee you appointed by affirming our understanding of the Manual's importance and its contractual status:

WHEREAS, the Faculty Manual of Clemson University has been approved by the Faculty Senate, acting on behalf of the University Faculty, approved by the University Administration, and approved by the Board of Trustees;

AND WHEREAS, the Faculty Manual sets forth official University policies and procedures held by the Administration and the Board of Trustees to be binding upon the Faculty;

AND WHEREAS, the Board of Trustees has unilaterally abrogated the Faculty Manual by 1) designating former President Atchley's separation agreement as a "sabbatical leave"; 2) circumventing established policies regarding the selection of the University President in naming Interim President Cox as the tenth President of the University; and 3) redefining the composition of the Selection Committee for Honorary degrees;

BE IT RESOLVED, the faculty of the College of Liberal Arts urges the Faculty Senate to deplore violations of the letter and spirit of the Faculty Manual and to call upon the Board of Trustees to reverse the aforesaid actions and to reaffirm its commitment to the integrity of this document to which it, the Administration, and the University Faculty are signatories.

I hope this stance will provide assistance in reviewing the Manual's relation to this University's operation in principle and practice.

RAW/kez

cc: Provost W. David Maxwell  
Secretary D. York Brannock  
Committee Members: Richard Calhoun, Larry Dyck, Bill Lasser,  
Steve Melsheimer, and Margery Sly (chair)

FACULTY SENATE RESOLUTION

FS-86-3-1

WHEREAS, the Faculty Manual of Clemson University has been approved by the Faculty Senate, acting on behalf of the University Faculty, approved by the University Administration, and approved by the Board of Trustees;

AND WHEREAS, the Faculty Manual sets forth official University policies and procedures held by the Administration and the Board of Trustees to be binding upon the Faculty;

AND WHEREAS, said policies must also be binding upon the Administration and the Board of Trustees;

AND WHEREAS, the Board of Trustees has unilaterally abrogated the Faculty Manual by 1) designating former President Atchley's separation agreement as a "sabbatical leave;" 2) circumventing established policies regarding the selection of the University President in naming Interim President Cox as the tenth President of the University; and 3) redefining the composition of the Selection Committee for Honorary Degrees;

BE IT RESOLVED that the Faculty Senate hereby deplores the aforesaid violations of the letter and the spirit of the Faculty Manual and calls upon the Board of Trustees to reaffirm its commitment to the integrity of this document to which it, the Administration, and the University Faculty are signatories.

FACULTY SENATE RESOLUTION

FS-86-3-2

WHEREAS, Senate Bill S.487, introduced by Senator Leatherman, offered an optional retirement program to all college and university faculty and administrators who were eligible for membership in the South Carolina Retirement System;

AND WHEREAS, the bill as amended by the Senate Finance Committee would offer the optional program only to "eligible employees initially employed on or after July 1, 1986";

AND WHEREAS, the Faculty Senate passed a resolution in support of the bill in its original form;

BE IT RESOLVED, the Faculty Senate disapproves a change that would deprive many long-term and faithful faculty and administrators an opportunity to participate in an alternative retirement program,

AND BE IT FURTHER RESOLVED, the Faculty Senate urges the restoration of the original option to all eligible faculty and administrators.

FACULTY SENATE RESOLUTION

FS-86-3-

WHEREAS, in a recent meeting of ACC officials, representatives of the University of North Carolina and North Carolina State University attempted, but were unable, to place on the agenda a proposal to require ACC schools to abide by the original Propostion 48; and

WHEREAS, according to the Greenville News, North Carolina State, Duke, North Carolina, Virginia and Wake Forest support the proposal,

BE IT THEREFORE RESOLVED, that the Faculty Senate recommends that the President of Clemson University direct the representative of Clemson to support any proposed increase in admission standards for scholarship athletes at the next appropriate meeting of ACC representatives.



FACULTY SENATE RECOMMENDATION  
AAUP Sexual Harrassment Report

The Faculty Senate recommends that the administration form a committee consisting of faculty, staff, and students, to review the report on sexual harrassment prepared by the Clemson Chapter of AAUP, and to make recommendations for changes in the existing university sexual harrassment policies and procedures. Approximately fifty percent of the committee should be female.

Among items the committee should consider and make recommendations on is the establishment of a sexual harrassment procedure which would;

- 1) be independent of current administrative hierarchy, that is, a system which would permit entry into the complaint procedure via a female contact (a female "ombudsperson" is one possibility), rather than via one's supervisor;
- 2) promote ease, simplicity, and confidentiality of entry into the complaint procedure;
- 3) assure rights of both accuser and accused; and
- 4) enable ease of recording of informal complaints of harrassment.

FACULTY SENATE RESOLUTION

FS-86-3-

WHEREAS, the Board of Trustees selected Walter Cox as President for the Interim in July 1985; and

WHEREAS President Cox agreed to lead Clemson University during a period of institutional unrest and negative publicity; and

WHEREAS President Cox willingly provided the office of "President for the Interim" with his reputation and extensive personal influence throughout the extended University Community; and

WHEREAS during this period of uneasy transition President Cox provided the University with the same sense of calm, confident and honorable leadership that has characterized his many years of University service; and

WHEREAS President Cox has quenched many of the hostilities that beset the previous administration, and has provided the new administration with an atmosphere poised for new opportunities;

BE IT THEREFORE RESOLVED that the faculty Senate commend President Cox for his leadership, and convey our profound and heartfelt thanks for his efforts on behalf of Clemson University; and

BE IT FURTHER RESOLVED that the Faculty Senate extends best wishes to President (Dean) Cox in his future pursuits at Clemson University and elsewhere.

MINUTES

FACULTY SENATE MEETING

April 1, 1986

I. CALL TO ORDER

The meeting was called to order by President Bauer at 3:30 p.m.

II. APPROVAL OF MINUTES

The minutes of the March 4, 1986 meeting were approved as corrected.

III. COMMITTEE REPORTS

- A. Policy: Senator Linvill submitted the report of the Policy Committee's March 27 meeting (Attachment A), a report on University Auxiliary Enterprises (Attachment B), a report on Artistic Freedom (Attachment C), and a copy of the Annual Report of the Policy Committee (Attachment D.)
- B. Research: Senator Gowdy submitted the report of the Research Committee (Attachment E) and a copy of the Annual Report of the Research Committee (Attachment F.)
- C. Scholastic Policies: Senator Hare read the report of the Scholastic Policies Committee (Attachment G) and submitted a copy of the committee's Annual Report (Attachment H.)
- D. Welfare: Senator Calhoun read the report of the Welfare Committee (Attachment I) and submitted a copy of the committee's Annual Report (Attachment j.)
- E. Ad Hoc Committees
  1. Thirtieth Anniversary - It was noted that a section would be roped off at the May 7 General Faculty Meeting for the 1985-86 Faculty Senate members to sit together in recognition of the Senate's Thirtieth Anniversary.
  2. Tenure - Senator Dyck commented on the committee's progress and indicated that they would have a report at the next meeting.

3. Legal Counsel - No report.
4. Faculty Manual - Senator Sly presented the report of the Ad Hoc Committee on the Faculty Manual (Attachment K) and moved that it be adopted by the Senate. Senator Dyck seconded. The report recommends the consolidation of all policy manuals at Clemson University into one university-wide policy manual which would have component parts relating to such things as faculty, staff, business policies, etc.

Some discussion followed. Provost Maxwell, who was present at the meeting, said that, although he had no objection to such a manual in principle, he felt it might not be mechanically feasible, in particular considering the size such a manual would be. Senator Sly said that the university-wide manual would exist in only one location but that there would be no question that the component parts, such as the part for the faculty, came from this university-wide manual.

Senator Dyck said he felt that much of the responsibility for this would fall on the Secretary of the Board or his designee.

Provost Maxwell expressed the opinion that if such a university-wide manual were published, it still might not remedy the problem of the Board of Trustees' recognizing the Faculty Manual. He feels that the Trustees might simply take out the section pertaining to them and not become familiar with the other sections.

Senator Peterson said he felt the faculty would feel better if there was some document which everyone recognized as being contractual.

Senator Mullins proposed a friendly amendment to "accept the report as information" which was not accepted.

The motion was made to delay voting on this item until after President Lennon spoke later in the meeting. The motion was defeated.

After the motion to delay action was defeated, Senator Dyck then accepted Senator Mullins' former friendly amendment.

The motion to accept the report passed unanimously.

F. Other Commission/Committees

(1) Planning Board - Senator Dyck reported that the Planning Board had considered three items at its March 5 meeting:

- (a) A parking lot to be located on the west side of campus adjacent to Cemetary Hill to replace the spaces being eliminated by the Thurmond Institute. Action on this item was delayed for further investigation.
- (b) A review of four sites for the proposed athletic dormitory was made. The board took a "field trip" around campus to consider these sites. The site selected at this point is right behind existing dormitories in the parking lot behind Serrine Hall.

- (c) The other item considered by the Planning Board was the addition of stadium seats on the south side of the soccer field adjacent to the fraternity dorms. One problem with the proposed seats would be that they would reach as high as the second floor of the fraternity houses. It was decided that some sort of landscaping will have to be done to remedy the problem.

Senator Dyck said that the athletic dorm issue and soccer stadium issue will be reviewed by the Athletic Council.

With regard to the location of the athletic dorm, Senator Dyck said that out of the eight sites which had been considered, the one behind Serrine Hall seemed to be the most desirable from a "faculty point of view."

Senator Gowdy asked if this site had been considered by the Traffic and Parking Committee, and Senator Allen responded that it had not.

#### IV. OLD BUSINESS

President Lennon was introduced by President Bauer to speak to the Senate.

President Lennon began his comment by stating that he had several reasons for attending the meeting:

- A. He wanted to appear before the Senate again to see if anyone has any more questions to ask or advice to offer.

- B. He wanted to discuss briefly the status of the Senate's recent resolutions.
- C. He wanted to share a few things about the higher education situation in South Carolina and be sure the Senate members are aware of current happenings in that area.
- C. He wanted to share a news item.

First of all, President Lennon pointed out that the administration (particularly the President and the Provost) is very, very sensitive to the Senate's point of view with regard to the status and integrity of the Faculty Manual. He asked for the faculty's continued support in developing policy proposals for action and incentives for faculty productivity together with any other items judged to be important, thereby reaffirming the integrity of the Manual. He is pleased that the same issues of faculty concern are under discussion by the Board and the administration and he felt encouraged by his conversations with individual members of the Board.

On the subject of a better faculty benefits package, President Lennon said he had asked the Provost to identify a special committee made up of individuals from various parts of the university to perform a very careful analysis and develop strategies for action for the University. The membership of this committee (Comparative Salary Study Committee) is Dr. Herman Senter (Chairman), Mr. James Shanahan, Dr. Harold Albert, Dr. Ted Wallenius, Dr. Holley Ulbrich, and Mr. Ray Thompson. President Lennon said that progress in this area will be a slow deliberate process.

With regard to admissions standards for athletes, President Lennon said that several proposals have been introduced by various parts of the

university that are interested in this issue. He said that he is asking for the input of those people who are directly involved. He feels the entire admissions process must be clearly defined, because, on occasions, exceptions must be made and not only in the instance of athletes. On this issue, he reiterated that he was encouraged and that it will need to be a joint effort in establishing clear, concise procedures.

Senator Nowaczyk asked who the individuals in these discussions of exceptional admissions are and to what extent would there be faculty involvement?

President Lennon responded that he had recently spoken with the Alumni Professors on this issue, in addition to several other faculty groups. He said the responses from the Alumni Professors had been varied from a feeling that there should be more faculty involvement on committees to a feeling that they did not care to be so involved. Clearly, there is a consensus for more involvement in key areas like admissions.

Meetings are being held among the Provost, Vice President for Student Affairs, Director of Admissions, and the President to discuss what is being done and how to involve faculty in these decisions.

On the issue of sexual harassment, Dr. Lennon said his concern may be even more intense than that of the Faculty Senate. He asked that everyone examine the way they are dealing with this type of issue and said he felt the University's policy must be restated. Dr. Lennon said there must be a person on campus with a sympathetic ear from whom those people being harassed can receive counseling. He said he does not know yet what that person's title will be. He said that after a procedure has been in



place for a while that it will need to be evaluated as to its effectiveness.

He asked the Senators to look within their own units/structures and examine whether or not individuals are being threatened. He said that in the short time he has been in Clemson, he has been made brutally aware that sexual harassment is a problem at Clemson University. He said it is a problem with the faculty and it is a problem with individuals in the administration. He asked for help in remedying this situation. He said there has to be an increased awareness on the part of the faculty. He suggested visualizing yourself as the father or mother of an 18 or 19 year old daughter who was being harassed, whether she be a student, secretary, faculty member, or technician. President Lennon ended his remarks on the sexual harassment issue by asking that the Senators share their ideas with him and reiterated to them that this is a faculty problem and that it must be handled in a fair and open manner.

Next, President Lennon told the Senate that an external consultant report has recently been prepared for the South Carolina Commission on Higher Education and that the report is available from his office, the President of the Faculty Senate, and the Provost's Office. This report recommends increased responsibility for the Commission (and Clemson agrees that a stronger Commission is needed in South Carolina.) He said that the way to have increased effectiveness in higher education in South Carolina is for the Commission and the individual institutions to become very aggressive and assertive with an agenda of priorities. This agenda includes several items. He said we must be relentless in our efforts for full formula funding and that the public and state leaders need to be educated on this matter. He said we must increase our efforts to attract additional, significant

resources for research. We should improve and strengthen our graduate programs and related research.

Efforts should be directed toward a selective excellence program, whereby the Commission attracts funding from the state and that parts (departments/programs) of the various state universities compete for that funding and are selected by peer groups for a possible budget increase of ten percent. This program would also include funding for eminent scholars programs (endowed chairs), a Research Challenge concept, and others.

Another area pointed out in this report to the Commission deals with increased flexibility for the Commission with increased authority to make decisions. Dr. Lennon pointed out that the individual institutions would obtain increased flexibility which could affect key areas such as assessment of quality of education and admissions requirements.

President Lennon said the University must be accountable and promote quality and that the time is right for those involved in higher education in South Carolina to take the challenge and to get involved in educating state decision makers.

The next item that President Lennon shared with the Senate was that Clemson University has three former presidents whom he feels should be treated very warmly for many reasons. He said that they deserve thanks for all they have done and that he wanted a forgiving spirit and warm feelings extended to these past presidents. President Lennon said that it had been his experience that former university presidents can be great assets to an

institution, because those individuals already believed in the institution and cared about its welfare. He said he felt that there was room for improvement in this area, such as emeritus rank.

At this time, President Lennon said he would be glad to answer any questions.

With regard to the situation surrounding admissions standards for athletes, Senator Dyck asked Dr. Lennon if he was aware of the work that had been done by a Senate committee recently in researching admissions standards and procedures at Clemson. Dr. Lennon said that he was aware of that work and that it did not need to be redone. He said that a streamlined process would need to be established with input from various groups including faculty.

Senator Brown asked for Dr. Lennon's views on the advisability of segregating athletes into a separate dormitory away from other student life. Dr. Lennon answered that he had always been taught that students ought to intermingle and believed in that theory until he had seen how types of academic segregation had worked so effectively at Ohio State. He said that those faculty advising these groups (at OSU) had felt it was very beneficial and felt that the system worked very effectively.

With no further questions, the Senate returned to the agenda.

### III. COMMITTEE REPORTS (cont.)

#### F. Other Commissions/Committees

- (2) Faculty Manual Revision Committee - Senator Privette indicated that the committee was completing revisions which would be sent to the Senate President for discussion at the next Senate meeting.

## V. PRESIDENT' REPORT (Attachment L)

President Bauer stressed a few items:

- A. The Athletic Council will be meeting on Thursday, April 3 and two items on the agenda for this meeting are discussion of the athletic dormitory and admissions requirements.
- B. President Bauer said that the President's Cabinet is currently working on a proposal on how to deal with sexual harassment. He said the proposal is being prepared in the Office of Human Resources by Mr. Frank Mauldin.
- C. He reminded the Senate of the barbecued chicken dinner to be held for the Faculty Senate at the Baptist Church Fellowship Hall at 7:00 p.m. following the meeting.
- D. The annual reception for the Trustees, which is usually held at this time of year, has been postponed until June, because of scheduling problems.

There was some discussion at this time about the fact that five college deans are being reviewed this spring, and the Provost had stated some time earlier that he would include in his interviews the Faculty Senate delegations from each college. The Faculty Affairs Commission had suggested the possibility at its last meeting of having the Faculty Senate Advisory Committee members meet with the Provost. Senator Dyck asked if the Senators should initiate these meetings with the Provost. It was pointed out at the meeting that the process had already begun. It was decided that Ms. Tolly Taylor of the Provost's Office would find out the Provost's schedule and how he wants to handle interviewing the Faculty Senate members. Dr. Bauer said that he would ask the Provost about other faculty having input.

At this time, President Bauer expressed thanks to various Senate members for their help during his year as President and turned the meeting over to President Dyck.

#### VI. NEW BUSINESS

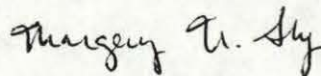
A. Resolution on Academic Probation: Senator Hare introduced this resolution (Attachment M) on behalf of the Scholastic Policies Committee and moved for its adoption. He indicated that it had been influenced by Professor Genie Sturgis' study of freshmen on probation. Senator Baron proposed a friendly amendment substituting language similar to the following in the resolved paragraph after the word "Records": "take immediate steps toward the enforcing of the university's policy and advise what steps they are proposing to take." Senator Hare did not accept this amendment but did say he would like to add the words "or the appropriate office" after the word "Records" in that last paragraph.

Considerable discussion followed. Senator Nowaczyk moved that this resolution be referred back to the committee for more information on on the policy, including clarifying the first paragraph, finding out the appropriate group to address, determining pre-registration vs. registration figures, and addressing the role of the academic advisors.

#### VII. ADJOURNMENT

The meeting was adjourned at 5:45 p.m.

Respectfully submitted,



Margery N. Sly  
Secretary

Senators absent: Behery, Bishop, Drews, Manson, Leap, Manson, Polk, Stillwell,  
Welter

Alternates present: Burt (for Manson), Hipp (for Drews), Kosinski (for Stillwell)

REPORT OF THE POLICY COMMITTEE

1 April 1986

The Policy Committee met on 27 March 1986 to discuss a subcommittee report concerning operations of the University Auxiliary Enterprises. Of major concern was the method of funding these services. The report is forwarded to the Senate for its information.

The Committee continued its discussion of a Faculty Manual statement on Artistic and Creative Freedom. The Committee is returning the proposed addition to the full Senate along with its recommendation and reasoning.

Respectively submitted,

Dale E. Linvill  
Chairman

28 March 1986

TO: Faculty Senate  
FROM: Policy Committee  
SUBJECT: University Auxiliary Enterprises

University Auxiliary Enterprises includes all services offered to students by the University which are paid for by only those students who use these services. Housing, the University bookstore, canteens, cafeterias, laundry, athletic services and health center services are examples of services that are not paid for by either state funds or tuition but must be paid for by the students who use them.

Each of these services must earn enough money to pay for expenses that arise in connection with its operation. Examples of expenses are repairs, maintenance, rent, supplies, utilities, payrolls and fringe benefits.

Health service costs usually exceed income about \$100,000 each year. These semi-optional services must be offered to students as required by law.

All revenues from all auxiliary enterprises are deposited in one fund. Accounting keeps records of all deposits and withdrawals by the individual service. This fund is the only source of non-state monies readily available to the University.

Each service budgets its costs and income to show a small earning for the purpose of covering future anticipated needs. For example, the bookstore anticipates 1985-86 expenses of \$3,629,000 and an income of \$3,840,000, giving earnings of about \$210,000 or 5.5% of income. The student canteens have projected expenses of \$949,617 and an income of \$965,785, giving earnings of \$16,168 or 1.7% of income.

No tax funds can be spent on these auxiliary services. The profit from auxiliary services is used to improve the service. Such items as remodeling of the canteens and future expansion of the bookstore to an East Campus location must be covered by the profit. In addition, monies generated by auxiliary services can be spent as needed by the University.

27 March 1986

TO: Faculty Senate  
FROM: Policy Committee  
SUBJECT: Proposed Addition to the Faculty Manual Regarding Artistic Freedom

The Policy Committee of the Faculty Senate recommends against adoption of the proposed addition to the Faculty Manual (see attached).

It is clear that the impetus behind this proposed addition was the administration's decisions concerning the play Equus. These decisions required modification of scenes depicting partial female nudity. There is little to suggest that the proposed policy statement would have an effect in preventing similar problems arising from such decisions in the future. This would be especially true given similar circumstances in which the University was subject to widespread negative publicity.

Arguments for the proposed addition imply that its acceptance would achieve absolute autonomy for groups such as the Clemson Players. It is doubtful that the proposed policy statement would ever be interpreted in this way. Further, it seems neither necessary nor appropriate to exclude officers of the University administration from responsible involvement in any function carried out with University sponsorship especially when the name of Clemson is attached to that function.

Freedom of expression for faculty as individuals does not seem to be an issue here and does not appear to be threatened. The Faculty Manual contains a lengthy section dealing with the general issue of academic freedom (Part II, Section B). A review of this section reveals it to be a sound, comprehensive statement on the matter. Nevertheless, disagreements about its contents will occur from time to time. Ultimately it will be necessary to rely on the good intentions of good people when such disagreements and problems develop. Such an arrangement is much more desirable than the prospect of a massive system of rigid rules constructed with the hope to insure freedom yet still subject to interpretation.



III-Q Policy on Artistic and Creative Freedom and Responsibility

It is the policy of Clemson University that no infringement be made of faculty members' rights to free artistic expression in their teaching and creative activities, and that faculty members will abide by the laws of South Carolina and the United States of America.

Faculty members whose artistic and/or creative endeavors are displayed or performed for the academic community and which are open to the public are urged to give consideration to the standards and sensibilities of the University and local communities, and to provide warnings when their work could be considered offensive.

1 April 1986

ANNUAL REPORT OF THE FACULTY SENATE POLICY COMMITTEE

1985-86

MEMBERS OF THE POLICY COMMITTEE

Dale Linvill, Agricultural Engineering	C. B. Bishop, Chemistry & Geology
George Carter, Plant Pathology	Hassan Behery, Textiles
C. O. Huey, Mechanical Engineering	George Polk, Architecture Studies
Victor Rudowski, English	Jimmy Sheriff, Accountancy

Many items were referred to the Policy Committee during this Senate year. Most were resolved and returned to the full Senate for action.

1. A change in the Faculty Manual statement on Military Leave was drafted and approved by the Senate. The statement is now in agreement with State and Federal law.
2. Forms 1 and 2 used for faculty evaluation were reviewed and rewritten. New forms were sent to the Senate for approval.
3. A policy statement on political activity of faculty members was drafted and approved by the Senate.
4. A resolution on Sabbatical Leave Policy was written and forwarded to the Senate for approval.
5. A question was referred to the Policy Committee on disposition of Presidential papers. State law specifies what will happen to these papers.
6. A sentence for inclusion in the Faculty Manual was written to clarify questions on enforcement of provisions contained within the Manual. This statement was returned to the Senate for approval.
7. A report on auxiliary services within the University and their funding and fund dispersal was prepared. The report was forwarded to the Senate for its information.
8. A proposed addition to the Faculty Manual was received from the Dramatic Arts Committee. This statement addresses artistic and creative freedom. The statement was returned to the Senate for discussion.

FACULTY SENATE RESEARCH COMMITTEE

-Report by Committee Chairman: John Gowdy-

April 1, 1986

Although the committee has not met since the last Senate meeting, I have followed up on an item of previous committee discussion: the possibility of extra pay for faculty who perform funded research activities on an overload basis. When the committee first started deliberations on this topic, in response to requests from several colleagues, I projected that a resolution would be drafted, which would be approved by the Senate, asking the University to create a procedure to make possible extra pay for overload funded research. During the committee's investigation and deliberation, two surprising (to me) things were revealed: (1) Although such a policy received some strong support, overall faculty reaction was very mixed. (Reaction from Department Heads and Deans ranged from neutral to negative.) and (2) There is an existing University policy ("Dual Employment") under which extra research pay could be arranged.

Since there appears to be no uniform opinion on the considered policy, and since a procedure for implementation already exists, what I agreed to do on behalf of the committee was to draft a white paper bringing together the relevant information, which could be used by individuals, Departments, or Colleges who wish to pursue the matter.

I have talked with a number of people, including Provost Maxwell, in order to glean information for the white paper. This report is nearing completion, and I want to give Provost Maxwell a chance to review it before I make public his statements, which will be an important part of the document. I plan to submit the white paper to the Secretary by the end this week (April 4), as part of the yearly report of the committee.

FACULTY SENATE RESEARCH COMMITTEE

1985-86 Annual Report

April 4, 1986

The principal activities of the Research Committee in the 1985-86 Senate year are summarized below. To provide further details, minutes of meetings are attached.

1. Following up on a request by colleagues, the committee investigated the possibility of extra pay for faculty members who perform funded research on an overload basis. It was found that the University has a Dual Employment category which could be used to implement such a policy. However, reaction to this concept from administrators and other faculty was mixed. Therefore, the committee's action was to glean information and publish a White Paper providing information on this topic, in order to assist any faculty members who wish to pursue this policy. A copy of this White Paper is attached.

2. The committee reviewed a document drafted by the University Research Advisory Committee, entitled "Report by Research Advisory Committee For Meeting With President-Elect Lennon." The committee developed a proposed revision to the above report, which was used by the University Research Advisory Committee in creating the final version of their report. A copy of the proposed revision generated by the committee is included as part of the minutes of the February 7, 1986 meeting.



**CLEMSON UNIVERSITY  
ELECTRICAL & COMPUTER ENGINEERING**

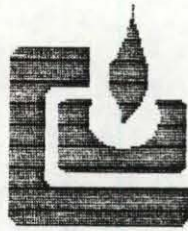
MINUTES OF FACULTY SENATE RESEARCH COMMITTEE MEETING OF 10/22/85

Members Present: Joe Dickey, John Gowdy, Dick Manson, Michael Moran,  
Dennis Tesolowski

Recorder of Minutes: John Gowdy, Committee Chairman

The committee met on October 22, 1985, to consider the question of additional pay for funded research activities for faculty having a total work load of over 100%. Information was presented by committee members based on discussions with colleagues, including deans and department heads. The committee agreed that additional input was needed, so the deliberation will be continued at the next meeting.

*The next meeting will be at 3:30 p.m., Tuesday, November 19, in 101 Riggs Hall.*



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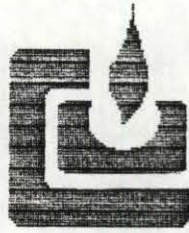
MINUTES OF FACULTY SENATE RESEARCH COMMITTEE MEETING OF 11/19/85

Members Present: Robert Allen, John Gowdy, Dick Manson, and Dennis  
Tesolowski

The committee met on November 19, 1985, to continue deliberation on the question of additional pay for funded research activities for faculty having a total work load of over 100%. It appears that the mechanism for such a procedure already exists, in the form of the "Dual Employment" classification. The idea of such a procedure has thus far had mixed responses from administrators from the various colleges, ranging from somewhat negative to somewhat positive. The typical administrator response is that such a policy would not significantly applicable to his area, but also that he has no objection to its implementation in other areas where it may be suitable.

Therefore, the committee will prepare a short document discussing the situation and the existing policy of dual employment, so that individual faculty who feel that they are qualified may pursue this avenue on an individual basis.

The committee also was asked to provide input for the University Research Advisory Committee for a projected meeting with the newly selected President, Max Lennon.



**CLEMSON UNIVERSITY  
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MINUTES OF FACULTY SENATE RESEARCH COMMITTEE MEETING OF 2/7/86

Members Present: Joe Dickey, John Gowdy

A committee meeting was called in order to provide feedback on a document being developed by the University Research Advisory Committee, entitled "Report by Research Advisory Committee For Meeting With President-Elect Lennon." The purpose of this report is to present the President-Elect with a list of items, involving increased funding and modified policies, which would enhance the research programs at Clemson University.

After discussing the report at length, several suggestions for modifying the document were made. These recommendations included changing the overall presentation format to sharpen its focus, and also adding several important topics to the list of items to be present to the new President as vital needs to enhance research at Clemson.

Based on the above discussions, a document was drafted (attached) and presented to Stan Nicholas, chairman of the University Research Advisory Committee.

(Although attendance was much lighter than predicted by the secretary who set up the meeting, we had a good 90 minute discussion which produced what we consider useful input on the document being prepared by the University Research Advisory Committee.)

2/7/86

**DRAFT**

PROPOSED REVISION OF "REPORT BY RESEARCH ADVISORY COMMITTEE FOR MEETING WITH PRESIDENT-ELECT LENNON" - SUBMITTED BY J. N. GOWDY, CHAIRMAN OF THE FACULTY SENATE RESEARCH COMMITTEE

The Research Advisory Committee, in its commitment to promote quality research at Clemson University, offers this report, which identifies areas where increased funding, an improved research atmosphere, and modified policy and research administration would enrich research component of the University. As might be expected, these areas are intricately intertwined.

1. INCREASED FUNDING - Although money does not solve all problems, there is no doubt that increased funding in the following areas would significantly improve matters.

- A. Faculty release time for research
- B. Faculty release time for graduate student thesis supervision
- C. Graduate research assistantships
- D. Research Facilities (laboratories, equipment, office space)
- E. Laboratory and instrument maintenance support
- F. Lobbyists at the state and federal level
- G. Library holdings, especially in journals and conference records.

2. IMPROVED ATMOSPHERE FOR RESEARCH - It is imperative that the university develop an atmosphere conducive to serious research. Some principal items that should be promoted are shown below:

A. Recognition by administration that additional research accomplishments require additional manpower and other resources, and, furthermore, cannot be achieved with existing resources without sacrificing quality in instructional and public service activities.

B. More recognition of notable faculty research achievements.



C. Vigorous leadership from higher administration in defending Clemson's statewide dominance in those areas allocated to Clemson by the State Commission on Higher Education.

### 3. POLICY AND RESEARCH ADMINISTRATION

In order to optimize the efficiency of the research program at Clemson, the following modification in policy and administrative procedures are recommended:

A. Extend to all Colleges a uniform, liberal policy regarding distribution of research monies returned to the Colleges.

B. Initiate an aggressive policy for recruiting research-oriented personnel at all levels (faculty, graduate students, research associates, technicians, staff, and administrators).

C. Expand the resources of the Office of University Research, and educate faculty as to the services provided by this office, and make clear how these services interact with similar services within the various Colleges.

D. Expand the role of research faculty in making decisions that affect the research program of the university.

E. Streamline the process of ordering equipment.

F. Make known to faculty the inventory of all equipment currently owned.

## FACULTY SENATE RESEARCH COMMITTEE

-Report by Committee Chairman: John Gowdy-

April 1, 1986

Although the committee has not met since the last Senate meeting, I have followed up on an item of previous committee discussion: the possibility of extra pay for faculty who perform funded research activities on an overload basis. When the committee first started deliberations on this topic, in response to requests from several colleagues, I projected that a resolution would be drafted, which would be approved by the Senate, asking the University to create a procedure to make possible extra pay for overload funded research. During the committee's investigation and deliberation, two surprising (to me) things were revealed: (1) Although such a policy received some strong support, overall faculty reaction was very mixed. (Reaction from Department Heads and Deans ranged from neutral to negative.) and (2) There is an existing University policy ("Dual Employment") under which extra research pay could be arranged.

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SCHOLASTIC POLICIES COMMITTEE  
Report at Senate Meeting April 1, 1986

Much of the March 11 committee meeting was devoted to discussion of the fact that large numbers of students on academic probation routinely take more than the allowed 15 credit hours. A resolution asking that the offices of the Registrar and Academic Records take steps to enforce the policy of the University will be presented under New Business.

A list of items for the 1986-87 committee to consider was drawn up. It includes publishing exam schedules in the course schedule booklet, clearer policies on excused-unexcused absences with a possible maximum for officially excused absences, enforcement of continuing enrollment requirements at the end of each semester, and information on graduation rates for scholarship athletes.

FACULTY SENATE: SCHOLASTIC POLICIES COMMITTEE

1985-86 Annual Report

Activities of the committee from April, 1985 through March, 1986 included:

1. An ad hoc committee on teaching effectiveness from the Commission on Faculty Affairs had a report which was studied and commented on. It was felt that a major flaw was the total absence of self-evaluation as a means of assessing teaching effectiveness. Review of a revised report which incorporated self-evaluation was carried out in September. A further revision is in hand for review by the committee at its earlier possible time.

2. A substantially revised report from the University Advising Committee, also from the Commission on Faculty Affairs, was reviewed favorably, with only minor changes.

3. As a result of (a) receiving a list of average SAT scores by individual sports (and noting how these are so strikingly below the University average freshman SAT) and (b) learning that this year's freshman class included 78 "exceptional"--i.e., predicted GPR below 2.0--admissions, a subcommittee on Admissions, Continuing Enrollment, and Related Matters was appointed (J. LaTorre, Ch., Mullins, Nowaczyk). Lengthy delays in response to requests for information, and, then, learning that information received was not that asked for resulted in a meeting (November 5) with representatives from the Office of Admissions. While a good deal of worthwhile information was exchanged, still there was no satisfactory information on several specific matters the subcommittee had inquired about. Feeling that the admissions process is an academic matter and surely the legitimate domain of faculty participation, the full committee proposed three related resolutions which passed the full Senate: (1) The present Admission Policy statement dates from June, 1961 and should be revised; (2) An Admissions Committee made up of faculty should be instituted and should help decide minimum predicted GPR for each college and should make the decision on all exceptional admissions. The present Admissions and Continuing Enrollment Committee should become the Continuing Enrollment Committee, accurately reflecting what is present fact; and, (3) Being primarily an academic matter, the entire admissions process should be placed under the Provost and the academic portion of the University.

4. Closely related to the admissions area was discussion connected with Proposition 48 of the NCAA. A resolution of support of the provisions of the rule was passed. When the January meeting of the NCAA passed an amended version, a resolution calling on Clemson to join with five other ACC schools in supporting immediate implementation in the ACC of the original, unamended provisions was passed by the Senate.

5. A resolution to delete the current university policy allowing a reexamination for an F received in the last semester was presented and passed by the full Senate. An ad hoc committee of the Commission on Undergraduate Studies will report in support of the resolution at that body's April 11 meeting.

6. A study showing massive violation of university policy that students on academic probation can take a maximum of 15 credit hours was given the committee. A resolution will be presented at the April Senate meeting asking that the Offices of the Registrar and Academic Records enforce the policy.

7. Some discussion on double majors resulted in a letter requesting information. A letter from Vice Provost Reel has only lately been received and will be discussed at the next meeting.

8. Topics for continuing work next year are:

a. Publishing final exam schedules as a part of the schedule booklet.

b. Policies on both excused and unexcused absences. In particular, should there be a maximum number allowed even when for official university activities?

c. Continuing enrollment requirements should be enforced at the end of each semester, rather than once a year.

d. Information on graduation rates for various scholarship athletes by separate sports should be obtained.

The Committee:

1. Susan Brown, Marketing
2. Richard Conover, PR&TM
3. Buddy Dillman, Ag Econ
4. Bill Hare, Math Sci (Chairman)
5. Mark Hudson, Hist Arch
6. Jeuel LaTorre, Math Sci
7. Joseph Mullins, Chem Engr
8. Ronald Nowaczyk, Psychology
9. Robert Snelsire, ECE

To: Larry Bauer, President, Faculty Senate  
From: Richard J. Calhoun, Chairman, Welfare Committee *RJC*  
Subject: Report on Meeting of March 27  
Date: April 2, 1986

The Welfare Committee held its monthly meeting on March 27 with two items of business, a meeting with Vice-President Don Elam, a continuation of a discussion on welfare projects and private funding, and approval of our final report. The meeting with Dr. Elam did not materialize because of a conflict in his scheduling. We hope to meet with him early next year.

We then worked on our final report, listing our work on increased health benefits, alternative retirement, annual leave policies, salaries and fringe benefits, and sexual harassment policies. We listed as continuing priorities, monitoring HMO and attempting to get a trial here in Clemson; a renewed interest in Personalized Personal Care; continuing to work to get alternative retirement for all faculty; a high priority for salaries and fringe benefits, especially for fringe benefits, often possible when salary increases are low; and a study of possible salary inequities at Clemson. We plan to continue to cooperate with the Welfare Committee of Classified Staff Employees, and to begin what was discussed this year--cooperation with the Welfare Committee at USC. We have worked this year with the Ad Hoc Committee on Legal Counsel, appointed by the Senate, and the Salaries and Fringe Benefits Committee, appointed by the Commission on Faculty Affairs. We regard this kind of cooperation as essential for efficiency and to avoid duplication.

Our report for 1985-6 is being submitted at this meeting.

To: Larry Bauer, President of the Faculty Senate  
From: Richard J. Calhoun, Chairman, Welfare Committee *RJC*  
Subject: Report for 1985-6, Welfare Committee  
Date: April 2, 1986

The major concerns of the Welfare Committee during 1985-6 have been supplementary health insurance, alternative retirement, salaries and fringe benefits, cooperation with the Welfare Committee of the Staff Classified Employees Commission, and with the Welfare Committee at the University of South Carolina. We began the year with a report on supplementary health insurance plans from Ron Herrin. Since we heard an HMO alternative was immediate for the Clemson area, we decided to defer further investigations on PPC until we were able to ascertain the success of HMO. One of our biggest disappointments has been the slow start of HMO at Clemson, mainly because there is so far no participation by local doctors. We interviewed one of the local doctors and got their point of view. It is our hope that with the encouragement of this committee that HMO will be given a fair trial in the Clemson area. We note that the plan has been successful around the country, but we have little evidence of its success with university faculty. We shall continue to monitor, encourage constructive dialogue with physicians in this area, and to get evaluations from those who have participated. We also recommend continuing study by the Welfare Committee next year of PPC, Personalized Personal Care, since we believe, and the insurance office confirms, that Clemson University faculty do need better and more comprehensive medical care.

A great deal of our time was also given to support of the bill introduced by Senator Leatherman to set up an alternative retirement plan for state university faculty and administration, which would have offered an option for Clemson faculty. We drew up a resolution, which the Faculty Senate passed, in support of this bill. When the Senate Finance Committee restricted the bill to new faculty and administrators hired after July 1, 1986, we introduced another resolution, which passed, urging that the original benefits be restored. If this bill is not passed this session in the form we desire, we believe that the Welfare Committee, in cooperation with the Welfare Committee at USC, should continue efforts next year.

The Welfare Committee discussed the salary situation after we received the Provost's report on salaries for 1985-6. We met with Harold Albert, Chairman of the Ad Hoc Committee on Salary and Fringe Benefits. We noted and discussed apparent inequities between Clemson and other schools, and inter-college at Clemson, particularly the decline of salaries in the College of Liberal Arts relative to other colleges. We also became aware that this problem is not ours alone, noting the debilitating effects on many faculty of the current

practice at many universities of basing salaries on marketability of faculty. We also noted plans in Tennessee and New Jersey to provide incentive bonus appropriations for universities and for units in universities that meet set quality performance goals. We also had a report on the interest in salaries at universities on the part of state legislatures in several surrounding states resulting from appropriations granted to match endowments for "eminent scholar" and chaired professors. Further study of these developments was recommended by the Ad Hoc Committee on Salaries and Fringe Benefits as a result of work done by the Welfare Committee. We also had a meeting with Dr. Don Elam, Vice-President of Institutional Advancement, to discuss the possibility of seeking funds from private sources for matters that concern faculty welfare, such as funding for professorships, salaries, fringe benefits, for teacher development and resources from non-state-revenue sources. We had planned a second meeting this year to continue these discussions, and recommend that this be held next year, if impossible this year.

We invited Pat Padgett, the Chairman of the staff Welfare Committee to meet with us and, discussed mutual interests; and we sent a member of the Welfare Committee to confer with her on our possible help in their response to recommendations from Governor Riley's office on their salaries. We plan to work together with this committee on the future of HMO at Clemson. The Chairman of the Welfare Committee also talked with the Larry Rembert, President of the Faculty Senate at the University of South Carolina, about cooperation with the Welfare Committee at that institution. We shall try to initiate this cooperation next year, especially on matters where their proximity to state government would be helpful.

We followed the progress of the Wellness Program at Clemson and had a report on their plans to hire a coordinator. We were also concerned about the need for legal counsel for the Faculty Senate and met with Clay Hipp of the Faculty Senate appointed Ad Hoc Committee to study this problem in an attempt to expedite their work.

Reports were made on the extra step in annual leave schedule for 12 month employees and loss of annual leave by 12 month faculty on voluntary separation. We recommend that further study be made next year. The Deans of Agriculture and Forest and Recreation and the Director of the Library might meet with the Welfare Committee representatives to come to some agreement on this extra step. A change in state personnel regulations is necessary to change the loss of annual leave policy.

We received from the Senate the AAUP recommendation for a policy on sexual harassment, studied their recommendations, and made our own recommendations to the Faculty Senate, to be sent to the administration. This was accomplished.

We are preparing a report on recommendations for further investigations by next year's Welfare Committee. With the



introduction of a bill for alternative retirement that seemed to recognize the special needs of faculty, and with the beginning of HMO, 1985-6 seemed promising. If results did not quite match promise, we still believe that progress was made, especially in signs of recognition from the state legislature of some of our welfare needs. Nevertheless alternative retirement and optional health benefits must be pursued until promises become reality. With slim salary increases for this year, and the promise of only small increases for next year, further study and recommendations on salaries and fringe benefits are needed. The Chairman has found President Lennon especially interested in pursuing additional fringe benefits for Clemson University. Our research reveals that when salary increases are low, it is possible to obtain additional fringe benefits. Recommendations should be sent from the Welfare Committee through the Faculty Senate.

We initiated this year cooperation with the staff Welfare Committee, with the Council of Presidents, and we began a dialogue with the Faculty Senate at USC. We met with several administrators, Don Elam, Ron Herrin, and Dick Simmons. We recommend that this kind of dialogue continue and trust that the restrictions placed during 1985-6 for dialogue with the Provost and the President will not be continued during 1986-7. We are also hopeful that it will be possible here at Clemson, as it is at USC, for the Chairman of the Welfare Committee to communicate welfare needs appropriately to the Educational Policies Committee of the Board of Trustees.

Final Report of the  
Ad Hoc Committee on the Faculty Manual  
4/1/86

The Committee would like to present some conclusions and recommendations about the Faculty Manual and the codification of all University policy resulting from its study of the Manual and of the faculty relationship to policy-making at the University.

The Faculty Manual is the Board of Trustees' faculty manual. Policy of interest to or affecting the faculty is often proposed by the Faculty Senate and then discussed at great length by the administration. Only if the administration agrees and adopts these policies, are the proposed policies or changes therein recommended to the Board. Until the Board agrees and adopts these policies, they have no effect. The policy portions of the Faculty Manual are a compilation of official Board policies and pronouncements that are of particular importance to the faculty.

There exists, however, no compilation of all Board policies and University rules and regulations used in running the University. The Committee recommends that a "University-wide policy manual" be created, which would contain all policies relating to faculty, administration, staff, and students and which, when the Board adopts or alters policies, could be quickly amended to reflect these changes. When this university-wide manual is developed, a standard procedure of review and comment should also exist, so that all relevant constituencies are informed and consulted about creation and alteration of policies affecting them. The work that the Board and the Secretary of the Board are already doing to create regular operating procedures is an important step in the creation of this policy manual.

The Committee would encourage the President to put his resources--both funding and personnel--behind the formation of this policy manual. The Secretary of the Board should continue his good work as a liaison between faculty, administration, and the Board to create, maintain, and interpret this manual.

A component or section of this manual should contain all Board policies relating to the faculty (currently found in Chapters I, II, III, and IV of the Faculty Manual), which could be extracted and combined with informational material (as it now is) to make up the manual for faculty members. The policy section might also contain summaries of certain board policies which affect the faculty. The faculty should continue to assist the Board in the creation of academic and faculty-related policy and be consulted through a regular review and comment procedure when academic policy changes originate from the Board.

Clemson is an institution of higher learning, and the importance of faculty governance at the institution cannot be sufficiently stressed. Faculty participation in academic policy-making is, therefore, vital. The Committee would also like to recommend that a symposium be held, attended by trustees, faculty and administrators, to study and discuss faculty governance.

Margery Sly, Chair  
Richard Calhoun  
Larry Dyck  
William Lasser  
Steve Melsheimer



FACULTY SENATE

PRESIDENT'S REPORT

Prepared March 24, 1986

1. At the President's Cabinet on March 10, the Athletic dormitory was discussed. President Lennon said that after the Athletic Council has discussed the issue and made a recommendation, the Vice Presidents would discuss the matter and advise the President who would then make his recommendation to the Board of Trustees.
2. The Cabinet also discussed the Senate resolution on ACC admission requirements. It was decided the matter should be discussed by the Athletic Council.
3. Dr. Lennon has asked to attend the April 1 meeting of the Senate to discuss the resolution on the Faculty Manual. Provost Maxwell will also attend the meeting.
4. Current dates being considered for Dr. Lennon's inauguration are Wednesday, September 24; Saturday, August 23; and Saturday, September 6.
5. The resolution on the alternative retirement system and the recommendation on the sexual harassment committee were accepted for consideration by the President's Cabinet at the March 10 meeting.
6. All Senators, retiring, new, and continuing, should have received an announcement of the end of year event, a barbecued chicken dinner scheduled for April 1. If you did not, let me know.
7. As a result of discussions with Vice President Clausen, it has been concluded that the annual Faculty Senate reception for the Board of Trustees would be better held in connection with their June meeting rather than the April meeting.
8. Provost Maxwell has provided the Senate a copy of the Commission on Higher Education consultant's report of higher education in South Carolina.
9. The final four candidates for Vice President of Business and Finance will be interviewed on campus in the near future. There will probably be public receptions at which all in the University community will be invited to meet the candidates.

10. All new and continuing senators should complete and return the attached committee assignment preference questionnaire to President Elect Dyck at the April 1 meeting. This provides important input to the Advisory Committee as they make appointments and nominations to the various commissions and committees, etc.
11. The Educational Policy Committee of the Board of Trustees will meet on April 4. The resolution on the Faculty Manual passed at the last Senate meeting is on the agenda for discussion.
12. The chairs of the standing Senate committees need to have a copy of their written final report for the Secretary at the April 1 meeting.
13. The Student Alumni Council has asked that I announce that the Founder's Day Service will be at 5:00 p.m. on April 6 at St. Paul's Episcopal Church in Pendleton.
14. This is the last report of the current president. I have appreciated the opportunity and honor to serve as President of the Faculty Senate. My sincere appreciation to each senator for the support given me during this past year.

FACULTY SENATE RESOLUTION

FS-86-4-1

WHEREAS an undergraduate student with less than 2.0 GPR is placed on academic probation and is limited to a maximum of 15 credit hours per semester; and,

WHEREAS a study of 455 freshmen on academic probation at the start of the current semester discloses that almost three-fourths of them were registered for more than the allowed 15 credit hours, and further study shows that approximately one-half of them were still enrolled in more than 15 credit hours at the end of the drop without record period;

BE IT THEREFORE RESOLVED that the Registrar's Office and the Office of Academic Records take immediate steps toward the enforcing of the University's policy.

