



Senior Director of Development, College of Engineering, Computing & Applied Sciences

Leadership Profile

Fall 2026



Executive Summary

Clemson University invites nominations and applications for the position of Senior Director of Development and Team Lead for the College of Engineering, Computing and Applied Sciences (CECAS). Reporting to the Executive Director of Development, the Senior Director serves as the College's chief advancement officer, providing strategic leadership for its philanthropic priorities while leading a team of development and support professionals.

This is an exceptional opportunity to join one of the nation's leading public research universities during a period of significant institutional and fundraising momentum. Clemson publicly launched *Fiercely Forward: A Campaign for Clemson* in 2025, an ambitious \$1.889 billion comprehensive campaign designed to advance the University's priorities in student success, faculty excellence, research and innovation, facilities, and endowment growth.

As one of Clemson University's largest and most research-intensive academic units, the College of Engineering, Computing and Applied Sciences plays a central role in advancing the University's strategic vision. Home to more than 60 degree and certificate programs, CECAS is a leader in engineering, computing, advanced manufacturing, artificial intelligence, mobility, sustainability, infrastructure, and emerging technologies. The College's interdisciplinary structure, growing research enterprise, and strong partnerships with industry position it as a powerful driver of innovation, workforce development, and economic impact across South Carolina and beyond.

Working closely with Dean Anand K. Gramopadhye, academic leaders, and colleagues throughout the Advancement Division, the Senior Director will develop and execute comprehensive fundraising strategies, expand the College's major and principal gift pipeline, and connect donors with opportunities to support transformative initiatives in student success, faculty excellence, research, innovation, industry engagement, and facilities. The Senior Director will manage a portfolio of up to 150 prospects and donors, conduct approximately 160-180 substantive visits annually, and work toward an annual fundraising goal of at least \$5 million.

The position offers flexibility for the successful candidate to be based either in Clemson or Greenville, South Carolina, allowing access to both Clemson's flagship campus environment and the vibrant business, innovation, and philanthropic community of Upstate South Carolina.

The successful candidate will be an accomplished, collaborative advancement professional who can translate complex academic and research priorities into compelling philanthropic opportunities. This individual will be an effective fundraiser, strategist, relationship builder, and team leader who is energized by Clemson's deeply engaged alumni community, ambitious campaign, strong culture of philanthropy, and commitment to innovation and impact.

To submit a nomination or express personal interest in this position, please see the Procedure for Candidacy.

Position Summary

The Senior Director of Development and Unit Lead serves as the chief advancement officer for the College of Engineering, Computing and Applied Sciences (CECAS). Reporting to the Executive Director of Development, this individual leads fundraising strategy and philanthropic engagement across the College's academic, research, and programmatic priorities. In partnership with the Dean and College leadership, the Senior Director advances institutional goals, secures philanthropic support, and serves as a key liaison between CECAS, the Advancement Division, and the broader University.

Reporting Relationship

The Senior Director of Development and Team Lead reports to the Executive Director of Development and serves as the primary advancement partner to the Dean of the College of Engineering, Computing and Applied Sciences. The Senior Director supervises a team of development officers and support professionals and participates as a member of the University Development Team's Unit Lead collective.

Responsibilities

Fundraising

- Manage a dynamic portfolio of up to 150 prospects and donors with the capacity to make major philanthropic investments.
- Qualify, cultivate, solicit, and steward gifts from alumni, donors, and friends of the College through approximately 160 to 180 visits annually.
- Coordinate donor cultivation, stewardship, and engagement opportunities in support of College priorities.
- Raise a minimum of \$5 million annually, with future goals established in partnership with the Executive Director.

College Leadership and Engagement

- Establish strong, collaborative partnerships with the Dean and strategic leaders across the College.
- Lead the College's fundraising strategy within the Fiercely Forward campaign, collaborating with academic leaders to advance key philanthropic priorities.
- Engage actively with the Dean and College leadership in the cultivation and stewardship of top prospects and donors.
- Lead efforts to expand the philanthropic pipeline and increase fundraising revenue for the College.

- Serve as the primary liaison and critical connection between the Advancement Division and the College's departments, centers, institutes, and programs.

Strategic Collaboration and Partnerships

- Utilize relationships with the Dean and other senior leaders to advance philanthropic priorities and achieve fundraising goals.
- Facilitate collaboration with advancement colleagues whose expertise and relationships support fundraising success across the College.
- Participate as a member of the University Development Team's Unit Lead collective, contributing to broader institutional advancement goals and initiatives.

Team Leadership

- Directly supervise a team of development officers and internal support professionals.
- Provide coaching, mentoring, and leadership to support colleagues in achieving fundraising and performance objectives.
- Lead annual planning, goal-setting, and performance review processes for team members.
- Participate in supervisory responsibilities, professional development activities, and leadership trainings necessary to support direct reports effectively.

Opportunities and Expectations for Leadership

The next Senior Director of Development and Unit Lead will join the College of Engineering, Computing and Applied Sciences at an exciting moment of growth and opportunity. The College's strong academic reputation, expanding research enterprise, industry partnerships, and role within Clemson University's historic *Fiercely Forward* campaign create an exceptional platform for philanthropic success.

Partner with the Dean to Advance a Bold Vision for Innovation and Impact

The Senior Director will build a close, trusted partnership with Dean Anand Gramopadhye and College leadership, developing a deep understanding of the College's aspirations across engineering, computing, applied sciences, research, student success, and innovation. The Senior Director will help translate these priorities into compelling philanthropic opportunities while providing strategic counsel on donor engagement, campaign planning, and fundraising strategy.

Advance Philanthropy Within One of Clemson's Most Dynamic Academic Enterprises

As one of Clemson University's largest and most research-intensive colleges, CECAS offers significant opportunities for philanthropic investment in scholarships, faculty excellence, interdisciplinary research, innovation, workforce development, industry partnerships, experiential learning, and transformational facilities. The Senior Director will help articulate this vision to alumni, corporations, foundations, and philanthropic partners whose support can accelerate the College's future impact.

Leverage the Momentum of the Fiercely Forward Campaign

The Senior Director will play a leadership role in advancing the College's fundraising priorities within Clemson's \$1.889 billion Fiercely Forward campaign. Building upon the University's strong fundraising performance, loyal alumni network, and increasing donor engagement, this individual will help position CECAS to benefit from one of the most ambitious philanthropic initiatives in higher education.

Expand the Major Gift Pipeline and Elevate Fundraising Results

Managing a portfolio of up to 150 prospects and donors, the Senior Director will develop and execute sophisticated cultivation, solicitation, and stewardship strategies designed to secure transformative philanthropic support. Success will require both strong personal fundraising performance and the strategic vision to develop a sustainable pipeline that advances the College's long-term aspirations.

Strengthen Strategic Partnerships Across the Institution

Serving as the primary liaison between the College and the Advancement Division, the Senior Director will foster collaboration among College leadership, central advancement colleagues, corporate partners, alumni volunteers, and donors. Working across organizational boundaries, this individual will ensure that the College benefits from the full strength of Clemson University's advancement enterprise.

Lead and Develop a High-Performing Team

The Senior Director will provide thoughtful leadership and mentorship to a team of advancement professionals. This individual will establish clear expectations, support professional growth, strengthen portfolio management practices, and cultivate a culture of accountability, collaboration, and excellence.

Candidate Qualifications

Education

- Bachelor's degree required.
- Master's degree or other advanced degree preferred.

Experience and Qualifications

- Candidates should possess at least five years of progressively responsible experience in fundraising, development, sales, alumni engagement, or a related field.
- Higher education or complex nonprofit fundraising experience is preferred, along with a demonstrated ability to cultivate, solicit, and secure six- and seven-figure philanthropic commitments.



Professional Qualifications and Personal Qualities

Accomplished Fundraiser: The successful candidate will possess a track record of building meaningful donor relationships and securing significant philanthropic investments. This individual will understand all aspects of the major and principal gift cycle and demonstrate the discipline, persistence, and strategic judgment necessary to achieve ambitious fundraising goals.

Strategic Partner and Advisor: The Senior Director will build trusted relationships with the Dean, College leaders, and Advancement colleagues. This individual will effectively translate complex academic, research, and institutional priorities into compelling philanthropic opportunities that inspire donor investment.

Collaborative Institutional Leader: The successful candidate will recognize that fundraising success depends upon building strong partnerships across the institution. This individual will communicate openly, foster collaboration, and contribute actively to Clemson University's broader advancement goals.

Effective Team Leader and Coach: The Senior Director will have the ability to recruit, mentor, and develop talented advancement professionals. This individual will establish clear expectations, provide constructive feedback, and foster a team culture characterized by accountability, growth, and shared success.

Relationship Builder and Communicator: The successful candidate will communicate effectively with a wide range of constituents, including academic leaders, alumni, corporate partners, donors, volunteers, foundations, and Advancement colleagues. This individual will be an attentive listener, persuasive advocate, and compelling representative of the College and University.

Entrepreneurial and Opportunity-Oriented: The Senior Director will bring creativity, initiative, and curiosity to identifying new philanthropic opportunities, donor relationships, and strategic partnerships. An appreciation for engineering, computing, applied sciences, innovation, research, and workforce development will be particularly valuable.

Sound Judgment and Personal Integrity: The successful candidate will demonstrate emotional intelligence, resilience, diplomacy, discretion, and the highest standards of integrity. This individual will be comfortable operating within a complex university environment while thoughtfully balancing institutional priorities, donor interests, and long-term relationship stewardship.

About Clemson University

Clemson University is one of the nation's premier public land-grant research universities and a Carnegie R1 institution, serving more than 29,000 students across undergraduate, graduate, and professional programs. Combining academic excellence, a highly engaged alumni community, and a culture of innovation, Clemson advances education, research, and economic development throughout South Carolina and beyond.

Located in Upstate South Carolina along the shores of Lake Hartwell and near the foothills of the Blue Ridge Mountains, Clemson offers a distinctive environment that blends the resources and opportunities of a leading public research university with the character of a vibrant college town. The University is widely recognized for excellence across engineering, business, agriculture, health sciences, computing, and the sciences, while fostering a collaborative culture that supports student success, research, and public impact.

As one of the nation's most active research institutions, Clemson is advancing groundbreaking work in areas including advanced manufacturing, sustainability, cybersecurity, health, energy, and technology innovation. Through partnerships with industry, government, and communities, faculty and researchers are addressing complex societal challenges while strengthening workforce development and economic growth across the region and beyond.

Clemson consistently ranks among the country's leading public universities and is widely regarded as South Carolina's premier public institution. Known for strong student outcomes, exceptional alumni engagement, and a national reputation, Clemson has cultivated one of the nation's most loyal and active alumni networks. This culture of lifelong connection powerfully drives engagement, volunteerism, and philanthropy.

The University's strategic plan, [Clemson Elevate](#), outlines an ambitious vision focused on student success, research excellence, faculty distinction, innovation, and societal impact. Philanthropy plays a central role in advancing these priorities, helping Clemson expand access, attract world-class talent, support transformative research, and strengthen its position among the nation's preeminent public universities.

University Leadership

Benjamin C. Ayers, President



Benjamin C. Ayers became president of Clemson University on August 1, 2026. A nationally respected academic leader, administrator, and educator, he brings three decades of higher-education experience and a record of advancing academic excellence, research, student opportunity, and philanthropic support.

Before joining Clemson, Ayers served as senior vice president for academic affairs and provost at the University of Georgia, where he was the institution's chief academic officer. He oversaw UGA's 20 schools and colleges as well as its academic, research, public-service, and outreach enterprises.

Previously, Ayers served for 11 years as dean of UGA's Terry College of Business. During his tenure, the College expanded its academic programs and enrollment, strengthened student-success initiatives, and raised more than \$300 million for scholarships, faculty excellence, academic programs, and new facilities. His business-school leadership and fundraising experience are particularly relevant as Clemson advances the ambitions of the Powers College of Business and the *Fiercely Forward* campaign.

Ayers is a nationally recognized scholar in taxation and financial accounting and a former president of the American Taxation Association. He earned bachelor's and master's degrees from the University of Alabama and a doctorate in accounting from the University of Texas at Austin.

College of Engineering, Computing and Applied Sciences

The College of Engineering, Computing and Applied Sciences (CECAS) is one of Clemson University's largest, most innovative, and research-intensive academic units. Home to more than 60 degree and certificate programs spanning engineering, computing, and the applied sciences, the College prepares future innovators, leaders, and problem-solvers to address some of society's most pressing challenges.

Distinctive among its peers, CECAS brings engineering, computing, and applied science disciplines together within a single college, fostering collaboration across fields and creating a highly interdisciplinary environment for learning, discovery, and innovation. Through this integrated approach, students and faculty are advancing breakthroughs in areas such as advanced manufacturing, mobility, artificial intelligence, energy, sustainability, infrastructure, health, and emerging technologies.

The College's academic portfolio includes nationally respected programs in mechanical engineering, automotive engineering, civil and environmental engineering, electrical and computer engineering, bioengineering, industrial engineering, materials science, computer science, and related disciplines. Across all areas, students benefit from a hands-on educational experience that emphasizes experiential learning, undergraduate research, internships, co-ops, study abroad opportunities, and strong industry connections.



CECAS AT A GLANCE

60+ Degree & Certificate Programs

Preparing the next generation of engineers, computing professionals, and scientific leaders.

Interdisciplinary by Design

Engineering, Computing, and Applied Sciences united within one college to accelerate innovation and collaboration.

Driving South Carolina's Innovation Economy

CECAS advances research, talent development, and industry partnerships that fuel economic growth throughout the state.

Hands-On Learning, Real-World Impact

Students engage in research, internships, co-ops, and industry-sponsored experiences that connect classroom learning with professional success.

Research and innovation are central to the College's mission. Faculty, students, and industry partners collaborate to develop solutions that drive economic development, technological advancement, and societal impact. Through partnerships with corporations, government agencies, entrepreneurs, and research organizations, CECAS drives innovation for South Carolina and beyond.

The College's influence extends well beyond the Clemson campus. Its connections to industry, particularly in advanced manufacturing, automotive engineering, computing, and emerging technologies, create unique opportunities for collaboration and engagement. These partnerships enhance student success, support research growth, and strengthen Clemson University's position as a leader in innovation and workforce development.

As Clemson University continues to expand its research enterprise and national reputation, CECAS is poised for continued growth and transformative impact. Philanthropic investment will play an increasingly important role in advancing student scholarships, faculty excellence, interdisciplinary research, innovative facilities, and strategic initiatives that will shape the future of engineering, computing, and applied sciences.

College Leadership

Dr. Anand K. Gramopadhye, Dean



Dr. Anand K. Gramopadhye has served as Dean of Clemson University's College of Engineering, Computing and Applied Sciences (CECAS) since 2013, providing strategic leadership for one of the University's largest and most research-intensive academic enterprises. Since joining Clemson as an assistant professor in 1992, he has held a series of increasingly significant leadership roles, including Chair of Industrial Engineering, Assistant to the Dean, and Associate Vice President for Workforce Development. As Dean, he oversees the College's broad portfolio of engineering, computing, and applied science programs and has helped advance Clemson's reputation as a leader in innovation, research, and workforce development.

An internationally recognized scholar in industrial engineering and human systems research, Gramopadhye's work focuses on improving human performance within complex technological environments, including healthcare, aviation, and advanced manufacturing systems. Throughout his career, he has served as principal investigator on more than 75 research grants and awards, generating over \$45 million in funding from organizations including the National Science Foundation, National Institutes of Health, NASA, Federal Aviation Administration, and numerous industry partners. He has authored more than 300 publications and is a Fellow of the Institute of Industrial Engineers.

In addition to his research accomplishments, Gramopadhye has played an important role in advancing workforce development initiatives across South Carolina. As Associate Vice President for Workforce Development, he helped establish the Clemson University Center for Workforce Development, strengthening partnerships among education, industry, and government to address STEM talent needs and support the state's growing innovation economy.

Under Dr. Gramopadhye's leadership, CECAS continues to expand its impact through academic excellence, interdisciplinary collaboration, research growth, and strategic engagement with industry and philanthropic partners, positioning the College to play a central role in Clemson University's future aspirations.

Philanthropic Opportunity at the College of Engineering, Computing and Applied Sciences

The College of Engineering, Computing and Applied Sciences has established a strong foundation for philanthropic growth through investments in scholarships, faculty excellence, research, and facilities. Recent commitments, including the College's first Academic Cornerstone gift and significant scholarship support from dedicated alumni and friends, demonstrate growing enthusiasm for CECAS and confidence in its future.

As one of Clemson University's largest and most research-intensive academic units, the College presents compelling opportunities for philanthropic investment across student success, interdisciplinary research, experiential learning, faculty recruitment and retention, innovation, advanced technology, and transformational facilities. Strong alumni loyalty, increasing industry engagement, and ambitious academic and research priorities position CECAS for continued fundraising success.

For the Senior Director of Development, this is a unique opportunity to help shape the next chapter of philanthropy for a college central to Clemson University's future aspirations and growing national reputation.



Clemson University Advancement

Clemson University's Advancement Division fosters meaningful engagement and philanthropic investment in support of the University's mission and strategic priorities. Guided by its "Clemson Forever" philosophy, the division cultivates lifelong relationships with alumni, parents, corporations, foundations, and friends while advancing student success, faculty excellence, research, innovation, and institutional growth.

Through a highly collaborative model, advancement professionals partner closely with colleges, schools, and academic leaders to develop fundraising strategies, expand major and principal gift pipelines, and secure philanthropic support for transformational priorities.

A hallmark of Clemson's advancement enterprise is its deeply engaged and loyal alumni community, reflected in strong volunteer leadership, sustained donor engagement, and growing philanthropic support across the University.

Clemson University's Advancement Division fosters meaningful engagement and philanthropic investment in support of the University's mission, strategic priorities, and future aspirations. Guided by its "Clemson Forever" philosophy, the division cultivates lifelong relationships with alumni, parents, corporations, foundations, and friends while advancing student success, faculty excellence, research, innovation, and institutional growth.

Advancement by the Numbers

- \$1.889 billion campaign goal
- \$1.297 billion secured during the campaign's leadership phase
- 102,000+ donors engaged in *Fiercely Forward*
- 724,000+ gifts contributed to the campaign
- \$202 million raised in FY2026
- Six consecutive years exceeding \$200 million in annual fundraising
- 38,120 donors supported Clemson in FY2026
- \$60 million transformational gift to the Powers College of Business
- One of the nation's strongest alumni networks, helping fuel sustained philanthropic growth

Fiercely Forward: A Campaign for Clemson



In 2025, Clemson publicly launched *Fiercely Forward: A Campaign for Clemson*, the largest fundraising initiative in University history. With a goal of \$1.889 billion, the campaign supports scholarships, faculty excellence, research and innovation, student success, facilities, and endowment growth while serving as the philanthropic engine behind Clemson Elevate, the University's strategic vision for expanding its impact and national prominence.

The campaign entered its public phase with extraordinary momentum, securing more than \$1.29 billion in commitments during the leadership phase and engaging more than 102,000 donors. Clemson has also surpassed \$200 million in annual fundraising for six consecutive years, reflecting the strength of its donor community and sustained confidence in the University's future.

Advancement Leadership

The Advancement Division is led by Senior Vice President for Advancement Brian O'Rourke and Senior Associate Vice President for Development Missy Ryan Penland. Together with the University's development leadership team, they have helped foster a culture rooted in collaboration, donor engagement, and philanthropic impact while positioning Clemson among the nation's most successful public university advancement enterprises.

Brian O'Rourke, Senior Vice President for Advancement

Brian O'Rourke first came to Clemson as an undergraduate in the late 1970s. He earned a bachelor's degree in administrative management in 1983 and a master's degree in personnel services in 1985. As a student, he served as a basketball manager and was inducted into Tiger

Brotherhood, Alpha Tau Omega, and Blue Key Honor Society.

After graduation, O'Rourke spent five years as director of field activities for the Clemson Alumni Association. He subsequently served as vice president of development for St. Francis Health System in Greenville and as executive director of its foundation. Before returning to Clemson, he was a senior consultant with Corporate Development, a Charleston-based fundraising consulting firm.

O'Rourke now leads Clemson's Advancement Division and the University's multibillion-dollar Fiercely Forward campaign. His advancement experience and deep institutional connection have helped foster a fundraising culture grounded in relationships, loyalty, collaboration, and impact.

Missy Ryan Penland, CFRE, MPA, Senior Associate Vice President for Development

Missy Ryan Penland is a nationally recognized advancement professional with more than 20 years of experience serving universities, colleges, hospitals, independent schools, and social-service organizations. Since joining Clemson in 2007, she has

personally raised more than \$60 million and now leads the University Development Team.

Under Penland's leadership, Clemson's development and donor-relations professionals play an integral role in achieving the University's annual fundraising goals and advancing its broader institutional mission. She also works to strengthen partnerships among advancement professionals, academic leaders, colleges, schools, and units across Clemson.

Penland was named one of six national "Fundraising Stars" by *Fundraising Success Magazine* in 2010 and was recognized as the Association of Fundraising Professionals' Fundraising Executive of the Year for Upstate South Carolina. More recently, she was named one of the Top 50 Women Leaders in Education for 2023 and serves as chair of the AFP Foundation Board.

Margaret Owns, Executive Director of Development

Margaret Owens serves as Executive Director of Development for Colleges and Units at Clemson University, where she provides fundraising strategy, leadership, and oversight for 13 colleges and units. She manages a dynamic team of 20 fundraisers, unit leads, team leads, and support staff

focused on advancing Clemson's academic mission through philanthropy and meaningful donor engagement. Margaret takes great pride in the professional development of her team and in creating an environment that supports growth, collaboration, and fundraising excellence.

A Clemson alumna, Margaret earned a Bachelor of Science in Animal Science in 1991 and a Master of Agriculture in 1992. Her career began in agricultural leadership, serving as executive director of the South Carolina Soybean Board and South Carolina Corn and Soybean Association, followed by leadership of the South Carolina Cattlemen's Association and South Carolina Beef Board.

Margaret later served for five years as executive director of an emergency crisis center in North Myrtle Beach. That experience deepened her understanding of philanthropy's power to transform lives and reinforced her belief in the role of quality education in helping individuals and families rise from crisis.

In 2012, Margaret returned to Clemson to join the University Development Team as Senior Director of Development for the College of Agriculture, Forestry and Life Sciences and Public Service for Agriculture. Since then, she has built a career centered on strategic fundraising, team leadership, donor relationships, and securing philanthropic support for Clemson's colleges and academic priorities.

Upstate South Carolina



Living in Clemson and Upstate South Carolina

Located in the foothills of the Blue Ridge Mountains and along the shores of Lake Hartwell, Clemson offers an outstanding quality of life defined by natural beauty, a strong sense of community, and access to the Southeast's cultural and economic opportunities. Home to Clemson University, the city is renowned for its close town-and-gown connection, creating a welcoming and vibrant environment for residents and visitors alike.

Outdoor recreation is a hallmark of the region. From boating and fishing on Lake Hartwell to hiking and cycling in the nearby mountains, residents enjoy year-round opportunities to explore some of the Southeast's most scenic landscapes.

Clemson is conveniently located within Upstate South Carolina, one of the nation's fastest-growing regions. Greenville, just 45 minutes away, offers a dynamic downtown, thriving arts and culinary scene, and a growing business community, while Anderson provides additional residential and recreational opportunities. Situated between Atlanta and Charlotte and served by Greenville-Spartanburg International Airport, the region combines the advantages of a close-knit university community with convenient access to major metropolitan centers.

The result is a distinctive living environment that offers the character of a college town, the amenities of a growing region, and the exceptional lifestyle that has made Upstate South Carolina one of the Southeast's most desirable places to call home.

Greenville, South Carolina

About 45 minutes from Clemson University, Greenville is the economic and cultural center of Upstate South Carolina and one of the Southeast's most dynamic, fastest-growing communities. Home to more than 75,000 residents and a thriving business environment, Greenville offers an appealing blend of urban amenities, strong schools, abundant outdoor recreation, and a nationally recognized downtown district.

Centered around the scenic Reedy River and Falls Park on the Reedy, downtown Greenville features award-winning restaurants, arts and cultural attractions, shopping, entertainment, and a vibrant calendar of community events. Greenville's location between Atlanta and Charlotte, combined with convenient access to Greenville-Spartanburg International Airport, makes it an attractive option for professionals seeking a high quality of life with easy regional and national connectivity.

Many Clemson faculty and staff choose to reside in Greenville, enjoying the city's energy and amenities while maintaining convenient access to campus and the surrounding Upstate region.

Procedure for Candidacy



All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting Clemson University in this search, which will remain open until an appointment is made.

Application materials should be submitted using WittKieffer's [candidate portal](#).

Nominations and inquiries can be directed to:

Ashley Buderus, Mercedes Chacón Vance, and Jevon Walton via the office of Jevon Walton at jwalton@wittkieffer.com.

Clemson prohibits discrimination, including harassment, of any applicant, employee, student, guest or visitor because of race, color, religion, sex, pregnancy (including childbirth, or related medical condition), national origin, age (40+), disability, protected veteran's status, genetic information, or any other personal characteristic protected under applicable federal or state law.