

Clayton State University Faculty Senate

12 December 2022

ATTENDEES

Note: Microsoft Teams did not record attendance for this meeting. Attendance has been recreated as best as possible from comments posted in the Teams chat and the Secretary's notes.

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

Guests: Dmitriy Beznosko, Christie Burton, Keira Davis, Romesa Davis, Deborah Deckner-Davis, Aubrey Dyer, Antoinette France-Harris, John Keener, Paul Melvin, Antoinette Miller, Keith Miller, Michael Sitvarin, Terri Summers, Celeste Walley-Jean, Carol White

ORDER

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

PRESIDENT'S REPORT

Interim President Kerry Heyward has asked the Board of Regents (BoR) for assistance in streamlining Clayton State's processes within the Offices of Financial Aid, Admissions, and Registrar. The BoR has provided a team of consultants who will be meeting with CSU officials every few days through January to identify recommendations for improvement. President Heyward provided updates on upcoming infrastructure projects.

There are no updates on plans for a presidential search.

PROVOST'S REPORT

Interim Provost Dr. Jill Lane reported that the most recent version of the Faculty Handbook changes were approved by the BoR and that the SAFE Committee co-chairs had been informed this morning. She provided an update on the searches for Associate Vice Presidents of Enrollment Management and Engagement and Student Success, which should be finished in January.

Provost Lane summarized the current enrollment status, which is down 896 students from the enrollment goal. She described the university's plans to contact students who have not enrolled and mentioned plans to meet with student groups in the spring semester to hear their perspective on enrollment roadblocks.

Finally, she described plans to reduce heat on campus of the winter holidays to save money.

PRESENTATION ON PARKING SERVICES & FEES

Chief of Police John Keener described the parking services budget that includes parking lot maintenance, staff, security officers, digital records management, emergency alert system, and equipment & vehicle maintenance. His office's plans to cut costs include cuts to night security staff, outsourcing dispatch services, increasing student parking fees, and eliminating emergency alert system and emergency phones, which were largely non-functional anyway.

Chief Keener explained the need to increase faculty parking fees to balance the budget. Parking services revenue has been dropping since 2019, while costs have increased. He presented data on the parking fees at other University System of Georgia institutions, and Clayton State's fees are one of the lowest in the Atlanta metro area. He described the proposed fee structure for faculty parking, which is based on faculty income. The goal is to have this fee structure implemented in Fall 2023.

Faculty feedback on the proposed fee structure included clarifying whether fee amounts would be set by base salaries and whether a fifth tier could be used to divide the \$50-90K bracket. Chief Keener welcomes any feedback and suggestions from faculty.

SUBCOMMITTEE UPDATES

1. Faculty Affairs Committee. Chair Dr. Michael Sitvarin reported that the FAC will have a draft of the revised Student Evaluation of Instruction (SEI) instrument to the Faculty Senate soon. They will be looking for feedback from faculty and students. The committee also plans to examine the feasibility of pay-equity study for employees.
2. Student Affairs Committee. Co-chair Dr. Sam Maddox reported that the committee is continuing analysis of their focus group response to draft a larger survey of students to be distributed in the spring. The goal is to survey a representative sample of at least 365 students across course types in January and to analyze the responses in March and distribute the results and actionable recommendations to Faculty Senate and administrators.
3. University Curriculum Committee. Senate Chair Dr. Eric Bridges stated that Senators would vote electronically by Thursday on the proposed curriculum changes that were previously approved by UCC and distributed to Senators. Committee Chair Dr. Dmitriy Beznosko stated that there was nothing new to report from UCC.
4. Committee for Advancing Retention in Education. Co-chair Dean Celeste Walley-Jean summarized the results of an analysis of the reasons students state when withdrawing from a class. Most reasons for withdrawal were not academic, and 51% of students who

stated a non-academic reason were not successful in next term. 25% of students withdrew from all classes and were significantly less likely to be successful in next term.

The committee recommends exploring strategies to connect with students before they start having academic challenges and to identify students with non-academic challenges in order to better support them. For example, other institutions have a case management model to quickly pair students with campus resources. Dean Walley-Jean pointed out that we need to collect data on the impact of retention outreach efforts to understand their efficacy.

Finally, students reported not liking online instruction, despite high student demand for online courses. The committee is exploring how to improve our online classes to better support the students that we serve.

5. Academic Policy Committee. Senate Chair Dr. Eric Bridges stated that the APC chair had nothing new to report from the committee.

OLD BUSINESS

1. AAUP Update and Remarks. Representative Dr. Carol White reported that the AAUP is monitoring all the cuts being made across the University System of Georgia and is in discussion with some staff members at the USG about removing the AAUP censure of the USG. The AAUP has recently done a pay-equity study, specifically on women, which may be useful for the Faculty Affairs Committee.
2. Official Request for Investigation of Non-Renewal Notice of Tenure Track Faculty Member. [President Kerry and Provost Lane left the meeting when this agenda item was reached.] Senate Chair Dr. Eric Bridges stated that a tenure-track faculty member has requested a Senate investigation of their non-renewal because of concerns related to transparency and ethics surrounding the decision. Documentation related to the case has been sent to the Senators, and Senators will need to vote on whether to proceed with an investigation. Dr. Bridges called for an electronic vote in the next few days.

When asked about a draft of the formal charge for an investigative committee, Dr. Bridges stated that the language would be based on what the AAUP recommends. He stated that this is an issue that affects all faculty and is within the bounds of the Faculty Senate bylaws. When asked what the goal of the investigation is, Dr. Bridges stated that the goal of the investigation would be to make recommendations on how to move forward in order to prevent this situation from arising in the future. He said that this was the concern he had heard from the faculty member involved and that this person had acknowledged that a Senate investigation would be unlikely to change their situation.

ADJOURNMENT

The meeting was adjourned at 12:36pm.

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