

Faculty Senate Meeting Minutes  
Monday, September 23, 2024  
University Center 260 & Microsoft Teams  
11:15am - 1:00pm

Attendance (**senators denoted in bold**): **Kate Cotter-Reilly, Larry Menter, Stacey Reynolds, Michael Lindsay**, JoJo Ardivini, Georj Lewis, Celeste Walley-Jean, James Pete, **Anothny Hannah, Samuel Maddox**, Charlie Harris, Pinar Gurkas, Eric Bridges, Nichelle Gause, Antoinette Miller, **David Pena, Adam Kubik, David Williams, Erin Nagel**, Cephaz Archie, Adam Tate, Ade Thompson, Alexander Hall, Allie Reece, Aloysius Amin, Amirrah Beeks, Amy Black, Andrea Jacques, Angela Hollis, Anita Whiting, Anna King, Antoinette France-Harris, Antwan Aiken, Arianne Adams, Ashlee Spearman, Ashley Washington, Barbara Hennie, Batavia Sumlin, Brian Goldman, Brianna Vick, Bridgette McDonald, Brigitte Byrd, Byron Jeff, Caitlin Harris, Cantice Greene, Carin Lightner-Laws, Carol White, **Caroline Sheppard**, Caroly Walcott, Cassandra Parker, Catherine Matos, Ceimone Henderson-Strickland, Charles Henerson, Chen-Maio Lin, Chizara Jones, Christie Burton, Christina Grance, Christopher Kodani, Christopher Stotelmyer, Christopher Ward, Chyrel Lynn Panlilio, Comfort Obi, Connor Wright, Corlis Cummings, Corrie Fountain, Craig Hill, **Crystal Marchant**, David Gilbert, David Greenebaum, David Murray-Stoker, Deborah Davis, Deborah Deckner-Davis, Denise Allen, Dennis Attick, **Dennis Miller**, Devon Ellis-Grant, Diane Day, Dmitriy Beznosko, Don Stansberry, Dwayne Hooks, Ebrahim Khosravi, Eckart Werther, Elicia Collins, Elizabeth Taylor, Elizabeth Tillman, Elliot Krop, Elnora Farmer, Emanuel Abston, Emily Surber, Erica Dotson, **Erica Gannon**, Everett Sullivan, Feechi Hall, Frederick Bloom, George Nakos, Grace Nteff, Gwendolyn Harold, **Hae Ryong Chung**, Heather Eddy, Heather Hutton, Heidi Benford, Irene Ngonga, Iryna Hayduk, Jacob Chacko, Jade Mitchell, Jamal El-Amin, James Pete, Jason Davis, Jason Guthrie, Jelinda Spotorno, Jennifer Harris, Jere Boudell, Jermaine Rolle, Jesse Zinn, Jessica Conrad, Jillian Morgan, Joe Johnson, Joe Trachtenberg, Joey Helton, John Meyers, John Phelps, Joie Hain, Jonathan Harris, Jordon Steele, Joshua Clark, Joshua Meddaugh, Justin Spurley, Kamran Moghaddam, Kandice Fowlkes, Karen Young, Keith Driscoll, Keith Miller, Kelli Nipper, **Ken Nguyen, Kendolyn Smith**, Kenja McCray, Kevin Chaney, Kevin Demmitt, **Kimberly Campbell**, Kimberly Johnson, Kirill Sheynerman, Kitty Deering, Kristoffer Johnson, Larry Menter, LaSonia Espino, Latasha Adams, Latonia Alexander, Lindsay Chandler, Lisa Holland-Davis, Lou Orchard, Louisa Catalano, Lucretia Portwine, Marcia Bouyea-Hamlet, Marcia Butler, Margaret McAlister, Margaret Thompson, Mario Norman, Mark Daddona, Marko Maunula, Marla Cineas, Mary Lamb, Mary Miller, Matthew Carter, Matthew Hutcherson, Matthew Sansbury, Matthew Smith, Matthew Trice, Md Rokonuzzaman, Melanie Poudevigne, Mesa Davis, Michael Ryan, Michelle Furlong, Michelle Nelson, Monay Sanders, Muhammad Rahman, Naquilla Thomas, Narem Reddy, Nayab Hakim, Neena Smith-Bankhead, Pamela Gordon, Patricia Smith, Patrick Coleman, Paul Melvin, Penelope Cliff, Rebecca Morgan, Reginald Porter, Reza Kheirandish, Richard Bell, Robert Vaughan, Rodney Byrd, Ronda Hughes-Oguagha, Rosann P'Neill, Russell Wheeler, Sandra Pisen, Sanjay Lal, Sara Harwood, Scott Stegall, Sean Vogt, Shakil Akhtar, Shakyra Rivers, Shannon Cochran, Shannon Montgomery, Sharrell Porter, Sharren Thomas, Sheryne Southard, Shontelle Thrash, Shuju Bai, Sondag Gaither, Stephanie Bennett-Walker, Stephanie Vasquez, **Stephen Burnett**, Stephen Klusza, Steven Anderson, Steven White, Tammy Wilson, Taralyn Keese, Tashira Jones, Terence Malloy, Terry Summers, Terry Appleberry, Thomas Cornwell, Thomas Garsombke, Thomas Lewis, Thomas McLlwin, Todd Janke, Tomas Merchan Rodriguez, Toyé

Wheeler, Tuni Acosta, 3 Unknown Users, Ursula Gordon, Victoria Foster, **Vivian Paden-Irizarry**, William Hearn, Xueyu Cheng

1. **Introduction of Senators**—In-person the online
2. **Moment of silence for Michal Collins passing.**
3. **Approval of Minutes**—1/8/2024 and 9/9/2024; approved unanimously
4. **Remarks and Q&A, Dr. Georj Lewis, President**—First from the USG: at our last board meeting the board approved the recommendation of \$1 million for MMR funds (maintenance, repairs, and replacements). \$500,000 renovations for Clayton Hall and other renovations. To improve the life of the facility. The chancellor made a remark in growing enrollment and graduation. I think system wide there may have been a graduation number that was graduating a lot of students, but another number that was very small. Clayton was mentioned as a participating film institution. Dr. Joanne “JoJo” Ardovini is now our interim provost. Most of her experiences are from the Metropolitan University of New York. She will be working on ASPIRE; with faculty and staff on core IMPACTS; transitions that we are having in our colleges; and jump starting plans to help us improve. She will be physically here Monday and Tuesday; but available electronically as she is also working at Atlanta Metro as well. October 1<sup>st</sup> is the date listed on the ad for when the reviewing of applications for the new provost starts. Candidates who are most qualified usually apply at the last minute and so next week we will start looking at them. IT update—USG software inventory is due this Friday. We spend \$1.9 million a year and we want to reduce that amount by 10%. October the 15<sup>th</sup> is cyber security training due date. We are up over fall of 2023. Credit hour production is up about 3%. We are pleased with the increase, however there are a couple of initiatives that have helped us—one is the stop out with Motimatic and have gotten students to re-enroll and continue; dual enrollment is also up and those 2 things really contributed to our increase. Adjunct Viola Instructor was featured in a performance this morning. Club football won its first game last week in the rain, but lost on Saturday. Good turn out and community support. Special thanks for everyone’s participation in the investiture events. We had a large group of faculty and staff that came out. The panel was incredibly interesting. Thank you all for what you’ve done and what you continue to do. There are some things that we will be able to announce that are important to us that we will be able to announce soon. October is one of the most stressful months on a college campus. Please make sure you are taking care of yourself and your students.

Did a lot of work on the parking fees and halved them. Is anyone looking at the fines and fee part of that as well? If you forget your parking pass you get a \$30 fine (and \$50 each time after that). Could students possibly get a temp pass by calling in to say that they forgot or something? We can look into it; I don’t know if there’s research for parking. The chief has a parking forgiveness program, but I don’t know a lot about it. So, I would have to talk to him. Temporary day tags should be a thing if you just forget it. The problem is that students don’t take the time to do that. Will check on it.

Motimatic initiative: they are a 3<sup>rd</sup> party entity that Nick brought to the table from using at Atlanta Metro. Used over social media to target students and get Clayton State ads recruiting

them to come back. About 10% came back and most are taking about 9 credit hours, so they have committed. Within 31 days we were able to capture 207 of 2,000 students that we gave them to target. About 60% Atlanta, 9% Macon, then Savannah and Augusta—that's a breakdown of the students we got to return. Talking about how we may continue this relationship. We are up in head count, but credit hours are only up about 2%. We could potentially target existing students to get them to sign up for more hours. We are trying to understand the best way to use this. A one-time thing on stop outs and then have to figure out what the next step, next group to target, might be. The ads they launch are pretty creative. Older demographic was the one that really engaged. Was just in an AI conference and will jump back in after senate. AI is here and we need to understand it. A resource kit was sent out and there is information about AI that faculty can use. Was the effort program specific? No, not this time.

Question about the process: I find targeted ads creepy. So, my question is, how does the process work? Once they target someone how do they "bring their prey down"? Follow the algorithm. Is there an actual intervention after they have seen a certain number of ads, then someone calls? Or is it all automatic? 600+ were meeting with advisors around the same time the ads were going out to them. The ads are made to drive interest. We had 20 who had been out so long that they had to reapply and 2 did. There is a survey that is about to go out to try and find out exactly why they came back and to help them succeed.

Targeting schools and Atlanta area? Yes, but not with Motimatic. Does stop-out include dual enrollment? No.

Is there or has there been any consideration of our ethical responsibility? Thinks ethics can often be absent in advertising campaigns. Convincing people to do something that they may have not been intending to do. We need to make it clear in this process that even though we are using these tactics that this is ultimately in their best interest. How do we know that the people we are bringing back aren't going into further debt and/or a negative impact on their family. The questioning of ethics should have happened when our student left. What did we do wrong? This campaign is righting a wrong. We need to make sure that when they come back, we are serving them so that they are informed and supported so that they can succeed. It will be our obligation at the get go to help that student get across the finish line in a timely a manner. Where are we on all of that stuff? The new provost doesn't know, but she'll be working with everyone on campus to get things done. The student has to finish. We are here for the students. The stop out range was from 2020 to 2023. It would be interesting to find out from those stop outs who did not come back why? What happened? Where did they go? Has that been consulted somehow? I don't know if that has been sorted out.

5. **Remarks from Provost's Office, Dr. Celeste Walley-Jean**—In May you have seen an update to withdrawal without academic penalty. Prior to the May decision that point was midpoint of the semester. Th USG have removed that deadline and have now said that universities can now decide for themselves. She requests that senate look sat our withdrawal policy and if there are recommendations to update it it, we would love to consider it. If we can give students as much time as possible that would be great. In response to USG policy we made an institutional process for approving administrative officers. USG approved it in 2023, but then USG revised their policy. So, we have updated ours to be in line with the new system policy. We need everyone to review it and let us know if they think we are or are not in line with

policy. The information will be provided to Dr. Lindsay so that he can send it out and everyone can review it. Honors program director committee feedback will likely be this week. Thank you all again for your participation in investiture, but especially those that participated in the panel at the library.

There was so much going on that the panel couldn't share everything. As a university we need to find a way to share all of the things that faculty, staff, and alumni are doing. Regarding potential withdrawal date change: do you know what other institutions do for this? Hopes that the faculty that looks at it will look at the breadth of the policy. Hopefully the committee will look at other policies inside and out of the system, but also consider what is better for our student population. All of these things need to be considered. Is there a body of studies of these policies and what works best for students? I have seen it, but I know there was a previous faculty committee that looked within the system and did an analysis and within that we were not the shortest, but there were schools with much longer windows. That predated the system policy change. Data for why students are withdrawing. We don't see that anymore, but there's years and years of that data that we could look at that. If you have that conversation, please include financial aid because she has seen students working the system to get the financial aid money and then never showing up. Often there are no conversations, just a student decides to withdraw. Is there a more useful measure for faculty to see why students are leaving. Are students leaving because of the faculty member or the type of class. D and F rates are also looked at and are looked at separately from the Ws. At the end of the day a D, F, or W means that a student is not succeeding. First time hearing that through the system dashboard there is a way to look at DF rates in addition to DFW rates. New provost can ask someone to come in and present on the dashboard and how faculty can use it. Reevaluating No-show, is that on the table? No, it is heavily linked to federal funding and financial aid. So, we do not have much wiggle room with that. We are looking at the policy her, Becky, and financial aid. We are trying to evaluate that process. An example was brought up about a student who was misadvised and their classes were not covered by financial aid and so had to drop everything. This semester had a lot of moving parts to get things done well. Because of changes a student can no longer take a psych class if it's not part of their major then it won't be covered by financial aid. We are understaffed with advisors. Advising is overwhelmed. Is there a plan to expand advising? They are working towards a tiered model that has shown success with students. This was in our plan and something that we are working on. Is there budget to hire more advisors. I don't know if we should jump to the conclusion that we are understaffed there. The direct answer is that we just went through a process where we got recommendations from all of the champions—coaches. \$250,000 of the strategic plan for this year. NISS contract needs to be signed soon and the diagnostics for that will start this semester. Their work should be done sometime next semester. Implementation will be over 3 years and will most likely include many things that we will have to invest in. We have to listen to some of the recommendations we receive because their track record is phenomenal. We have a commitment to at least try. We will do more than what our trends and data show. 3 students in a math class didn't take the final and would have passed if they took it. The faculty member tried contacting them, but then asked Dr. Archie to call in the faculty member's stead and ultimately those students were able to take that exam. Is there a system that we could invest in something so that the students understand what they can or can't take. Program requirements are coded into degree works

and the federal program is built into that. Are you saying there should be a flag for students to point out that financial aid will not cover a specific course. Yes.

Would a later W date require moving the midterm and/or would a second status update closer to the W date be required. There is no policy that requires us to do 2 grades. She is assuming that students have the information to follow how they are doing in a class to keep up with their grade through a new W date. There are some errors in Degreeworks. Please send those in and loop in James and Celeste. Is there a requirement for a midterm grade? I don't know if there is a USG policy for a midterm grade. Would assume it's a best practice. Based on the previous withdrawal policy we had to have a midterm point of the semester.

13 positions in advisement including leadership. 4 starting October 1<sup>st</sup>.

Required midterm grades that were entered in the DUCK were added by CSU. Grades including a possible midterm grade, but at least one week before withdrawal is recommended.

## 6. Subcommittee Reports

### a. **University Curriculum Committee**

No report.

### b. **Academic Policy Committee**

Received a request about extending the withdrawal date. We haven't met as a committee yet to discuss it. We're trying to see if we can present something to the senate off meeting because otherwise the deadline will pass before our next senate meeting. I think we need to talk about it and talk to financial aid. Don't think changing it right now would be a good idea. If it is in the handbook that we must have a midterm grade, then we have to go through the channels needed to change that. We can't get it done for the fall deadline given. However, trying to get it done for the spring could work. Could collect data this semester and then try a soft pilot for the spring to see if it works. You can pilot a policy before it's approved. Also need to look at the faculty handbook about all of this. We will meet and Celeste will be part of the meeting and then we will present our findings to the senate.

### c. **Faculty Affairs Committee**

Charlie Harris is the chair for this academic year. We do not have a full report. The committee met on the 11<sup>th</sup> and then sent out an electronic vote for chair. One member has not gotten any communications to date. They will begin meeting on the off Mondays from senate. Looking at closing the loop on the SEI. Last spring and summer was the pilot for the new SEI and then faculty could give feedback. The soft roll out was just to make sure everything was working properly, not for it to be evaluated. Traditionally there was a summary number of the ranking which is related to our promotion and tenure. There are a mix of questions now that possibly should not be averaged in. So, what is producing that number we need? Smartelav training is something we have and CELT sent an email out this morning about it. So, it is recommended that you attend or watch the recording. This instrument is more nimble and she understands it and so we should be able to tailor things. If you're coming up for evaluation, you're going to have a mixture of apples and oranges—old and new. Please download your old evaluations and perhaps talk to deans and chairs about how to do that. Next meeting will establish priorities.

d. **Student Affairs Committee**

Still hasn't had a chance to meet yet. Still looking for a time that works for everyone. Will probably have to record since class schedules are conflicting.

7. **Old Business, as needed--None**

8. **Discussion**

- **Hiring process in College of Arts and Sciences (Interim Dean)**

One issue is that this limiting of applicants to people who have served in the position of chair or dean. Don't understand why that limitation was set in place. We have many faculty members in the college of Arts & Sciences that didn't meet that criterion because of that, but could have taken the position. The feedback was received from college faculty that they supported this process. Really wanted the faculty to be included in this search and this process. The expectation was that the candidate have experience in administration since it's an administrative role. The concern was that only one person would qualify and so that person would just get that position. This process is still evaluative, and someone will not just simply be appointed. It could have been an appointment, but it was not. The intent was to get feedback from faculty throughout the process. Is there going to be a process or formal written process where the faculty can have input and/or when something should be an appointment. That's a great idea. Academic Affairs has a lot of policies that need to be codified and we need a handbook. Yes, we absolutely need to look at how we do things.

- **FAR report, Dr. Eric Bridges**

They met with Mammoth consulting to start finalizing the athletic strategic plan.

- **Faculty Senate Bylaws Committee**

We have been talking about updating the faculty senate bylaws. So, would like to create a committee to do so. Chair will send out an email and would like a senator from each subcommittee to sit on this ad hoc committee. And an additional non senator from each college. In that process would like to see the committee meet with Corlis and would like a listening session from the committee for faculty so that faculty as a whole can express concerns or things they would like to see. Once the committee is towards it ends have another listening session to address what changes and updates will appear before it moves to the senate to vote on. Total of 8 committee members. Will send out communication soon. So, the committee member is not a senator. Is there a reason that Library isn't included? No, and Library will be added. So, 9-10 members.

9. **Lorea Reid, Outreach Coordinator for Atruim--Excited to be here as the new health and wellness provider here at CSU. We are out of 2 other universities as well. Slammed with students. Services are free to both students and faculty. Please make appointments--walk in time is basically gone since so many students are coming in. 3 therapists on staff here. Nurse practitioner and registered nurse. Also, virtual health options as well. Swipe the Laker ID, get in the portal, send you a text, you can check things in the portal. Wellness Wednesdays--centering them around what you are seeing in your students. October is world health month and 10/10 is world mental health day. They are looking into doing a virtual course on anxiety, test taking skills, etc. Trying to strike where the students need help. How do they support**

dual enrollment students? If they are a student with a Laker ID they can come to the clinic. If they are under 18 they must have a signature from a parent or guardian that they can be treated.

Will send out the survey about the idea of getting student members on the SAC to see if there is support for that or not.

Degreeworks does on the backend recognize if a course would not be covered by financial aid, but that does not show for students. Can you use your refund towards paying for other classes.? Don't know right now.

**Adjourn—12:59pm**