

Clayton State University Faculty Senate

14 November 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, Dmitriy Beznosko, Christie Burton, Hae Ryong Chung, Deborah Davis, Everod Davis, Keira Davis, Romesa Davis, Deborah Deckner-Davis, Kevin Demmitt, Erica Dotson, Antoinette France-Harris, Brian Goldman, Pinar Gurkas, Grace Harwood, Craig Hill, Jeff Jacobs, Kimberly Johnson, Chizara Jones, Reza Kheirandish, Carin Lightner-Laws, Kenja McCray, Thomas McIlwain, Paul Melvin, Antoinette Miller, Keith Miller, Eugene Ngezem, Francine Norflus, Mario Norman, Rosann O'Neill, Jennifer Parrott, Melanie Poudevigne, Leon Prieto, Junfeng Qu, Michael Sitvarin, Patricia Smith, Scott Stegall, Ceimone Strickland, Celeste Walley-Jean, Eckart Werther, Carol White

ORDER

The Senate chair, Dr. Eric Bridges, called the meeting to order at 11:01am.

MINUTES

There was a motion to approve the 31 October 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 reported that the staff reductions in force process had been completed, though additional cuts may be needed in the spring depending on enrollment numbers. Some of the cuts will result in reorganization of remaining staff to ensure work load and responsibilities are being maintained. These changes will be finalized in the coming weeks.

The Board of Regents met last week in which free speech on campus and the Chicago Principles were presented. President Heyward thanks participants in the Ethics Week events held last week.

PROVOST'S REPORT

Interim Provost Dr. Jill Lane announced that we have received feedback on our proposed changes to the Faculty Handbook that are required by the Board of Regents. The revisions suggested by the BoR are minor. Dr. Lane announced that commencement will be on

December 9th (3pm) and 10th (9am and 12pm). Friday's ceremony is currently full, though faculty seats are still available for the Saturday ceremonies.

PRESENTATION ON RECRUITMENT STRATEGY

Interim Director of Admissions Ceimone Strickland reported that the university currently only has three full-time recruiters, though admissions is hiring a fourth recruiter. She introduced the current recruiters and their primary recruiting activities. She summarized the main recruitment goals including increasing application intake, supporting recruitment efforts by individual departments, and increase out-of-state recruiting efforts.

Ms. Strickland summarized the strategies for achieving these goals including upgrading swag, high school visits in which prospective students are encouraged to complete an application (rather than just an interest form), improving visibility in school counsellor offices, and other efforts. The admissions office is reimagining what graduate recruitment support looks like to improve recruitment. Recruiters will be more generalized to help with all aspects of recruiting rather than specializing on certain application pools (e.g., graduate).

Ms. Strickland performed a process review to identify areas where admissions can be more efficient, including using digital applications through the Common App and reviving activities that we used to do but have not recently. She reported on improvements to the admissions and financial aid processing to encourage greater acceptance rates among applicants. Several suggestions were made to encourage greater collaboration and coordination between admissions/recruitment and individual departments and faculty who wish to participate.

SUBCOMMITTEE UPDATES

1. University Curriculum Committee. Chair Dr. Dmitriy Beznosko reported that the first UCC meeting met to review proposals from the College of Business and Physics and Chemistry. The approved proposals have been sent to the Senate Chair to be distributed to Senators for a vote. The schedule for meetings in the spring is being finalized.
2. Student Affairs Committee. Co-chair Dr. Sam Maddox summarized the committee's progress on developing disruptive classroom policies and reviewing focus group feedback from students. Co-chair Dr. Deborah Deckner-Davis mentioned the data the committee had received on reasons students list for withdrawing from courses. These data could be used as a tool to identify students at risk of not re-enrolling. Next meeting: Thurs, Nov 17 @ 1pm in College of Arts & Sciences conference room.
3. Committee for Advancing Retention in Education (CARE). Co-chair Dean Celeste Walley-Jean reported that the committee has identified some big factors and lot of little factors that affect student retention. For example, academic advisors do not get cued to

contact students until after they are on academic suspension. These are potential target areas for policy change.

4. Faculty Affairs Committee. Chair Dr. Michael Sitvarin discussed with the CELT office about adopting Qualtrics as the new platform for SEIs. The committee is currently developing new survey questions that can be built into Qualtrics. The revised SEI might not get worked on by IT until mid-2023. Next meeting: Mon, Nov 28 @ 10am.
5. Academic Policy Committee. Chair Dr. Antoinette France-Harris had no new updates as the committee had not met since the last Senate meeting. Next meeting: Wed, Nov 16 @ 2pm.

NEW BUSINESS

Senate Chair Dr. Eric Bridges recommended more inclusion and sensitivity around university acknowledgement of certain holidays or months for various focal groups (e.g., Latino History Month). President Heyward recommended working with Asia Hauter to develop a more comprehensive communication strategy. It was suggested that the university have a diversity calendar that could be shared more widely on campus.

ADJOURNMENT

The meeting was adjourned at 12:32pm.

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