

## Faculty Senate Meeting Minutes

Monday, January 29, 2024

University Center 260 and Microsoft Teams

11:15am to 1pm

**Attendees (senators denoted in bold):** Eric Bridges, Larry Menter, Kate Cotter-Reilly, Georj Lewis, J. Celeste Walley-Jean, Cephas Archie, Ashlee Spearman, Marcia Bouyea-Hamlet, Royal Baxter, Dwayne Hooks, Antoinette Miller, Keith Miller, **Erin Nagel**, Pinar Gurkas, Spenser Emerson, **Samuel Maddox**, Kevin Demmitt, Jacob Chacko, Carol White, Adam Tate, Ade Thompson, Alexander Hall, Allie Reece, Aloysius Amin, Amber Bradberry, Amirrah Beeks, Amy Black, Andrea Jacques, Angela Hollis, Anna King, Anthony Hannah, Anthony Stinson, Antoinette France-Harris, Antoinette Miller, Antwan Aiken, Arianne Adams, Ashley Washington, Aubrey Dyer, Barbara Hennie, Bennett Nworie, Billie May, Brandi Werther, Brenda Carr, Brian Carr, Brian Goldman, Brianna Vick, Bridgette McDonald, Brigitte Byrd, Byron Jeff, Carin Lightner-Laws, Carol White, Carolyn Walcott, Cassandra Parker, Ceimone Henerdson-Strickland, Charles Henderson, Charlie Harris, Chen-Miao Lin, Chizara Jones, Christie Burton, Christopher Kodani, Christopher Stotelmyer, Clint Edmunds, Comfort Obi, Connor Wright, Craig Hill, **Crystal Marchant**, David Brown, David Gilbert, David Greenebaum, David Pena, **David Plaxco**, **David Williams**, Deborah Davis, Denise Allen, Dennis Attick, **Dennis Miller**, Derrick Vanmeter, Devon Ellis-Grant, Diane Day, Don Stansberry, Drew Brandon, Ebrahim Khosravi, Eckart Werther, Elicia Collins, Elizabeth Taylor, Elizabeth Tillman, Elliot Krop, Elnora Farmer, Emanuel Abston, Emily Surber, Eric McBeth, Erica Dotson, Erica Gannon, Erin Nagel, Eugene Ngezem, Evelyn Blanch-Payne, Everett Sullivan, **Everod Davis**, Feeshi Hall, Frederick Bloom, George Nakos, **Hae Ryong Chung**, Heather Hutton, Jada Mitchell, Jamal El-Amin, James Pete, Jelinda Spotorno, Jennifer Harris, Jere Boudell, Jesse Zinn, Jessica Conrad, Jillian Morgan, Joe Johnson, Joey Helton, John Meyers, John Phelps, Jonathan Harris, Joshua Meddaugh, Justin Spurley, Kamran Moghaddam, Karen Young, Keira Davis, Keith Driscoll, Kelli Nipper, **Ken Nguyen**, Kendolyn Smith, Kenja McCray, Kimberley Campbell, Kimberly Campbell, Kimberly McLeod, Kirill Sheynerman, Kitty Deering, Kristina Graves, LaKeisha Levy, LaSonia Espino, Latasha Adams, Latoya Devezin, Leah Pieper, Lila Roberts, Linda Hain, Lisa Holland-Davis, Lisa Smiley, Louis Orchard, Louisa Catalano, Marcia Bouyea-Hamlet, Marcia Butler, Margaret Thompson, Mario Norman, Marko Maunula, Marla Cineas, Mary Lamb, Matthew Carter, Matthew Sansbury, Matthew Smith, Matthieu Clave, Md Rokonzaman, Melanie Poudevigne, Meri Stegall, Mesa Davis, Michael Dalmat, **Michael Lindsay**, Michelle Furlong, Miles Thompson, Monay Sanders, Muhammad Rahman, Naquilla Thams, Narem Reddy, Nasser Momayezi, Nayab Hakim, Nichelle Gause, Nick Henry, Pamela Gordon, Patricia Roberts, Patricia Smith, Patick Coleman, Paul Melvin, Penelope Cliff, Rebecca Gmeiner, Reginald Porter, Reza Kheirandish, Richard Bell, Robert Vaughan, Ronda Hughes-Oguagha, Rosann O'Neill, Royal Baxter, Salvatore Lucido, Sandra Pisen, Sanjay Lal, Sara Harwood, Scott Stegall, Shannon Cochran, Shannon Montgomery, **Sharon White**, Sharrell Porter, Sheryne Southard, Shontelle Thrash, Shuju Bai, Sonya Gaither, Stacey Houghton, **Stacey Reynolds**, Stephanie Bennett-Walker, Stephen Burnett, Steven Anderson, Taralyn Keese, Tashira Jones, Terence Malloy, Terry Apple berry, Todd Janke, Tuni Acosta, Ursula Gordon, Victoria Foster, Vinod Vincent, Vivian Padin-Irizarry, William Hill, Winifred Nweke, **Augustine Ayuk**, and Xueyu Cheng

1. **Introduction of senators.**—In person then online.
2. **Approval of minutes.**—For October 30, 2023 and December 11, 2023
3. **Remarks and Q & A, Dr. Georj Lewis, President of Clayton State University.**—Some updates from the capital government: The budget did not include our \$1million fund for the Downs center. It wasn't in there, but people are working to get that in there. Amended FY24 items were in the budget. 2/20 more info to come and will look different this year since we are trying to get the \$1million back in the budget. Our budget presentation was last week on Monday and we presented it with the \$5.6million in cuts and note that there's been some discussion that part of that cut was \$600,000 for summer compensation what I will let you know is that those funds are prioritized to be back in our budget if certain things happen. Maybe tuition increase, or if we need to cut less than the \$5.6 million. I just wanted to share: somethings have to happen so we can make some things happen. We learned a lot this year in the budget presentation. 87.1% that we generate in enrollment and credit hour production is spent on salaries. When we talk about cuts 87.1% is salaries. However when so much of the budget is staff and faculty it's difficult to avoid those kinds of cuts. The better we can do with retaining and attracting new students the better. The interim provost interviews were completed on Friday and he has had a chance to look at some of the responses. We will have a conversation then make a decision—should make a decision by the middle of the week. Strategic planning: the report was received last week and looks and sounds like all of the feedback we have all given throughout the year. The steering committee is set to meet on February 16<sup>th</sup> about it. Enrollment—we are working really hard right now and are a few percentage points up, we are moving in the right direction. Next wave registration begins Feb. 1<sup>st</sup>. Fiinal campus updates there are discussions of a piloted compressed schedule. Homehoming is in February. A new food pantry is opening up in the SAC it's a full stocked food pantry Alpha Phi Omega are working together to get it going again.  
With the focus on salaries approximately 530 positions are budgeted now. Next year a little less than 500 probably. 30s for faculty and 20s for staff members are the number of positions to be cut (some of them are currently vacant). Will administration be taking salary cuts too? Summer is not salary but has been reduced to give some relief. Cuts are not only focused on faculty. Academic Affairs is where most of the funds go, that's our enterprise 60+% is part of their budget, 20+% operations, the rest are single digits, and this is how we invest in our institution. Being more transparent about how administration is facing salary cuts as well might help with morale.

#### **Deans rationale for 5k fee for the summer**

Dean Hooks Academic Affairs is responsible for \$3+million with the idea of trying not to affect faculty lines. Splitting the summer so that some of it gets paid this fiscal year and some next fiscal year with a shorter calendar for classes. The summer pay reduction will save \$600,000 and has been discussed to save lines. If it is reduced, we would restore some things. Several things have been modeled.

Dean Chacko According to the BOR furloughs are not ok. This is a permanent reduction. The summer cut would cover 8-9 lecturer lines. He says lecturers who have been here less than 6 years are still in the cutting zone. Lecturers represent the maximum amount of credit hours on campus. The logic was to save these credit hour generating positions. The summer reduction is for this and next year—not a permanent thing.

Are there efforts on the development side—what about fundraising, etc. for the community to invest in our institution? To be able to sustain that kind of fundraising to sustain full time positions takes a LOT of effort.

Looking at grants as well and meeting with businesses about sponsorship—even if they are temporary to cover the current needs but looking to sustain over time.

Grant writing workshop on 2/1.

We've been stable in faculty and staff positions since 2019. We want to preserve positions as much as possible, but we need to manage our budget. We are in the planning phase—we hope for the best, but we are in the planning phase.

Centralized focus of the budget is looking at the reductions, but we are also looking at the impacts of the reductions—after the reductions. For us to intentionally mitigate the reductions as much as possible. What is the plan of execution for sustainable efforts in place? To develop an impact plan to make sure there is as little negative impact as possible, if any.

4. **Remarks and Q& A, Dr. Kevin Demmitt, Interim Provost/Interim Vice President of**

**Academic Affairs.**—You can't communicate too much. So, that explains the email he sent out. With such a big budget cut there are no easy solutions. The university does not have a separate revenue/expense avenue for the summer. We try to maximize the amount of courses that meet to maximize that revenue, but that is not sustainable. There's only so much we can do when so much of our budget is personnel and we absolutely prioritize taking care of personnel.

We were reassured by where we are with the SACS VP and she spoke a lot of about the collegiality and comradery she found in the groups that she worked with. Looking forward to a successful visit in April.

It's never easy to change the core, so as we go through this process, please keep in mind that SACS places curriculum responsibilities with the faculty. We can never have too much communication. Not everyone will be satisfied with the final product, but at least everyone will have a voice in making that decision. So, deciding the credits for the core is only the start, now we need to decide the courses for them. There are still final decisions that need to be made and the date we need that by is coming up very quickly! Mid-February at the absolute latest. We want a process that is transparent, but speed is of the essences at the moment.

Some courses didn't make it to IMPACTS, we can still add classes, correct? Yes, any decisions that are made now can be modified down the road. There were some classes that were stopped at the Regents Advisory Committee—we can keep making requests, but they are still the governing body for the system. So, that work is going to continue.

5. **Remarks from Spenser Emerson, Staff Council President**—Want to invite faculty to some events that build morale and health and wellness—Tuesday Laker walk 12pm on Tuesdays 30 minutes' walk. Inviting everyone to participate in Homecoming—great opportunity for us to mingle together. The faculty/staff basketball game, only 80% there, please sign up (it's only half court). We're collaborating with athletics. Mental health QPR training (question, persuade, refer). We have some staff that are able to run those trainings on campus now. Student assistance can do QPR training as well. They are also accepting cheerleaders for faculty/staff basketball game.
  
6. **QEP Presentation from Marcia Bouyea-Hamlet and Dr. Ashlee Spearman, Laker's E.D.G.E (Education, Development, Goals, and Employability)**—What will be represented to SACS 4/1 through 4/4 for the SACS visit? We will send out information about participating in the visit. The program will last for 1 year, first semester students take CSU 1000 and will also have a (living) learning community; 2<sup>nd</sup> semester career bootcamp with an assigned academic coach. Fall 2022 retention was 73%. First Year Experience rose to the top of the priorities. Constantly looking at data and this is top of the mind for USG as well. Goal for retention for USG is 80%. We still have a ways to go to meet that. How are we retaining our students—a lot of this work is grounded here. Looking at data, best practices, etc. talking to students to get more feedback. We are launching a new website so that we'll be able to see our progress. We launched a grant called Laker plus a 1 year grant it's \$100,000. Students seem to be excited about everything. Persistence rates are semester to semester. 60% of CSU 1000 pre-postsurvey students indicated that they intended to leave/not stay. We're looking at an extended orientation. In the fall possibly connecting English and history with another set in the spring. There are 4 personnel for this and repurposed a position for this. Also looking at instructional support, training, annual estimate of \$200,000 annually. If we can retain 10 more students with this program it will [pay for itself]. We are using a VALUE rubric. Please spread the word about QEP and SACS visit. There are different committees that need faculty to serve on them. The goal of 6,000 students enrolled at CSU next fall, and aiming for 6,300, but some of those will end up being dropped. Enrollment freshman goals about 500+students therefore we are working towards an increase of about 2%. They are looking at sense of belonging, but Nessie response rates are terrible and now looking for a new simpler assessment to get a sense of student belonging, but they are expensive to use at the moment.  
Any services for students with health struggles, financial struggles? Are any of those addressed as part of the program?  
Has the group discussed how to fold in our nontraditional students? Is there a nontrack version of this? Will this plan have a positive impact on the larger part of our student body of nontraditional students? Yes, there are living/earning communities for nontrade students as well. Not full time enrolled will not be captured at the moment. Nontraditional section fully online and went really well. 9 credit hours + enrolled in edge.  
We need a sophomore experience as well to help with retention honestly.

Who are the academic coaches? And are departments being engaged in these efforts? We are open to including that, but we want to make sure that these efforts are focused. As we grow and we find the pieces that don't work, we can partner to try to make things work. As an institution we need to learn what's a QEP for other things? The academic coaching is through the CAS and they are trained there.

7. **Presentation from Dr Royal Baxter**—Talking about Homecoming. Here today to talk about how faculty being involved and is here today pleading that faculty participate and get involved. About 30 events throughout Homecoming week. Like-a-Laker sub theme throughout. Show it—wear your blue and orange CSU gear. Share it—remind students that it's homecoming and encourage them to engage. Support it—show up and volunteer.
8. **Discussion of summer course stipends in lieu of budgetary concerns**—Covered earlier in the meeting.
9. Sub-committee reports, as needed.
  - a. **University Curriculum Committee**
    - i. **Discussion of Ad hoc committee on CSU General Education**—for SACS requirements. This is all up for discussion, but we have to implement this soon. Recommending: 2 representatives from each college. A&S does carry the majority of the weight of the core, so perhaps consider what makes up IMPACTS to decide what representatives the committee have. There should be thoughtful dialogue of who and how many are on this committee. Alternate suggestion have the committee align with IMPACTS for example 1 representative from area I and 2 from area M, etc. IMPACTS is an opportunity to rethink our core so we shouldn't try to create a committee based on where we've been. How will this be separate from the UCC? SACS looks at general education separately. The first order of any committee would be which courses in IMPACTS are required. The UCC would be the body that approves core courses as they already do. If we need to create this now, STEM and A&S have merged, but they have decided to keep current committees as is so it doesn't disrupt their service. How will this committee affect/consider these folks? What is the purpose of this ad hoc committee—what function does this committee serve? The UCC deals with curriculum in general, the General Ed committee will focus on the core and will answer directly to the UCC. The idea of this committee came up during the visit from the SACS VP. This is something that we need to show that we are handling. UCC could cover these topics already by just adding these items to the agendas going forward. That could be a way to look at things now and then have time to consider STEM, etc. If we do that we need to prove that the UCC has been doing that. We would need to be able to clearly document that UCC is handling general ed, we can't just assume that it

does. There could be room for the UCC to cover this, but over the years it has not. Why doesn't the senate have a committee that's focused on assessments anyway and then this could be under it. Why doesn't the senate get involved in program assessments? The assessment part has never been part of the UCC and would radically alter what the UCC has traditionally done.

b. **Academic Policy Committee**

We had a request to look at the change of major was done, if after drop/add, would not go into affect until the next semester. If a students changes majors midsemester a class that might have been covered by financial aid might not be covered. So, this policy would protect those students. This will be an electronic vote.

COB 7+7+4 meaning there would be 3 sessions in a term, the committee is in favor as long as there is buy in from Bursar, Financial aid, Registrar and Admissions. This vote will be electronic as well. It won't be instituted if these concerns can't be resolved. We are endorsing this, but the implementation will take some time. The endorsement is so that we can send it to move forward to look at if these things can be looked into.

Calendar recommendations: changing fall break into full week Thanksgiving break (42 for keeping fall break; 51 for full week off for Thanksgiving—consistent from students, staff, and faculty); add reading days (72% of students for it less faculty support); shorten summer session from 9 weeks to 8 weeks (77% for and consistent between students and faculty).

c. **Faculty Affairs Committee**

Meant on 1/22 and working on SEI evaluations.

d. **Student Affairs Committee**

We were not able to meet in January.

10. **Old business- Core IMPACT Area Distribution electronic senatorial vote**—2 members from UCC and then 2 faculty from each college. Senators voted and sent in their name after voting. 11 aye; 3 nays; and 1 abstention. Chair did not vote since it was not a tie. Complaints about how the senate conducting itself at the January 8<sup>th</sup> meeting.

11. **Adjourn**—around 1:30pm