

MEETING AGENDA

Date: November 12, 2024 | **Time:** 2:30 p.m.

Location: Madren Center

[Join Meeting](#)
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1. The Secretary verified quorum.
2. **APPROVAL OF MINUTES**
 - [Minutes](#)
 - The minutes were approved as distributed.
3. **SPECIAL ORDERS**
 - 1) Class of '39 Award for Excellence
 - The Class of '39 Award video was shown. (A link is provided below.)
 - Professor John Ballato highlighted the purpose and significance of the award and read the inscription on the Class of '39 medallion.
 - 2) Graham Neff, Director of Athletics
 - The presentation slides are attached.
 - Neff highlighted the successes of the soccer, football, basketball, and gymnastics teams and noted that Clemson was one of seven schools recently recognized by Front Office Sports for having an excellent Athletic Department.
 - He provided statistics related to the academic excellence of Clemson's student-athletes and noted some connections between athletics and academics at Clemson.
 - Neff discussed changes in college athletics related to recent court cases, including those associated with NIL earnings, revenue sharing from universities to athletes, and scholarship limit deregulation. He explained that these changes could result in \$28 million in extra expenses for Clemson Athletics starting July 1.
 - Neff provided data related to the new student athletic fee that was recently approved by the Board of Trustees.
 - Question: How does the House case settlement affect other conferences? Answer: These changes affect all conferences equally.
 - Question: How does adding an athletic fee benefit the rest of the student body? How does it contribute to providing the best student experience? Answer: A successful, nationally competitive athletic program can improve application and retention rates. The fee can allow Clemson to remain nationally competitive. Adding new sports comes with new expenses, and the fee is one way to raise revenue.
 - Question: Is the \$300 fee for a semester or year? Answer: It is for the year.
 - Question: Does the fee go to Athletics or to general university funds? Answer: It goes directly to Athletics.

- Question: When athletes travel to represent Clemson, do they have to submit individual travel requests? Other students do. Answer: Student-athletes travel as a team; they don't have to submit individual requests.
- Question: Are there no faculty, staff, or student representatives on the Executive Leadership Team? Answer: There are not.
- Question: Why don't athletes with significant NIL funding forego their scholarships to free them up for other students? Answer: Clemson maxes out all of its athletic scholarships, and that is still the intention. Scholarships and NIL funds are considered separate funding buckets.
- Question: Why don't we bring back the men's track team? Answer: We already have.

3) Jimmy Mullinax, Executive Director of Military Affairs; Emily DaBruzzi, Director of Military & Veteran Engagement Office

- The presentation is attached.
- Mullinax introduced himself and Emily DaBruzzi and provided an overview of Military Affairs.
- He provided data related to military-connected students and suggestions for supporting them.
- Question: Is the Green Zone training online? Answer: DaBruzzi stated that interested faculty and staff can sign up through Tiger Training, but the training itself is in person. A unit can request an online training if that is preferred.

4. REPORTS

1) Robert H. Jones, Executive Vice President for Academic Affairs & Provost

- Provost Jones expressed his appreciation for Athletics and Military Affairs.
- He provided an update on RBB. Implementation will begin in about a year. There is a transitional advisory committee that has come to a consensus on two important committees moving forward--the Advisory Committee, with the Faculty Senate President as a member, and a Cost and Services Advisory Committee, with the Faculty Senate Finance Committee chair as a member.
- Provost Jones noted that research infrastructure has not grown to keep up with our research success. We will be focusing on hiring more staff.
- Our bond ratings are very high, and we have a five-year plan focused on building new academic buildings (\$900 million worth of construction for academics).
- Planning for the strategic compensation plan is underway.
- The Board of Trustees designated 3400 acres of the Clemson Forest to go into a conservation zone, and they approved a plan for how the forest will be managed to maximize its use for teaching, research, and outreach.

2) Standing Committees

a) Welfare Committee; Chair Jennifer Holland

- Senator Holland reminded the Senate that the Nook donation drive will continue through November 27. Ten faculty members have donated \$715 so far. Donated items can be dropped off in Sarrine 171 on November 18 or December 2.

- The Nook will host an open house on November 21 and officially open on November 22. Hours will be Monday through Friday from 10:00-2:00.
- b) Finance Committee; Chair Jace Garrett
- Garrett reported that the university is working on developing a strategic compensation plan, and the Finance Committee wants to learn more about faculty perceptions of compensation to inform these discussions. They have created a survey to capture Faculty Senators' thoughts on priorities for a future compensation plan. The results will be disseminated to the Faculty Senate and used to inform the discussions of the Compensation Task Force.
 - Question: What is the timeline? Answer: The survey link will be shared today, with a goal of having responses by Friday, November 22.
 - Question: Should the survey be shared with other faculty? Answer: The plan is to limit responses to Senators.
- c) Scholastic Policies Committee; Chair Andy Tennyson
- [SPCR 202416, Academic Integrity Committee Membership](#)
 - Tennyson shared that Senior Associate Dean of Undergraduate Learning Jeff Appling requested a review of the make-up of the Academic Integrity Committee, given recent difficulties in finding faculty to serve on panels.
 - The Scholastic Policies Committee is making a recommendation to increase the total membership of the committee from 16 to 30 members and to remove the requirement that members must be tenure-track faculty members.
 - Question: Was there any discussion of increasing student representation on the board? Answer: The agenda item was specifically for faculty.
 - Question: Will increasing the number of faculty members on the committee actually solve the issue? Answer: Many of the current faculty members on the committee don't participate, so increasing the number of members will result in more faculty being able to serve.
 - Question: Why aren't faculty who aren't participating removed from the committee? Answer: Tennyson spoke to Appling about this, and Appling did not want to institute a recall mechanism. Duffy noted that this is representative of a larger issue related to service obligations, but there is also a benefit in having more faculty available to serve due to legitimate scheduling conflicts. Tennyson suggested to Appling that the expectations of availability be made clearer to committee members moving forward.
 - Point: Provost Jones offered to get Appling to provide an annual report of how often committee members are serving on panels.
 - Question: How are the seats on panels filled? Answer: Representatives are contacted by email until enough respond. If a panel cannot be convened within 20 days, the charges are dropped.
 - Question: Where did the 20-day limit originate? Could there be a set monthly meeting time? Answer: Tennyson said that this was suggested, and he will follow up with Appling with this recommendation.
 - Point: About two weeks of notice is given when panels need to be formed.

- Point: Undergraduate Learning tries to accommodate students' schedules as much as possible.
 - Point: Graduate School Dean John Lopes said that the Graduate School runs into the same issue. We need to message to faculty the importance of this service.
 - The report was accepted with 44 in favor and 1 opposed.
- d) Research and Scholarship and Creative Endeavors Committee; Jessica Larsen
- No report
- e) Policy Committee; Chair Tyler Harvey
- No report
- f) Non-Tenured Faculty Issues and Representation Committee; Chair Amanda Rumsey
- Duffy shared on behalf of Rumsey that the committee has been very active. They are currently talking with non-tenure track faculty across campus.
- g) Recruitment, Engagement, and Communication (REC) Committee; Chair Billy Terry
- No report
- h) Alpha Committee: Chairs Lauren Duffy and Sarah White
- Duffy reported that the committee met in October. The Faculty Manual Consultant, representatives from the Provost's Office, and past Faculty Senate Presidents have all presented at past meetings. These meetings have been very productive, and there has been a lot of discussion.
- 3) University Committees/ Commissions
- a) Committee on Committees; Chair Fran McGuire
- No report
- 4) Faculty Representative to the Board of Trustees; Brian Powell
- Powell gave an update from the October meeting of the Board of Trustees. Highlights include 2.3% enrollment growth this year, with high test scores and a higher in-state enrollment than expected; the graduation of over 300 PhD students; a 5.6% increase in research metrics; and the approval of three new academic programs.
 - Powell also reported that Dean Cynthia Young of the College of Science gave a strong presentation and that Dean Hossfeld from CBSHS will be presenting at the next meeting.
 - Two major actions were the approval of the new student athletic fee and the extension of President Clements' contract for five more years.
- 5) Faculty Senate President's Report
- Duffy gave an overview of her background. She explained that she comes from a military family that mostly lives in Florida. Her dad worked in the ports and worked his way up, ending up with a job in North Carolina, but his options were limited without a college degree. Duffy's pragmatism comes from this background, and it informs her views on compensation.
 - Compensation matters in our individual households, and so we need to think deeply about what our compensation strategy should look like moving forward. She encouraged Senators to think about what they want to drive the compensation plan when completing their surveys.

- Duffy explained that she spent a lot of time in nature growing up, and so she's excited about the efforts to preserve the Experimental Forest.
- Her favorite movie is *The Big Short*, which is about behavioral economics and highlights how we are not rational actors. Athletics and academics are not separate at the university. We have never been independent, but now we're having to consider even more integration. Academics needs Athletics to be successful, but Duffy understands the concerns about how the integration is happening.
- Question: Is Athletics going to be able to cover the new \$28 million in needs, and if they're short, where will the money come from? Answer: Duffy said that we are going to have to be supportive of Athletics, but we need to approach it in a principled way.
- Faculty Athletics Representative Antonis Katsiyannas explained that universities don't have to spend any money to address these changes if they don't want to; any expenditures just make them more competitive. Clemson is also exploring other revenue streams, including endorsements, budget cuts, etc.
- Point: There is a limit to return on investment related to athletics. Response: The Provost expressed that the Board of Trustees and the ELT are aware of this, and there a lot of people with the same sentiment.
- Katsiyannas explained the duties of the Faculty Athletics Representative, including verifying athletic eligibility, watching out for the welfare of student-athletes, and representing the university in meetings. He also gave a brief overview of the outcomes of the aforementioned House case.
- Question: What are the checks and balances between Athletics and Academics? Answer: As we move to RBB, the notion of accountability will grow--for Academics and Athletics.

5. UNFINISHED BUSINESS

6. NEW BUSINESS

1) **BALLOT:** Class of '39 Award for Excellence ([video](#))

- Allison, D. [nomination](#)
- Baldwin, R. [nomination](#)
- Burton, O.V. [nomination](#)
- Mefford, O.T. [nomination](#)
- Duffy encouraged Senators to cast their votes.

ADJOURN 4:35 p.m.

ANNOUNCEMENTS:

UPCOMING MEETINGS:

Committee Meetings	November 19 (variable times and locations)
[Committee Chairs and Lead Senators]	Joint Advisory and Executive Committee Meeting: December 3, 2:30 pm, 158 SIRRINE HALL
[ALL Senators]	Faculty Senate Meeting: December 10, 2:30 PM, Madren Center
Committee Meetings	December 17 (variable times and locations)
[ALL Senators]	Class of '39 Unveiling (Carillon Gardens) December 17, 4:15 PM and Reception (Madren Center) until 7:30 PM. Must RSVP to attend reception. RSVP by calendar invite or email senate@clemson.edu.
[Committee Chairs]	Executive Committee Meeting: January 7, 2025, 2:30 PM, 158 SIRRINE HALL

Jennifer L. C. Holland, LMSW
Principal Lecturer and Undergraduate Coordinator
Department of Sociology, Anthropology and
Criminal Justice
Secretary, Faculty Senate
Clemson University

<https://vimeo.com/473274655>

CLEMSON UNIVERSITY
ATHLETICS UPDATE

Faculty Senate • November 2024



2024 FRONT OFFICE SPORTS

BEST COLLEGE ATHLETIC
DEPARTMENTS



CLEMSON ATHLETICS

Student Fan Opportunities, Student-Athlete Support, Mental Health Support, Training and Competition Facilities, Novel Technology Integration, Gameday Experience, and Name, Image and Likeness Support.

Academic Excellence – Graduation Success

97%

Clemson **led the nation** among public Power Fives in GSR.

1 of 3

Clemson is **one of three** public Power Five Schools at 95 percent or higher. Clemson has been at 91% or higher in **ten consecutive releases**.

99%

Football's 99 percent mark is **the highest ever recorded** among public Power Five football programs.

Academic Excellence – Academic Progress Rate

11

Eleven Clemson Athletic programs set or tied multi-year records for Academic Progress Rate (APR) in the NCAA's most recent data release, including nine perfect 1,000 multi-year scores.

10

A record **ten** programs earned Public Recognition Awards, given annually to teams earning multiyear Academic Progress Rates in the top 10 percent of all squads in each sport.

995

As a whole, Clemson recorded a **995 mark as a department**, its second-highest on record.

Academic Excellence – Grade Point Average

75.9%

Percentage of student-athletes with a 3.0 GPA or better in Spring 2024 (73.53% of UG and 92.96% of Graduate).

3.31

Weighted **semester GPA** of Clemson's 581 student-athletes in Spring 2024 (undergraduate and graduate). Non-athletes registered a 3.38 overall GPA.

12

Clemson's student-athletes have recorded a cumulative weighted GPA of 3.00 or better in **12 consecutive semesters**, including 3.20 or better in each of the past five semesters.



Athletics & Academics Connectivity

- Faculty Athletic Representative – Dr. Antonis Katsiyannis
- Athletic Council
 - 15 Representatives – Colleges, Student-Athlete Advisory Committee, Student Affairs, Faculty, Student Government
- Athletic-Academic Review Committee (“AARC”)
- Athletic-Academic Oversight Committee (“AAOC”)
- Head of Athletic Academic Services (Matt Lombardi) >> dual report to Dean of Undergraduate Studies

Proposed House Case Settlement Summary

1. “Damages” of NIL Earnings [Visit Site] [required]

- ~\$1.5M annual reduction from NCAA distribution (10 yrs)
- Disbursement managed by plaintiff attorneys

2. Scholarship Limit "Deregulation" [permissive]

- Roster limits set by NCAA, P5 Conferences & Plaintiff Attorneys
- ~150 new scholarship opportunities at ~\$5-7M annual additional expense

3. Revenue Share, direct from University to Athletes [permissive]

- ~\$20.5M revenue share cap, maximum is consistent across all schools



Benchmarking: South Carolina | ACC Publics

South Carolina public colleges per-year athletic fee (2023-24):

Athletic Council

- The Athletic Council is comprised of an Executive Committee and three subcommittees. The Executive Committee consists of the Chair of the Athletic Council, the Vice-Chair of Athletic Council, the Chairs of each subcommittee, and the Faculty Athletic Representative (FAR) appointed by the President. The purpose of the Executive Committee is to determine the agenda for the monthly Athletic Council meetings, determine the charges for the subcommittees, and undertake any special initiatives as directed by the President.

Voting Members

One Regular and one alternate member from each of the seven colleges	
College of Science	1
College of Business	1
College of Engineering, Computer, and Applied Sciences	1
College of Behavioral, Social and Health Sciences	1
College of Architecture, Arts, and Humanities	1
College of Forestry, Agriculture, and Life Sciences	1
College of Education	1
President of the Faculty Senate or Appointee	1
President of Graduate Student Government or Appointee	1
Student Athletes from the Student Athlete Advisory Committee (SAAC)	
Revenue sport	1
Non-revenue sport	1
Library faculty	1
Presidential appointees	
Faculty appointees	2
Student affairs appointee	1
TOTAL VOTING MEMBERS	15

Confluence of Factors

Realities

- Commitment to excellence in the student experience and impact on the local economy
- Desire to continue to provide world-class facilities and services
- Rising gap in media rights value among conferences
- House case considerations
- Etc.

Actions taken

- Efficiency and expense consideration
- Launch of Clemson Ventures – commercial revenue
- Exploration of new revenue categories
- Record fundraising initiatives, including the largest gift in IPTAY history
- Student fee in line with other universities

Example Fees

Marketing

Hover over amounts for fee descriptions

Academic Fee	\$19,675
Activity Fee	\$40
Information Technology Fee	\$119
Career Center Fee	\$4
Matriculation	\$5
Software License Fee	\$21
Business Junior/Senior Program Fee	
Campus Recreation Fee	\$90
Health Fee	\$182
Transit Fee	\$80
Est. Tuition & Fees per semester	\$20,216

Parks, Recreation and Tourism Management

Hover over amounts for fee descriptions

Academic Fee	\$19,675
Activity Fee	\$40
Information Technology Fee	\$119
Career Center Fee	\$4
Matriculation	\$5
Software License Fee	\$21
Campus Recreation Fee	\$90
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Introduction to Military Affairs



Office of
**MILITARY & VETERAN
ENGAGEMENT**
Division of Student Affairs



Office of
MILITARY AFFAIRS



Office of

MILITARY AFFAIRS

Executive Director of Military Affairs Role

- Support military community at Clemson - staff & faculty veterans (363) and military-connected students (1,437)
- Fund raise to support military initiatives at Clemson
- External partnerships and collaborations; community outreach
- Coordinate military efforts across the university - supervises M&VE department; dotted line to VA Educational Benefits Office
- A resource for the Clemson community on anything related to the military





Office of
**MILITARY & VETERAN
 ENGAGEMENT**
Division of Student Affairs

**Mission: To Serve and Support the
 Clemson Military-Connected
 Community through...**

- Engagement
- Enrichment
- Empowerment
- Education



Military Support From Admissions to
 Alumni

Enhancing the Military Experience

Building Inclusive Spaces





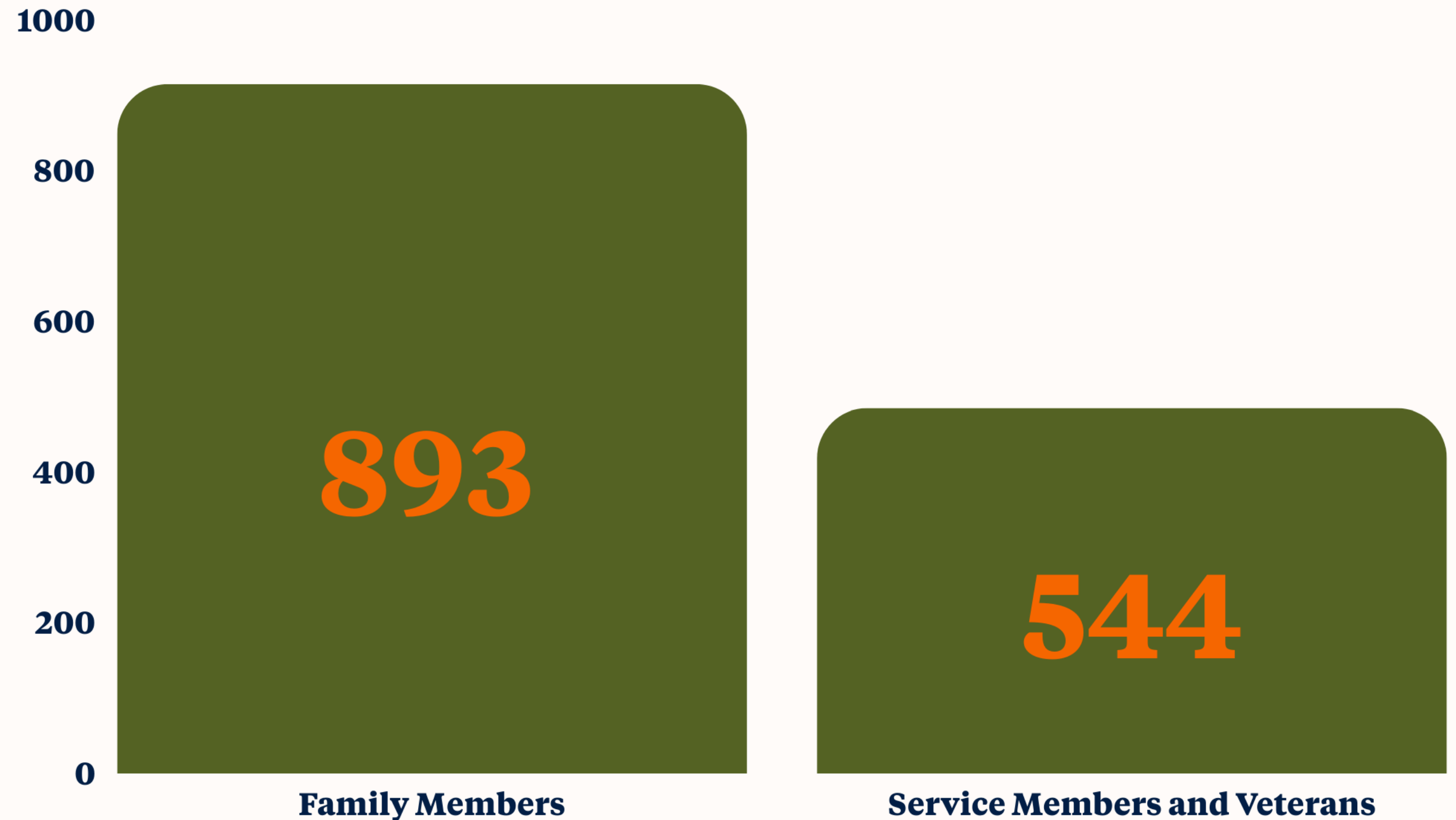
Clemson Student Veterans are:

- **Older students** (average age=32, n=66)
- **Working** (majority employed while in school)
- **Supporting a family** (49% are married, 30% have children, n=67)
- **Using VA or TA Benefits** (88%, n=64)
- **Transfer students** (70%, n=67)

Sources: 2023 Clemson Needs Assessment, 2024 Enrollment Data

Military-Connected Students

Distribution of Clemson Military-Connected Population Fall 2024



Total Number = 1437

How Can You Support Our Military Community?

- Attend Green Zone Training to better understand veterans and the military experience; recommend this training to others
- Use our syllabus statement, so students are aware of M&VE
- Refer military-connected students that may need academic support or additional resources to M&VE or call Emily's team
- Commit to the Joint Service Transcript process which awards Clemson academic credit for prior military experience and training
 - Schedule a meeting to learn more
- Attend Military Appreciation Week events and look to partner for future events
 - clemson.edu/veterans Military Appreciation Week



Questions?

Jimmy Mullinax, Executive Director, Military Affairs
mullin6@clermson.edu

Emily DaBruzzi, Director, Military & Veteran Engagement
edabruz@clermson.edu

The Scholastic Policies Committee: shall be concerned with all policies of an academic nature which pertain to students. Such policies include recruitment; admissions; transfer credit; class standing requirements; academic honors policies; graduation requirements; class attendance regulations; student counseling and placement; and other related policies.



SCHOLASTIC POLICIES COMMITTEE REPORT

Agenda Item: 202416 – Academic Integrity Committee Membership

OVERVIEW

Assignment:

Examine, analyze, and discuss the possibilities of opening the Undergraduate Academic Integrity Committee, a subcommittee of the Council on Undergraduate Studies, to non-tenure track faculty.

Timeline:

Committed by Faculty Senate President Lauren Duffy during the regular meeting of the Executive Committee on Monday May 6, 2024.

Originating Issue:

Hearings of the Undergraduate Academic Integrity Committee require a panel comprising a minimum of 3-5 faculty, but a substantial lack of participation by some committee members creates challenges in scheduling hearings before the 20-day window closes and has resulted in several instances of academic integrity violation charges being dropped without a hearing.

BACKGROUND

The Faculty Manual stipulates that the one component of the Council of Undergraduate Studies is the Academic Integrity Committee (Chapter IX.F.2), which has the following responsibilities as defined (Chapter IX.F.2.j.i):

- (1) The Academic Integrity Committee hears appeals concerning possible academic dishonesty by undergraduate students.
- (2) The committee's procedures and the penalties it may impose are set forth in the current Undergraduate Announcements.

The membership of Academic Integrity Committee comprises (Chapter IX.F.2.j.i):

- (1) Two tenured faculty elected from each college and the Library for a two-year term elected by the faculty accorded voting rights in each college and the Library;
- (2) Two undergraduate students from each college, nominated by the Undergraduate Student Senate President and appointed by the Dean of Undergraduate Studies for two year terms.

An appeals hearing must occur within 20 University working days of a student submitting a written rebuttal to the academic integrity charge. Approximately 12-20 hearings occur per semester, and each appeals panel comprises 3-5 members (half students/half faculty).

The Senior Associate Dean of Undergraduate Learning, Dr. Jeff Appling, serves as the non-voting chair of the Academic Integrity Committee and coordinates the scheduling and empaneling of hearings. Dean

Appling reported that the biggest challenge in scheduling and empaneling hearings is that only a few committee members agree to serve on panels.

DISCUSSION AND FINDINGS

The Scholastic Policies Committee discussed the issue with Dean Appling, who revealed several contributing factors to faculty non-participation in appeals hearings:

1. Committee membership is restricted to tenured faculty.
2. Committee members are not available at hearing times.
3. Committee members do not participate or respond to communications.

Dean Appling requested that the restriction on Academic Integrity Committee membership to tenured faculty be removed to allow all faculty to participate.

The Scholastic Policies Committee reviewed procedures for academic integrity hearings, with particular emphasis on the appeals hearings and panels, at universities identified by Clemson University as peer and peer-aspirational institutions.

None of these institutions restricted membership to either tenured faculty or tenured/tenure-track faculty, although some required a panel to include at least one T/TT faculty member. Furthermore, most institutions had substantially larger committee memberships (up to 70+ members) from which to impanel appeals panels.

Based on our research into other academic institutions and our discussions, we determined that the aforementioned challenges encountered in scheduling and empaneling hearings would be alleviated with a larger pool of eligible faculty members and a larger number of faculty on the committee.

We discussed with Dean Appling other issues brought up in informal discussions with colleagues and he agreed to investigate the following potential enhancements to the process:

1. Define a default set of time windows during the week when hearings would be held. Defined time windows would ensure that faculty understand that they will have to be available sometimes within those blocks of time if they intend to serve on that committee.
2. Publish a best practice guide for students and faculty regarding preparing for the hearing. This arose from a discussion regarding some faculty perceptions of the committee not “understanding” why a reported violation was a violation. Jeff argued that these anecdotal perceptions were not universal and were the outcome of the faculty not preparing well for the hearing.

During the review of the 2024 *Faculty Manual*, the committee identified instances in which the text in the *Faculty Manual* should be updated to align with current administrative structure:

1. The University recently renamed the "Office of Undergraduate Studies" to "Division of Undergraduate Learning", but this change in title is not reflected in the 2024 *Faculty Manual*.
2. The non-voting chair of the Academic Integrity Committee is listed as “The Associate Dean...” (Chapter IX.F.2.j.iii), but the Division of Undergraduate Learning has more than one member with a rank of "Associate Dean".

RECOMMENDATIONS

Informed by analyses of the relevant policies and best practices at peer and peer-aspirational institutions, as well as discussions relating to the originating issue and these findings, the Scholastic Policies Committee makes the following recommendations:

1. Remove the restriction regarding participants being limited to tenured faculty.
2. Increase the number of representatives per college to four (4) faculty from each academic college (increasing total membership from 16 to 30 total members), with no restriction on or requirement for T/TT or NTT faculty.
3. Revise the membership of the Academic Integrity Committee described in the *Faculty Manual* (Chapter IX.F.2.j.i) as follows:
 - (1) ~~Two tenured~~ Four faculty elected from each college and two faculty elected from the Library for a two-year term elected by the faculty accorded voting rights in each college and the Library.
4. Revise the *Faculty Manual* to replace all instances of "Undergraduate Studies" with "Undergraduate Learning".
5. Revise the *Faculty Manual* to replace all instances of “the Associate Dean of Undergraduate Studies” with “an Associate Dean of Undergraduate Learning”.

Expanding the pool of eligible faculty will increase the number of faculty seeking membership on the Academic Integrity Committee and, thus, the overall level of engagement and participation of the faculty on that committee. The current restriction on Academic Integrity Committee membership to tenured faculty does not align with the membership eligibility requirements for other undergraduate committees, which are not restricted to tenured faculty.

2024-2025 Faculty Senate Scholastic Policies Committee

Member	College
Andy Tennyson	COS, senator, chair
Jim Coykendall	COS, senator
John Desjardins	CECAS, senator
Chris Minor	COS, senator
Dirk Roskam	COB, senator
Lauren Stephens	CBSHS, senator
John Tripp	COB, senator
Cameron Turner	CECAS, senator
Yang Wu	Clemson Libraries, senator
Hayden Boatwright	Ex-officio, Student Senate representative
Brian Dominy	Ex-officio, Associate Dean of Undergraduate Learning
Rock McCaskill	Ex-officio, Interim Registrar
Taimi Olsen	Ex-officio, Executive Director of OTEI