

Clayton State University Faculty Senate

31 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

Guests: Arianne Adams, Shuju Bai, Royal Baxter, Dmitriy Beznosko, Christie Burton, Jacob Chacko, Hae Ryong Chung, Elicia Collins, Deborah Davis, Everod Davis, Keira Davis, Romesa Davis, Deborah Deckner-Davis, Kevin Demmitt, Erica Dotson, Donielle Fagan, Antoinette France-Harris, Brian Goldman, Pinar Gurkas, Feechi Hall, Charlie Harris, Craig Hill, Kimberly Johnson, Chizara Jones, Reza Kheirandish, Stephen Klusza, Mary Lamb, Carin Lightner-Laws, Marko Maunula, Renee McFarlane, Paul Melvin, Antoinette Miller, Keith Miller, Michelle Nelson, Francine Norflus, Mario Norman, Rosann O'Neill, Vivian Padin-Irizarry, Melanie Poudevigne, Leon Prieto, Michael Sitvarin, Scott Stegall, Terri Summers, Rosario Vickery, Celeste Walley-Jean, Eckart Werther, Carol White

ORDER

The Senate chair, Dr. Eric Bridges, called the meeting to order at 11:00am. The President and Provost could not attend the meeting because of budget hearing with the Board of Regents.

MINUTES

There was a motion to approve the 17 October 2022 meeting minutes and there was a second. The members voted orally and over the chat on Teams. The minutes were approved.

UPDATE FROM USG FACULTY COUNCIL MEETING

Faculty Council representative Dr. Eric Bridges provided an update on issues discussed at the University System of Georgia (USG) Faculty Council Meeting. Faculty representatives impressed upon Chancellor Perdue the changes in tenure policy required to remove censure from the AAUP. This year the Board of Regents (BoR) is only going to request \$7 million from the state legislature due to lower enrollment across the USG. BoR leadership stressed that things have to be done differently to address the enrollment cliff. Because neighboring states are experiencing greater enrollment declines than Georgia, the BoR is looking for ways to keep Georgia students in-state.

In response to questions, Dr. Bridges reported that there was no discussion at the meeting about the Complete College Georgia program. Additionally, the BoR reported having no plans

for mergers between institutions, and no merger is planned between Clayton State and Valdosta State University. Backtalk among the representatives suggested that if a merger was going to happen it would happen at the last minute.

SUBCOMMITTEE UPDATES

1. Faculty Affairs Committee. Chair Dr. Michael Sitvarin reported that the committee met with Charles Reid from IT about to revising the Student Evaluation of Instruction (SEI) survey. Mr. Reid reported several technological barriers because the software we currently use is outdated. While the FAC, administration, and IT are on board with developing a new SEI system, building this system will require funds for IT. Because the budget for IT is being cut, it remains unclear whether the SEI system will receive strategic prioritization for funds, but Dr. Sitvarin expects an update in the next week.

The FAC meet with Justin Mays from the CELT office to discuss switching to Qualtrics from outdated SEI technology. Funding for Qualtrics is tied into the accreditation portion of the budget, which is not are part of the current budget cuts. Use of Qualtrics for the SEIs would allow for more a modern SEI with customization options (e.g., for different course delivery modalities and for different departments).

The FAC discussed proposed changes to parking fees based on faculty/staff income. The proposed changes sort faculty/staff into four income categories with fees ranging from \$20-\$150 per year. The FAC opposes this increase to the parking fees, in part because of how this might affect faculty morale during the budget cuts. Senate leadership proposed passing a resolution opposing the parking fee changes. Next meeting: Mon, Nov 14 @ 10am ([Teams meeting link](#)).

2. Academic Policy Committee. Chair Dr. Antoinette France-Harris reported that the APC had reviewed the student complaint procedure and determined that the procedure was generally clear, fair, and understandable for students. The APC will recommend to the Provost that the contact information for department chairs, and others listed in the student complaint policy be clearer to students and linked to Clayton State directory. Additionally, because the process could be intimidating for a student, the APC recommends a statement encouraging students to approach a trusted faculty member for assistance. Meeting attendees suggested a flowchart to help students understand the process, and discussion of this process could be included in CSU 1000 classes.

Dr. France-Harris reported that with the increase in online courses, there has been a growing number of student complaints about online courses that fail to meet minimum standards. The APC plans to examine and update our minimum standards for online courses. Next meeting: Wed, Nov 16 @ 2pm ([Teams meeting link](#)).

3. Student Affairs Committee. Co-chair Dr. Sam Maddox reported that the SAC is continuing to develop policies related to the minors on campus and disruptive behavior

in online classes, and the committee plans to bring proposed policies before Faculty Senate soon. The question of how policies in the Student Handbook are changed was raised, and the SAC will investigate this. Because the minors on campus policies will go in the Student Handbook, the SAC is also developing recommendations for faculty to have corresponding syllabus statements/policies to support parenting students.

Questions were raised about policies for parenting faculty who may have to bring their kids to campus to teach. The SAC recommended greater conversation on campus around being more family-friendly and supportive of parents. This raises an equity issue as the lack of family-friendly policies disproportionately disadvantages female students and faculty.

Dr. Maddox also provided an early summary of issues raised during recent student focus groups. Some general themes include: (1) students' connection to Clayton State was more practical than emotional, (2) concerns about students not feeling supported or respected as they navigate university offices/processes; (3) students want to be more involved in campus policies and want to know their voices are heard and are having an impact. The goal of these focus groups is to develop a student survey to better understand our diverse students' needs and concerns. The SAC recommends developing a student council to formalize student input and involvement in policy decisions at the university. Attendees discussed that if we fail to address these student concerns, we are going to lose our students. Next meeting: Thurs, Nov 17 @ 1pm ([Teams meeting link](#)).

4. SAFE Committee. Co-chair Dr. Ann Showalter reported that the SAFE Committee had just received a second round of feedback from the BoR on the proposed Faculty Handbook changes. The SAFE Committee is also planning on hosting a series of town halls to communicate the changes to faculty and receive input. Dr. Showalter repeated what Provost Jill Lane had stated at the previous meeting that for the upcoming annual evaluations, student success activities will be evaluated formatively only. The Provost would have a clearer sense of how evaluations will be conducted in upcoming years.
5. University Curriculum Committee. Chair Dr. Dmitriy Beznosko announced the first UCC meeting and requested that all materials to be reviewed by the UCC at their first meeting should be submitted by Nov 7. Next meeting: Nov 11 @ 12pm in UC-267.

NEW BUSINESS

Dr. Bridges addressed faculty questions about the search for a new President. He spoke to President Heyward who said that the BoR is focusing its resources to the presidential search at Columbus State University. The Columbus State search has just started. The BoR is now having four regents serve on each search committee, which limits how many presidential searches can occur at one time. Dr. Bridges proposed sending a letter to Doug Aldrich (our regent) asking for

a timetable for when the presidential search at Clayton State will be begin. Dr. Bridges asked the Senators to respond to him about this letter.

Dr. Showalter reminded the Senate that faculty are going to be cut to balance the budget, and she requested that the Faculty Senate press administrators for clarity on the criteria that will be used to determine which faculty and staff are going to be cut. Most colleges have heard that non-tenure track and non-tenured faculty will be the first to be cut. The point was raised that lecturer positions are often critical to credit generation for programs, and cutting these positions may not be the most strategic option. It was noted that little information has been shared about cuts to administrative and non-academic programs.

ADJOURNMENT

The meeting was adjourned at 12:14pm.

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