

## Clayton State University Faculty Senate

17 October 2022

### **ATTENDEES**

Senate members: Shakil Akhtar, Augustine Ayuk, Eric Bridges (Chair), Kate Cotter-Reilly, Deborah Gritzmacher, Anthony Hannah, Adam Kubik, Samuel Maddox, Larry Menter, Dennis Miller, Rebecca Morgan, Erin Nagel, Ken Nguyen, David Plaxco, Stacey Reynolds, Ann Showalter, Kendolyn Smith, Sharon White

Guests: Arianne Adams, Shuju Bai, Royal Baxter, Dmitriy Beznosko, Matthew Boedy, Christie Burton, Jacob Chacko, Hae Ryong Chung, Shannon Cochran, Everod Davis, Deborah Deckner-Davis, Kevin Demmitt, Erica Dotson, Aubrey Dyer, Michelle Furlong, Sonya Gaither, Nichelle Gause, Brian Goldman, Christina Grange, Pinar Gurkas, Linda Hain, Nayab Hakim, Feechi Hall, Grace Harwood, Craig Hill, Andrea Jacques, Jeff Jacobs, Kimberly Johnson, Chizara Jones, Reza Kheirandish, Mary Lamb, Michael Lindsay, Crystal Marchant, Thomas McIlwain, Paul Melvin, Antoinette Miller, Keith Miller, Nasser Momayezi, Caitlin Mullins, Michelle Nelson, Francine Norflus, Mario Norman, Adel Novin, Rosann O'Neill, Chyrel Lynn Panlilio, Andrea Plunkett, Melanie Poudevigne, Leon Prieto, Michael Sitvarin, Scott Stegall, Rosario Vickery, Celeste Walley-Jean, Carol White

### **ORDER**

The Senate chair, Dr. Eric Bridges, called the meeting to order at 11:00am.

### **MINUTES**

There was a motion to approve the 22 August 2022 meeting minutes and there was a second. The members voted orally and over the chat on Teams. The minutes were approved.

There was a motion to approve the 26 September 2022 meeting minutes and there was a second. The members voted orally and over the chat on Teams. The minutes were approved.

### **PRESIDENT'S REPORT**

Interim President Kerry Heyward provided a summary of key themes from the recent University System of Georgia (USG) Presidents' Retreat. Chancellor Purdue emphasized his desire to use data to improve USG institutions, including creating more uniform systems of data collection for areas such as enrollment, student success, and the recruitment and retention of faculty and staff. The President pointed out the number of shared services across the system (e.g., OneUSG) including sharing personnel across institutions. The Chancellor is also very interested in student success initiatives.

Last week the Board of Regents (BoR) approved a policy change about political activity by employees of the USG. Essentially, employees cannot use university time or resources including official email or letterhead when participating in political activity. The new policy includes a section emphasizing that employees are to take reasonable steps to avoid the appearance that their activities are endorsed by the university. The new BoR policy can be found in BoR Policy Manual, [section 8.2.18.3](#).

The President reported that the University is interested in leveraging connections of the CSU Foundation board members to establish fundraising and internship opportunities for our students.

A number of suggestions were shared with the President including the need to better document the number of parents enrolled at Clayton State and more oversight of the efficacy of university initiatives like the 15-to-Finish program. In response to questions about broader strategic planning for recruitment and retention, Interim Provost Jill Lane described the new “Dream Path” program to attract students with some college credit already to complete their degree in majors with high flexibility in the required courses (e.g., Integrative Studies).

Finally, the President reiterated that we are not alone in the USG – many other institutions are experiencing enrollment declines and budget cuts. The final budget proposal for the university will be presented to the BoR on October 31 (for this reason, both the President and Provost will be unable to attend the Faculty Senate meeting on October 31).

The President answered a number of questions related to the budget. The university is looking to reduce administrative costs by eliminating certain administrative positions, though not in key strategic positions such as enrollment management. In the budget cutting process, the university is working to balance the needs of academic and peripheral services. Also being considered is our contracts with various services and software.

When asked about the communication plan for sharing the final budget plans with faculty, President Heyward indicated that faculty should be learning about budget decisions within their colleges from their dean and department chairs. This is because each unit has been asked to identify areas to cut from within the unit. Faculty expressed concerns about how budget cutting decisions outside of the individual colleges are being addressed. Faculty requested more frequent or more intimate townhall events to learn more about the budget cutting process and decisions, to head off rumors related to the budget, and to bolster low faculty (and staff) morale.

## **NEW BUSINESS**

1. Presentation from Disability Resource Center (DRC). Ms. Andrea Plunkett and Ms. Caitlin Mullins provided a summary of the services offered at the DRC and answered a number of faculty questions. They described the new digital process for accommodation letters which are now completed through email. The DRC will send resources related to universal design and other accommodation suggestions to Dr.

Bridges for distribution to all faculty. If faculty have questions about accommodations or the services the DRC offers, please contact the DRC.

The DRC's testing services are only available for students with documented disabilities, which may include a temporary disability (e.g., broken dominant arm). While the DRC can help students who believe they have a disability access evaluative services, the DRC does not perform the evaluation. Faculty who believe a student may have an undiagnosed disability are encouraged to inform the student about a number of relevant campus resources rather than singling out the DRC.

Faculty requested a "cheat sheet" document with the updated DRC syllabus statement, best practices, and other helpful information.

2. Remarks from the President of the State Conference of the AAUP. Dr. Boedy posted summarized the main findings of the Georgia AAUP faculty survey related to the recent BoR changes to tenure policy. About 1000 faculty completed the survey with a majority of respondents reporting potential negative impacts/outcomes of the BoR tenure policy on faculty retention and recruitment in the USG.

## **PROVOST'S REPORT**

Interim Provost Dr. Jill Lane announced that the revisions to the Faculty Handbook completed by the SAFE Committee were sent to the Board Office. The student success evaluation area will be a part of the 2022 annual evaluations, but only as a formative discussion of efforts in this area. Additionally, Dr. Lane announced the dates and times of the three commencement ceremonies for December. Faculty will soon receive a survey from Tammy Wilson to indicate which ceremony we would like to attend. Faculty are required to attend one commencement ceremony per year.

### Discussion and Q&A of the Predominantly Black Institution (PBI) Formula Grant (2016-2021).

Clayton State University is eligible for federal funds through the U.S. Department of Education PBI grants program because of the demographic composition of our student body. Provost Lane summarized the key aspects of the grant program and report that she distributed to faculty on October 7. The primary goals of the grant are to increase graduation and retention rates for our students, using evidence-based strategies that specifically benefit students in our demographic.

Clayton State students who participated in programs funded by the PBI had higher retention and graduation rates than those did not. The most successful programs were those that provided academic support for students including tutoring and certain internships. These programs also received 44% of the funds from the PBI.

In moving forward with the two newer PBI grants, Provost Lane announced that she will be meeting quarterly with program leads to discuss progress and the latest data on the success of the program. President Heyward and others expressed concern about how to support the activities funded by the PBI when those funds run out. It was recommended that sharing the successes of the grant more broadly at Clayton State can help departments and other programs

inform and prioritize decisions related to student success. This might help with absorbing some components of the grants after PBI funds run out.

## **ADJOURNMENT**

The meeting was adjourned at 1:00pm.

Minutes recorded by Ann Showalter, Secretary of the Faculty Senate.