

Faculty Senate Meeting Minutes
Monday, October 16, 2023
University Center 260 and Microsoft Teams
11:15am to 1pm

Attendees (senators denoted in bold): Kimberly McLeod, Cephas Archie, Sherry Southard, **Erin Nagel**, Karen Young, **Adam Kubik**, Deborah Decker-Davis, Antoinette Miller, Pinar Gurkas, Charlie Harris, **Samuel Maddox**, **Michael Lindsay**, Jonathan Goodson, James Pete, Nick, Henry, Georj Lewis, Spenser Emerson, Adam Tate, Ade Thompson, Adel Novin, 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, Antwan Aiken, Arianne Adams, Ashlee Spearman, Ashley Washington, **Augustine Ayuk**, Barbara Hennie, Bennett Nworie, Billie May, Brandi Werther, Brenda Carr, Brian Goldman, Brianna Vick, Bridgette McDonald, Brigitte Byrd, Byron Jeff, Carol White, Carolyn Walcott, Cassandra Parker, Ceimone Henderson-Strickland, Charles Henderson, Chen-Miao Lin, Chizara Jones, Christie Burton, Christina Grange, Christopher Stotemyer, Comfort Obi, Conner Wright, **Crystal Marchant**, David Greenebaum, David Pena, **David Plaxco**, **David Williams**, Denise Allen, Dennis Attick, **Dennis Miller**, Derrick Vanmeter, 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, Emauel Abston, Emily Surber, **Eric Bridges**, Eric McBeth, Erica Dotson, Erica Gannon, Evelyn Blanch-Payne, Everett Sullivan, **Everod Davis**, Feechi Hall, Francine Norflus, Frederick Bloom, George Nakos, **Hae Ryong Chung**, Hannah Vaughan, Heather Hutton, Jacob Chacko, Jamal El-Amin, Jeff Jacobs, Jelinda Spotorno, Jennifer Harris, Jere Boudell, Jesse Zinn, Jessica Conrad, Jillian Morgan, Joe Johnson, Joey Helton, John Meyers, John Meyers, John Phelps, Jonathan Harris, Justin Spurley, Kamran Moghaddam, **Kate Cotter-Reilly**, Keira Davis, Keith Driscoll, Keith Miller, Kelli Nipper, **Ken Nguyen**, Kenja McCray, Kevin Demmit, Kimberley Campbell, Kimberly Campbell, Kimberly Johnson, Kirill Sheynerman, Kitty Deering, Kristina Graves, LaKeisha Levy, LaSonia Espino, **Larry Menter**, Latasha Adams, Latoya Devezin, Lila Roberts, Linda (Joie) Hain, Lou Orchard, Marcia Bouyea-Hamlet, Marcia Butler, Margaret Thompson, Mario Norman, Marko Maunula, Marla Cineas, Marvet Wint, Matthew Carter, Matthew Cornick, Matthew Smith, Matthieu Clave, Md Rokonuzzaman, Melanie Poudevigne, Mesa Davis, Michael Dalmat, Michelle Furlong, Miles Thompson, Monay Sanders, Muhammad Rahman, Naquilla Thomas, Narem Reddy, Nasser Momayezi, Nayab Hakim, Nichelle Gause, Pamela Gordon, Patricia Smith, Patrick Coleman, Paul Melvin, Penelope Cliff, Rebecca Gmeiner, **Rebecca Morgan**, Richard Bell, Robert Vaughan, Ronda Hughes-Oguagha, Rosann O'Neill, Royal Baxter, Ruth Caillouet, Salvatore Lucido, Sandra Piseno, Sanjay Lal, Sara Harwood, Shannon Cochran, Shannon Montgomery, **Sharon White**, Sharrell Porter, Shontelle Thrash, Shuju Bai, Sonya Gaither, Stacey Houghton, **Stacey Reynolds**, Stephanie Bennett-Walker, Steven Anderson, Taralyn Keese, Tashira Jones, Terence Malloy, Terry Appleberry, Thomas McIlwain, Todd Janke, Tuni Acosta, Ursula Gordon, Vicotria Foster, William Hill, and Xueya Cheng

1. **Introduction of senators**—in Teams then in person
2. **Approval of minutes**—moved to next meeting
3. **Remarks and Q & A, Dr. Georj Lewis, President of Clayton State University**

First updates/announcements from USG: at the regent meeting on 10/4 some policy revisions came up—the smoke free policy now includes vaping, policies for leave for voting updated, and language changes to the FLSA. The proposed changes to the core curriculum—Dr. McLeod will handle. The Chancellor reports that system wide enrollment almost is at almost a 3% increase for whole system. There are only 5 schools that have less than last year. BUDGET—we were given authorization to release the figure received last week of a projected \$5.5million budget reduction. Currently no date for us to present out budget to USG. We have to identify how we can get to that point, but we won't know what our allocation will be until after legislation—sometime in April. Nick Henry is here to answer any specific questions today. We knew there would be accountability because of the enrollment from last fall. We took a couple of steps to prepare—each division was asked to engage in an exercise to identify potential reductions with a number similar to the one we have received and to prioritize what each division would or wouldn't be able to cut. So, there was a strategic process to prepare for this so that once we got the number we weren't frantic. What's next is the budget office will compile division recommendations. There is still time and if you have ideas, please let administration know so they can investigate the idea. There is still an opportunity for feedback. We are still awaiting instructions for the budget hearings—ours hasn't been scheduled yet, we're just waiting for instructions for that. Last year at this same time the number was \$3.5million and we are up 26 or 27 students. So, we won't have the tuition reduction that we had last year. We want to mitigate the impact on our students' experience—some of these ideas were mentioned before: utilities reduction, grant writing, and ultimately increasing enrollment. Our final number is 5,883 in head count—with a slight credit hour reduction; but 26 more students than last year. This is actually huge given enrollment last year and graduation numbers in the spring. It was extremely difficult to get here, but we did it. We need to credit everyone for their hard work to make that happen and this will mitigate future cuts. We were up new students in several categories—304 additional new students. More students were brought in this year than last year and there are some indicators that retention is going up (no final numbers, but preliminaries look good). There was an additional 53 readmissions this year as well. We're still down retention-wise but much better than down the 1000 that we were last year; increasing retention by a percent or two, but it will make a big impact. Dr. France-Harris can talk more to this, but the strategic plan is moving from phase 1 to phase 2 and their survey closed 10/13. Several things have come up as themes to the work being done. Cybersecurity training is open and open enrollment for benefits is opening soon. The men's soccer team is 6th in nation. The SGA president attended a social mobility conference and represented CSU on the other side of the county. Police chief Keener is going to receive the Governor's Public Safety Award—jumped into the lake to save a student from drowning. Dr. Deckner-Davis submitted a grant.

Is it possible that we'll get a lower allocation in addition to the budget cut? They are the same thing, but there are some things out there that might offset that. There are lots of unknowns still. Any change in the cost of tuition could have an impact or if there's negotiations or lobbying for USG recruiting funds from somewhere else that could affect things. What we can do is what we did for the fall and mitigate loss and focus on enrollment. We are closer to black now than before for both enrollment and credit reduction.

Anything we can do to get lobbyists on our side? I don't know yet, but perhaps yes—we need to talk to our political people.

The exercise that happened was done around \$5.6million. Note: The \$3.5million mentioned earlier was only for academic affairs.

The formula used to distribute funds to institutions is fairly antiquated. Have there been any discussions to change it? And would you consider championing the discussion of it? The Chancellor has been discussing it since he came on board, but haven't heard about any actual changes to it, yet. USG is concerned around this as well.

There are some students from Savannah State that have gone to the capital and contacted the NAACP to have that formula looked at.

4. Remarks and Q& A, Dr. Kimberly McLeod, Provost, and Vice President of Academic Affairs

Set the context—from the outside looking in and being new to USG and GA and the way she's experiencing our community is with fresh eyes. She's been out in the community a LOT—she's been to 6 minister meetings; 6-7 meetings with Clayton County Public Schools; been going to Henry County at the Governor's workforce, etc. What she has found out from the community is that Clayton State is a big ship in this community and ushers students dreams to reality. Big ships weren't built to stay in harbor. So, now we need to build the infrastructure to leave this harbor and have a global impact and show our students that they can be successful not just here but anywhere in the world. We will NOT sustain three years of cuts. So, she hit the ground running for enrollment and retention to that end she started working in the community; once the team was developed. We had the event at the church—about 80 students got their schedules on site. CSU is engaging with the community the likes of that have never been seen before. We have an exemption to waive residency to get students from the art institute. And immediately we started Next Wave—to attract students who missed this first registration date. Can we create a next wave so that we do not have another wave of cuts? It worked because we left the harbor of tradition and embraced innovation and did something different. This next year will be rough, but will show us what we are made of. We will take a new look at how we define ourselves and the impact we can have beyond this harbor. We have someone visiting us from LA bringing us 800 students because they don't have HBCUs out in California. All of us are coming together to get it done even if it looks different. We need compliance with the new USG core—we now need to execute it. It is not an option or a choice—the core is board policy and WILL BE FOLLOWED. We need to prepare how we use this core and use it for retention,

etc. The system owns the core. We must adjust to SACS and the new core and we will have new courses that never sat at the core table before. The soft launch of the core is in the spring. The hard launch is in fall. This is an opportunity to create double majors—everything has to change because we have a new core. How do we work that so that our majors are attractive and address those programs with low awards right now? If we need to develop new pathways and new degree plans we need to have everything finished in about 3 weeks. If we don't have these finished by early November James Pete needs the time to fix and update everything and if we don't give it to him in time then we won't be ready for the fall. Yes, this is a VERY aggressive timeline. Laker Trailblazer reboot for anyone who wants to come to us directly or be on their way—will have that up by the fall. Career competencies and workforce integration have to meet the core competencies and learning outcomes—if a course doesn't meet both, it won't be part of the core. You meet it or you do not—there is no gray area. These need to align with the strategic plan for social mobility for the community. Our 19% four year graduation rate and 30-something-% six year graduation rate—it's the highest it's ever been, but we're about to blow that out of the water. There is an exploratory committee investigating a university college and talking to other universities about it—meetings are set up and additional members of faculty will be invited/ Guardrails need to be created for first year, first time freshman to plug the leak of 200-300 students each year. Is there an opportunity for other classes that include critical thinking and communication—there are deadlines of 11/2 and January for that. Lastly, Dr. Lewis shared our process of engaging and prepping for the budget cuts faculty have been invited and recommendations are welcome and invited. The core is not shared governance—USG said this is what you have to do now and we have to comply. We are about to leave harbor!

What is a university college? It looks different at different colleges some call it a college of undergraduate success for students beginning and either transferring in or transferring out. Core courses can be added and it's usually something that works well is flexible scheduling. The whole purpose for those who are coming in to give them the absolute best foundation for success.

How prepared are we to invest in administration reorganization and advancing new programs? Those have been thoughts that have been marinading. What makes sense? What would it look like if we had our own engineering program? Why not look at English as it relates to different focuses—film? Music? Legal studies? Etc. If someone has a double major then both majors can claim that student. What programs does our community need that we are not offering that we need to start offering because of that need? There will be some administrative and structural realignment.

The long term vision is to put proposals to work. Korean MLUs are only here looking at programs that are attractive to the workforce. Our students could learn those cultures and languages and work for a Korean company in Atlanta. These are the types of opportunities that we are looking at right now.

3 weeks to have a degree plan refresh—it's going to take a minute to get things through the levels of approval. Are you looking for proposals in 3 weeks or have everything finished and ready to go? We're not sure yet. We need to meet with the deans, etc.

We have to know what this looks like for the fall and fall schedules come out in February. New core means new degree plans. It feels good that we didn't wait to the last minute to get started, but we are still on an aggressive timeline.

Are there any talks about MLUs with African nations? One contact with Ghana. In Texas Nigerian MLUs were common. Anyone with any international relationships please bring your relationships to us so we can connect.

Locus of control—the politics of GA are not in her control, but developing an academic infrastructure in spite of them is. Creating a space for our students learn to communicate biculturally—and the system knows what we're doing. We are striving to meeting demands of both the local and global market. Atlanta has global companies and so meeting both is a strategy that will help us locally and help us sustainably. We need to be very intentional about how we create this.

There used to be an international advisory board here, is it still here? It was very helpful for students from all over the world and for recruitment. Dr. Archie will reach out to work on this.

When speaking to students and faculty at universities in Africa they were really interested and we need to explore this.

Huge Vietnamese population in Clayton County—we need to make sure that we are reaching out to them.

5. Presentation from Mr. James Peete and Mr. Jonathan Goodson, Self Service Banner-9 discussion.

Transition to Banner 9: The bad news first—on 8/23 the USG sent out a message that Banner 8 will be discontinued as of March 30, 2024. What does that mean for us? We've been taking progressive steps towards this, but now we need to update the duck. The notice from the USG said we need single sign on and multifactor identification—we already have that. Banner 8 will retire at the end of this fall semester so that we start the spring semester in a compliant mode.

We are postured well for the roll out. Some may remember the 2018-2019 update and the same sort of thing happening now. Hopefully it will be as minimally disruptive as possible. It is mostly used by students and mostly for registration. People are concerned now like back in 2018-19, but don't worry. Grade entry has gotten a facelift, you can see rosters, and other things faculty use often. Reengineering and integrating all of the services our students are used to using—payments, connection to bookstore, etc. There will be new tiles on the SWAN for access and some vanity URLs for navigation.

We are in preview mode of the new DUCK right now. A notice was sent out today that was geared more to students and students have been able to access the new version since August. Everyone currently can use both versions simultaneously at the moment. We are working through some nuances concerning faculty and staff roles with the new rollout.

These two technologies can work in parallel, so it is live now. The soft rollout for registration was when fall registration was still going on and about 10% was happening through the new version. December 16th is when the old version will be turned off.

There's not a lot to learn—it's a facelift and you just need to become familiar with it. Information sessions are happening—not training sessions because it's the same thing with a new look essentially—ask me anything sessions.

Through the sessions and looking for issues and things that might need to be fixed we will keep working through it.

This is not a knowledge gap, just a familiarity gap—get in there and play with it and that will probably be more insightful than any training that they could have. CELT has partnered with them and Justin will help with questions, etc.

Any times when the DUCK will be down that we need to know? 12/16 which is AFTER graduation and grade entry and a week before the holiday break to work on any issues that crop up.

Academic Affairs is working with CELT supporting what's going on with Q&As and FAQs and providing supports.

Notifications will come out as usual like for any other maintenance that has ever happened.

Why don't all students have a picture in the DUCK? We just don't have a photo for them. We could maybe try to identify those students and try to get a photo. The pictures come from the Laker ID cards. Are students required to get an id? If they are online only students, they don't get a Laker ID, but there is a way the students can upload their photos if they want to.

6. **Spenser Emerson, Staff council chair**

We are still trying to bridge the gap and break down the communication silos. We are going to start doing the morning and lunch walks at 8am and noon on the 24th. Please feel free to stop by the staff council. Knowing what's going on with faculty is important so that staff know what's going on too.

7. **Sub-committee reports, as needed.**

a. **University Curriculum Committee**

Has called for two special meetings in regard to the meetings for the new core—10/20 and 10/27 at 12-1:30pm.

b. **Academic Policy Committee**

Eric and Stacey are co-chairs and need to communicate to set up the next meeting.

c. **Faculty Affairs Committee**

Two items carried over from last year: One was the student evaluation of instruction and that content was approved by the senate last year. It was cleared to soft roll out in the summer, but couldn't. However, after CELT spoke to a 3rd party vendor and looked at Qualtrics that will hopefully come out soon. The second item was the pay equity study and one key take away is that the male/female gap is very alive. Right now the university is in the initial stages of the salary study. It's good that they were able to follow up with Rodney Byrd

and that the study is going forward with gender and other items considered in the process.

d. Student Affairs Committee

Last month they checked in with faculty senate as to what their charge would be this year—recommendations were to create a stronger sense of community on campus. How does the SAC do a better job of working with others—connecting on campus? How can this committee support ongoing co-curricular things going on? New laker pride team have a SAC member on that team to help communicate things out to faculty. Dr. Baxter also recommended helping our students attend to more affectively and pay attention to the student affairs newsletters—asking faculty to pay attention to newsletters and to highlight events that relate to class, or try to get students to participate in those events. It would help to have faculty attend those events themselves—a lot of us aren't doing that, but we need to be more involved and attend these events. How do we sustain faculty engagement in wanting to do this?

Dr. Gurkas was involved with the Braves food drive thing and it was all over social media.

Changing classes from 60:40 (online:in person) changing that to the other way around will make a difference in students participating in events and wanting to stay on campus. We need them to have a reason to be here and everyone needs to participate in this movement.

Eric will be attending the USG Faculty Council meeting next Thursday and Friday. Compliance is being stressed. Although there is still resistance. DEI discussions will probably come up as well.

8. Old business, as needed.

9. Adjourn—12:53pm