Faculty Senate Meeting Minutes

Monday, February 10, 2025

University Center 260 & Microsoft Teams

11:15am – 1:00pm

Attendees **(senators denoted in bold): Michael Lindsay, Kate Cotter-Reilly, Stacey Reynolds,** **Erin Nagel, Adam Kubik, David Pena, Erica Gannon, Samuel Maddox,** Cephas Archie, Nichelle Gause, Reza Kheirandish, Kurt-Alexander Zeller, Antoinette Miller, Ceimone Henderson-Strickland, Pinar Gurkas, Eric Bridges, Charlie Harris, Corlis Cummings, James Pete, Jill Drake, Georj Lewis, Adam Tate, Ade Thompson, Adel Novin, Akwai Agoons, Alexander Hall, Aloysius Amin, Amy Black, Andrea Jacques, Angela Hollis, Anita Whiting, Anna King, **Anthony Hannah,** Antoinette France-Harris, Antwan Aiken, Ashlee Spearman, Ashley Washington, Barbara Goodman, Barbara Hennie, Batavia Sumlin, Brian Goldman, Brian Hunt, Brianna Vick, Bridgette McDonald, Brigitte Byrd, Brittany Hall, Byron Jeff, Caitlin Harris, Carol White, **Caroline Sheppard,** Carolyn Walcott, Cassandra Parker, Catherine Matos, Charlies Henderson, Chen-Miao Lin, Chizara Jones, Christie Burton, Christina Grange, Christopher Kodani, Christopher Stotelmyer, Christopher Ward, Comfort Obi, Connor Wright, CR Narayana swamy, Craig Hill, **Crystal Marchant,** David Brown, David Gilbert, David Greenebaum, David Murray-Stoker, **David Williams,** Deborah Davis, Deborah Deckner-Davis, Deborah Gritzmacher, Denise Allen, Dennis Attick, **Dennis Miller,** Derek Mosley, Devon Ellis-Grant, Diane Day, Dmitriy Beznosko, Don Stansberry, Drew Case, Dwayne Hooks, Ebrahim Khosravi, Eckart Werther, Elicia Collins, Elizabeth Taylor, Elizabeth Tillman, Eliot Krop, Elnora Farmer, Emanuel Abston, Emily Surber, Erica Dotson, Erica Taylor, Erin Nagel, Evelyn Blanch-Payne, Everett Sullivan, Feechi Hall, Francisca Maxwell, Frederick Bloom, George Nakos, Gwendolyn Harold, **Hae Ryong Chung,** Heidi Benford, Irene Ngonga, Iryna Hayduk, Ismail Akbar, Jackson Schwartz, Jacob Chacko, Jada Mitchell, Jamal El-Amin, Jason Guthrie, J. Celeste Walley-Jean, Jelinda Spotorno, Jennifer Harris, Jere Boudell, Jermaine Rolle, Jesse Zinn, Jill Drake, Jillian Morgan, Joe Johnson, Joe Trachtenberg, Joey Helton, John Keener, John Meyers, John Phelps, Joie Hain, Jonathan Harris, Jordan Steele, Jose Acosta, Joshua Clark, Joshua Meddaugh, Justin Spurley, Kamran Moghaddam, Karen Young, Keira Davis, Keith Driscoll, Keith Miller, Kelli Nipper, **Ken Nguyen, Kendolyn Smith,** Kenja McCray, Kevin Chaney, Kevin Demmitt, **Kimberly Campbell,** Kimberly Johnson, Kirill Sheynerman, Kitty Deering, Kristoffer Johnson, Kyle Bryant, LaKeisha Levy, **Larry Menter,** LaSonia Espino, Latasha Adams, Latonia Alexander, LaTrika Staples, Laura Herndon, Leah Piper, Leon Prieto, Lindsay Chandler, Lou Orchard, Louisa Catalano, Lucretia Portwine, Lyndon Jones, Marcia Laurer, Margaret McAlister, Margaret Thompson, Mario Norman, Mark Daddona, Mark Watson, Marko Maunula, Mary Lamb, Mary Miller, Matthew Carter, Matthew Hutcherson, Matthew Sansbury, Matthew Smith, Matthieu Clave, Md Rokonuzzaman, Melanie Poudevigne, Mesa Davis, Michael Ryan, Michelle Furlong, Monay Sanders, Montrese Fuller, Muhammad Rahman, Naquilla Thomas, Narem Reddy, Nayab Hakim, Nick Henry, Nikki Sawyer, Pamela Gordon, Patricia Smith, Patrick Coleman, Paul Melvin, Penelope Cliff, Princess Ibekwe, Randall Gooden, Rebecca Morgan, Recha Reid, Reginald Porter, Richard Bell, Robert Swayzer, Robert Vaughan, Rosann O’Neill, Russell Wheeler, Sasmone Ighofose, Sandra Piseno, Sanjay Lal, Sara Harwood, Scott Stegall, Sean Vogt, Shakil Akhtar, Shakyra Rivers, Shannon Cochran, Shannon Montgomery, Sharon White, Sharrell Porter, Sharren Thomas, Sheryne Southard, Shontelle Thrash, Shuju Bai, Sonya Gaither, Spenser Emerson, Stephanie Bennett-Walker, Stephen Burnett, Stephen Klusza, Steven Anderson, Tammy Wilson, Taralyn Keese, Tashira Jones, Terence Malloy, Terri Summers, Terry Appleberry, Thomas Cornwell, Thomas Garsombke, Thomas McLlwain, Todd Janke, Tomas Merchan Rodriguez, Toye Wheeler Tuni Acosta, Ursula Gordon, Victoria Foster, Vinod Vincent, **Vivian Padin-Irizarry**, William Carroll, Xiangdong An, Xueyu Cheng

1. **Introduction of Senators—**In person then online
2. **Approval of Minutes**—January 27, 2025; Approved unanimously
3. **Remarks and Q&A, Dr. Georj Lewis, President**—Introduced Dr. Karen Williams as part of millennium leadership learning to be a university president from NY. Just a few updates: BOR a couple of weeks ago we had our budget hearing that was a comparison of the last 4 years with a large focus on the differences between FY23 and FY24. Discussed revenue reduction and that the worst is behind us. Formula funding hits us about a year and a half later. At this stage we are moving in the right direction. Retention and enrollment rate, while less than desirable, is 70% and graduation is 40.5% which is better than it has been. We are engaging with NISS currently and if we have similar results to the other institutions who have worked with them we should see improvements. After the hearing he had his annual evaluation. The other 25 presidents received the same survey, but it was just kind of thrown out of left field at them. Thank you to everyone who may have completed the survey. We can always learn from evaluations. Legislative update amended budget passed this week. House reduced the additional MRR from $50 million to $30 million—not for CSU for the system. They will meet this week. Michael Little tracks all of the legislature that may impact us. There’s nursing, completion grant eligibility, many things that you heard me mention last year, but nothing to really update right now. We have 4 legislative interns and we keep hearing good things about them. Federal update—what are we doing? We have a team that is tracking the 100-ish executive orders that may have an impact on us. It’s an ad hoc group from several departments tracking things and what we can do. Lots of immigration questions—if someone from ICE shows up—first of all people are imitating ICE, so ask them to show credentials then call the chief, Corlis, and HR/Rodney. If anyone is approached by the media on this matter refer them to marketing and communications. Many might be worried about funding and federal grants. Funds should still be flowing, but now we are having the discussion, will they continue? We are now looking at other opportunities than the federal government. Homecoming is Feb 16-22nd. Please come to at least one event if you can. If you can attend, please do. IT cybersecurity training is coming up. Other institutions in the system have been compromised—institutions that you would not think could be compromised. So, cyber security training is important as is following all the rules. Good news new provost Dr. Jill Drake. Her first Faculty Senate meeting. She has hit the ground running. She brings a lot of knowledge and experience and everyone who he’s bumped into about her has raved about her. Maintenance, Rehabilitation, and repairs = MRR.

Maybe Dr. Strickland can give more details, but what is our exposure on the grant money front? How much is that grant money contributing to our budget. 40% indirect for nonfederal. It’s capped at 15% and it should not impact whatever you are doing with your grant. It can affect the administrative amounts. Don’t have an exact dollar amount. It sits in a separate account. In the process of trying to establish a full-service grants office. Currently creating a budget for that office to get the fancy software that many grant writers use. Is it a concern that we have received money as a PIB and being a diverse campus and losing grants related to that? Our wording does currently discuss our population and diversity, but we will change our language for federal grants for sure. Corporate grants—there are still entities that are for diversity, and we can use that same language with them. We just need to focus on some of the other wonderful things that we have on campus so that we don’t lose out. We are concerned, but don’t have final answers right now, but we will be pivoting.
We have had similar issues at the state level—are we concerned about that? We had a presidents meeting, and it was very similar to what we are having now. Your questions one president asked about the African American male initiative. Not a stop or go, but we need to evaluate those initiatives that we have on campus and continue to look at them. I am concerned as well. We know what many of the programs do for the students here at CSU. We are still working to find solutions. We have not received any sort of specific guidance. Looking at those programs and for any language that might be exclusionary. So, we removed that language.
We’ve all been privy to what is coming down from the federal government. What is the tone/tenor from the system? We have the policy that was passed in a November board meeting not needing to sign an oath for certain positions. It touched on Accreditations, DEI, oaths, civics—the document was 40+ pages long. Specified what topics would be included in that. Things being merit based in a position. This discussion has been coming over the past few years. Just now we’re hearing it at the federal level. The first bill was on transgender. The position is the board policy and it clearly identifies things we are talking about. Will go back to the November meeting and share with chair, and he can share it with everyone else. The PBI grant is going away in the next fiscal year. So, we need to figure out how to fund those things anyway.

***<Interrupted by a fire alarm not sure time out, but back in 11:56am>***

Things that had been passed at the BOR level that he found concerning at the time at the October meeting there were a number of policy changes 616 nondiscrimination and equal opportunity language has been updated to specify protected statuses. LBTQ is considered a protected class, but not in the BOR language. What is the sense of yourself and the other presidents about a purge or some sort of lgbt silence—should we be afraid for our jobs since our status is not protected? The answer is no based on what you read. We should and will advocate for what is right for our faculty, staff, and students. They set parameters, but we will support our community in the best way we can. Changing the policy would be difficult, but faculty senates have a voice across the system and a possible avenue where that can be addressed in an organized way. More than likely all of us in this room are more in line for supporting everything mentioned.

1. **Remarks and Q&A, Dr. Jill Drake, Provost**—So pleased to serve CSU and honor those that we serve in this position. It is an important and weighty job and she accepted the position feeling that she was up to the challenge. Has been very welcomed since coming. Truly look forward to getting to know each and every one of you. A true leader gets to know the people they lead and looks forward to getting to know everyone. Day 6 so doesn’t have a lot to share at this point. Still surveying the lay of the land engaging things right now where the deadlines are fast approaching. Preparing for the CSU ASPIRE meeting March 7th. The report from the system office had 15 programs that had been on the list for 2 cycles, 1 that is on threshold, and a few others that need to talk about. You have to ask for a separate meeting for the ones that have been on the list for 2 cycles. Working on that. We believe there are some errors and have written to the system and 5 programs do not have the correct data. The programs on the 2 cycles below had to create improvement plans—which were due last Friday. Wants to meet with all of them. Thank you Dr. Walley-Jean—she has been defacto provost in so many ways and she has helped her hit the ground running the way she has been able to. Didn’t figure the learning curve would be so steep but is working hard to learn and get things done. Group of 15 faculty that worked on the core IMPACTS working groups—thank you for those who did that and submitted their recommendations. The next step would be to put it through the shared governance process, send it to you all and get more eyes on it and make sure everything is good to go. P&T were done before she got here, so now they are on the president’s desk. Corse schedules for the coming year. This is now the second year of a full year schedule. 2/10 enrollment is generally up. How can we efficiently utilize our resources when you are growing. Haven’t had the dean’s council yet but will talk about schedule and hours, etc. Leadership of College of A&S and STEM is a priority. Has experience with reorgs. Plans to meet with faculty about this. Working as hard as she can to learn as much as she can to make the best decisions possible. I know that I have a good partner in Dr. Lewis. Great relationship so far and that will benefit everyone. NISS is ongoing. They are currently looking at the campus stakeholders’ surveys. This week looked at academic design like tutoring, etc. We will get money for implementation, which is good. Has asked to reinstate the chairs council to strengthen communication lines. Trusts and communicates with the deans, but hearing other voices is also important. Participated when she was a chair and thought it was helpful. Will show up everyday and give us her best. A product of social mobility and knows the difference that education can make. Thank you.

For the ASPIRE meeting which Michael Roethlisberger from KSU.
15 programs that were on the low performance list for 2 cycles—is that 2 academic years? How long is a cycle? 3-year average, so 3 year average for 2 cycles. What is typical improvement time? The improvement plans are supposed to be a sort of triage, and the plan is to get off of the list in one year. What we’ve been doing is tracking the markers that we can to show positive trends. The data that we have that shows positive trends, and then can say if the trends continue we be off in xyz year.

1. **Subcommittee Reports**
2. University Curriculum Committee

We have items to vote on.

1. Academic Policy Committee

No report at this time.

1. Faculty Affairs Committee

Met 2/3 and talked about reaching out to CELT even though the new director just started what can be done to have a check box of some sort in the SPA tracking for student success. Continued having discussions about the SEI and whether the model we use now—every class every semester. Science classes may have to do surveys for both the class and labs. The point of this is to improve upon our instruction. In the past the faculty member and the chair would select which classes would be evaluated. If we make curricular changes it would be good to have that feedback and for P&T it is important. There’s no strong opinions either way. Going to go back to the colleges and see if peers have opinions one way or the other.

1. Student Affairs Committee

No report, next meeting is on Monday. If there is anything faculty senate would like us to talk about, please send an email.

1. **Vote on UCC Approved Items**—All items that were emailed last week; Approved unanimously
2. **Student Government Check-In from Leon Tuazama, SGA President**—Was supposed to come last semester. Updates from student body side we worked on events and policies last semester that will be implemented this semester. The reason we couldn’t do it last semester was because many other student organizations were having big events. So, we met with many people throughout last semester. One of his goals was to know what SGA is. People kind of knew what SGA was, but not really the administration. Had a voter registration event last semester with about 47 students that came out. We are doing a lot of policies and had sessions talking to their fellow students about things. One of the things we are working on is extending library hours. We have asked, now we have to go through the rest of the process. We always go through the proper channels. Working on 5 to 6 policies at the moment concerning housing, food, library hours, etc. We want the students to feel wanted by the institution. Clayton State cares about you.
Other policies? Housing—we have had a lot of students complain about maintenance issues. It can take weeks for a simple problem to be fixed. It’s important that if students are paying for housing, these things should be fixed in a timely manner. With Aladdin sometimes the food is not good. Students need to feel welcome, and the student faculty relationships need to go from good to great. Some questions don’t require office hours. There needs to be a better way.
3. **Introduction of Dr. Andre Clanton, new Director of Conduct & Community Standards—Not** here. Maybe next meeting.
4. **Campus Updates from John Kenner, Chief of Police**—Fire alarm went off during regular maintenance earlier. Thank you for all that you do. There have been concerns about the safety in and around our campus. Our campus is very safe, and we are taking steps to make sure the area around our campus is safe as well. Referencing the tragedy on Trammel Road a few weeks ago. Now the east gate will close at 7pm and we will also increase cameras around the building and increasing blue lights there to dissuade bad actors from going around there. Discussion right now about having some people there at Arbor Hall to increase a visible deterrence and will increase fencing—possible privacy fence from there to facilities. Prices are being considered now. If you have any questions or concerns you can email him and he has office hours. Find him at the UC during lunch. Will always make himself available to a member of the community.
If ICE were to be in the area would you be the first contact in the area? Ideally when any other law enforcement comes to a different jurisdiction they usually reach out. However, there is no guarantee that they will do so. The plan is call public safety, Corlis, and HR to interact with that person and mitigate the situation.
What is the detailed procedure for you if ICE shows up? Local police is not allowed to interfere no matter our personal opinions. We will do our best to support our community. If they show up with a judicial warrant, there is nothing we can do. If a judge has signed it nothing we can do. Public places only with an administrative signature—so not living areas. They would come and assess what is going on. If it’s an impersonator they will check ids as well to make sure it’s real.
So, are you working or coordinating with residents’ life given that those are limited access areas. Have they received training or guidance? We are having lots of conversations with the student life team. As for training, has reached out to USG and everyone is trying to figure it out right now.
Protocol for Atrium or mental health issues
5. Discussions

Adjourn

Dr. Sam Maddox opened a discussion regarding the mental health of students through this trying times.  The Chief states that there is a team that is trained to handle student challenges.  They work with student affairs to help the students.  Corlis Cummings shared that student affairs has a brochure that can be shared for CSU Cares.  Dr. Don Stansberry and his team meet with Atrium and Cares Team weekly to help students that may have issues. Faculty can go to following link to access the CSU CARE online is below.

[Crisis, Assessment, Response, and Education (CARE) Team - Clayton State University](https://www.clayton.edu/about/administration/student-affairs/care.php)

Dr. Archie suggested that we understand what the limits are to the executive order and how help support our students. The chief states the state orders already exist.  Corlis Cummings said we can refer to the CSU website for Freedom of Speech and Expression for the official guidance on communication.  [Freedom of Speech and Expression - Clayton State University](https://www.clayton.edu/about/administration/student-affairs/freedom-of-speech-and-expression)

Dr. Maddox asked. What is the emergency response protocol that faculty can use?  The chief states they have annual training on this.  Faculty asked, can we get a list of emergency/ priority contacts. It was suggested that we have signage in all rooms at the Podiums with this information. Dr. Maddox suggested using a QRCode to refer users to the current information online. The Chief said that was a good idea. President Lewis said the Chief does a good job with our students in challenging situations.  They try to deescalate before they incarcerate. Dr. Drake stated that it as outstanding that a chief would give an update to the faculty senate.  The Chief said to send him ideas, concerns, complaints at JohnKenner@clayton.edu.  Being the chief is a high calling and he holds his team to a high standard.

Question on Spivey Hall.  Who will make notifications if there is a large group of people in an emergency situation? The chief said, we are all partners for safety.  We are all responsible for notifying the team for impact.  If it is an emergency, public safety would expect multiple calls.

Dr. Lindsey thanked the Chief.

Open Discussion:

Dr. Antionette Miller asked (for David Pena in his absence) about Federal Orders around DEI.  There are concerns for programs that have a mission related to DEI. Corliss Cumming said her office can help with that.  Traditionally the orders go through a protocol that starts at the head with input for 30days.  They go from the governing body to the BOR.  They will have a team work on it.  It may take a day to a year to implement. Currently we don’t know.  We have a procedure but it may be different. Dr. Miller asked about the strategic plan.  Would it be impacted?  Will our operations be impacted.  It was stated that no changes should be made without guidance.  Dr. Drake the system authorizes degrees.  We are authorized to continue to do the work until we are told not to.  President Lewis feels good about the strategic plan after the work done to advocate for it.