

## Clayton State University Faculty Senate

23 January 2023

### 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, Sharon White

Guests: Arianne Adams, Latonia Alexander, Dennis Attick, Shuju Bai, Dmitriy Beznosko, Stephen Burnett, Christie Burton, Matthew Carter, Hae Ryong Chung, Shannon Cochran, Elicia Collins, Deborah Davis, Everod Davis, Keira Davis, Romesa Davis, Kitty Deering, Kevin Demmitt, Aubrey Dyer, Clint Edmunds, Billy Evans, Donielle Fagan, Antoinette France-Harris, Michelle Furlong, Sonya Gaither, Erica Gannon, Nichelle Gause, Brian Goldman, Pinar Gurkas, Linda Hain, Nayab Hakim, Alexander Hall, Feechi Hall, Sara Harwood, Craig Hill, Dwayne Hooks, Joe Johnson, Kimberly Johnson, Chizara Jones, Ebrahim Khosravi, Sanjay Lal, Mary Lamb, Michael Lindsay, Mandy Lusk, Crystal Marchant, Paul Melvin, John Meyers, Antoinette Miller, Keith Miller, Nasser Momayezi, Michelle Nelson, Eugene Ngezem, Francine Norflus, Mario Norman, Vivian Padin-Irizarry, Jennifer Parrott, Melanie Poudevigne, Leon Prieto, Junfeng Qu, Michael Sitvarin, Patricia Smith, Sheryne Southard, Scott Stegall, Terri Summers, Vinod Vincent, Celeste Walley-Jean, Eckart Werther, Carol White, David Williams

### ORDER

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

### PRESIDENT'S REPORT

Interim President Kerry Heyward noted the Governor's request to the legislature for a \$2,000 pay increase for all state employees and the Chancellor's request for additional funding for the University System of Georgia (USG). She announced a new USG program called "Stepping Blocks", which is an online service to help students with career exploration. Stepping Blocks is on-track to be available to students on February 1. The new "One-Stop-Shop" in the library to help students with the administrative aspects of college was a success. Finally, Dr. Georj Lewis, currently at Atlanta Metro, will be stepping in as president starting February 1.

### PROVOST'S REPORT

Interim Provost Dr. Jill Lane provided an update on enrollment: the university's current head count is 5,324 students, which is down 6% from the budgeted goals (total credit hours is also down 6%). Regarding the searches for a new Assistant Vice President (AVP) in Academic

Engagement and Student Success and an AVP for Enrollment Management, the incoming president will be meeting with the top two candidates for both positions before a final hiring decision is made.

Dr. Lane informed faculty of the student success referral alerts that will be available on D2L under Instructor Tools starting Monday, January 30. This tool can be used to refer students experiencing academic difficulties to various support services on campus. Justin Mays will be working with IT to create a mechanism for faculty to receive feedback on the outcome of their referrals.

In response to inquiries raised in Faculty Senate, Dr. Lane explained the ad-hoc committee of Academic Affairs that was formed last year to revise the policies and procedures for academic administrator evaluations. Members of the committee include: Drs. Michelle Furlong, Mary Lamb, Keith Miller, Reza Kheirandish, Marcia Butler, Catherine Matos, Jason Davis, and Joe Johnson. The proposed changes have been approved by the Board of Regents (BoR) and will be implemented in Fall 2023. Dr. Lane has asked the ad-hoc committee to consider more frequent evaluations of academic administrators by faculty. Changes to the frequency of these evaluations do not require BoR approval as they still fall within current BoR policy of occurring at least every five years. Concerns were expressed by current department chairs about being evaluated by faculty annually when certain projects/initiatives require a longer time frame to be implemented and/or produce results. There was discussion about the benefits of more frequent evaluations and the need to codify this into policy. It was suggested that Faculty Senate survey faculty about their preferences for how frequently they would like to evaluate their faculty administrators. Additionally, attendees expressed interest in seeing the surveys that will be used to evaluate faculty administrators. These surveys are based on the duties in the job description of the administrative position.

Provost Lane requested that Faculty Senate take steps to approve the required Faculty Handbook revisions to annual evaluations, promotion & tenure, and post-tenure review policies that were developed by the S.A.F.E. Committee. Implementation of these policies needs to be approved by the start of Fall 2023.

Finally, questions and concerns were raised about the implementation of the filming that recently occurred in Magnolia Hall. President Heyward said that questions related to the money raised from these filming activities be directed toward Corlis Cummings, though Provost Lane indicated that funds are at least partially distributed to departments that were directly affected by the film crews.

## **SUBCOMMITTEE UPDATES**

1. Faculty Affairs Committee. Chair Dr. Michael Sitvarin said that the FAC will be meeting to review feedback on proposed SEI. Next meeting: Mon, Jan 30 @ 10am.

2. Academic Policy Committee. Chair Dr. Antoinette France-Harris reported that the APC finalized their draft of the proposed standards for online courses, which was shared with the senators yesterday. These guidelines are available in the APC channel on the Faculty Senate Teams page. Included in these standards are: background on why the standards are needed; guidelines related to online course design and set-up, including accessibility recommendations; best-practices for getting students oriented to online courses; gradebook recommendations; and best-practices related to faculty professional development and review of online courses; and course delivery and student engagement recommendations. Feedback on these proposed standards is requested before the next APC meeting. Next meeting: Wed, Feb 15 @ 2pm.
3. Student Affairs Committee. Co-chair Dr. Sam Maddox announced that the SAC has finished with its analysis of the student focus-group data. The SAC is now generating questions for a more comprehensive survey of students. It was shared that the College of Arts & Sciences is planning its own separate student focus groups, and concerns were raised about minimizing survey/focus group fatigue. One of the suggestions that came from the SAC focus group was having students more involved in administration of university beyond what the Student Government Association currently does.
4. Committee for Advancing Retention in Education. Co-chair Dean Celeste Walley-Jean announced that the committee has a running list of retention-related activities posted in the CARE channel on the Faculty Senate Teams page. Students who delayed registering for spring classes (after the Dec 1 deadline) will be surveyed to understand why they delayed registering. Dean Walley-Jean described difficulties in obtaining data relevant to tackling retention issues. Next meeting: Wed, Feb 1 @11am in UC-260.

## **OLD BUSINESS**

Formation of Ad Hoc Committee to investigate the non-renewal contract of Dr. Michael Sitvarin. Dr. Bridges reminded attendees of the results of the electronic Senate vote to form this committee (9 for, 3 opposed, 5 abstain). He explained that this case has wider ramifications for all faculty in ensuring that procedures for faculty non-renewals are fair and equitable. Because of these wider ramifications, Faculty Senate bylaws allow for Senate investigation of this case.

Senators discussed the need for policies that do not create unnecessary barriers to future employment when faculty are non-renewed for budgetary reasons and to protect current faculty who are facing the likely future reductions in force. Suggestions were made for how to more effectively convey this wider issue to faculty, and Dr. Bridges stated that he would share the committee's charge that was distributed to Senators to the general faculty.

Non-senators raised concerns about the validity of the vote to form the committee and asked that the vote be made public and that Secretary Showalter abstain from the vote. Dr. Bridges agreed to a second vote without Dr. Showalter's involvement.

## **ADJOURNMENT**

The meeting was adjourned at 12:21pm.

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