

Faculty Meeting Minute

Monday, October 21, 2024

University Center 260 & Microsoft Teams

11:15am - 1:00pm

Attendance (**senators denoted in bold**): **Kate Cotter-Reilly, Stacey Reynolds, Larry Menter, David Williams, Erin Nagel, Adam Kubik, Kendolyn Smith, David Pena,** Antoinette Miller, Keith Miller, **Eric Gannon, Sam Maddox,** Charlie Harris, Reza Kheirandish, Pinar Gurkas, J. Celeste Walley-Jean, Eric Bridges, JoJo Ardevini, **Michael Lindsay,** Adam Tate, Ade Thompson, Adel Novin, Alexander Hall, Allie Reece, Aloysius Amin, Amirrah Beeks, Amy Black, Andrea Jacques, Angela Hollis, Anita Whiting, Anna King, **Anthony Hannah,** Antoinette France-Harris, Antwan Aiken, Arianne Adams, Ashlee Spearman, Ashley Washington, Barbara Hennie, Batavia Sumlin, Brianna Vick, Bridgette McDonald, Brigitte Byrd, Byron Jeff, Caitlin Harris, Cantice Greene, Carin Lightner-Laws, Carol White, **Caroline Sheppard,** Carolyn Walcott, Cassandra Parker, Catherine Matos, Ceimone Henderson-Strickland, Cephias Archie, Charles Henderson, Charlie Harris, Chen-Miao Lin, Chizara Jones, Christie Burton, Christopher Kodani, Christopher Stotemyer, Christopher Ward, Chyrel Lynn Panlilio, Comfort Obi, Connor Wright, Corlis Cummings, Corrie Fountain, Craig Hill, **Crystal Marchant,** David Gilbert, David Greenebaum, David Murray-Stoker, Deborah Davis, Deborah Deckner-Davis, Denise Allen, Dennis Attick, **Dennis Miller,** Devon Ellis-Grant, Diane Day, Dmitriy Beznosko, Don Stansberry, Dwayne Hooks, Ebrahim Khosravi, Eckart Werther, Elicia Collins, Elizabeth Taylor, Elizabeth Tillman, Elliot Krop, Elnora Farmer, Emanuel Abston, Emily Surber, Erica Dotson, Erica Taylor, Everett Sullivan, Feechi Hall, Frederick Bloom, George Nakos, Georj Lewis, Gwendolyn Harold, **Hae Ryong Chung,** Heather Eddy, Heather Hutton, Heidi Benford, Irene Ngonga, Ismail Akbar, Jacob Chacko, Jamal El-Amin, James Pete, Jason Daniels, Jason Davis, Jason Guthrie, Jelinda Spotorno, Jennifer Harris, Jere Boudell, Jermaine Rolle, Jesse Zinn, Jessica Conrad, Jillian Morgan, Joe Johnson, Joe Trachtenberg, Joey Helton, John Meyers, John Phelps, Joie Hain, Jonathan Harris, Jordon Steele, Joshua Clark, Joshua Meddaugh, Mustin Spurley, Kamran Moghaddam, Kandice Fowlkes, Karen Young, Keith Driscoll, Kelli Nipper, **Ken Nguyen,** Kenja McCray, Kevin Chaney, Kevin Demmitt, **Kimberly Campbell,** Kimberly Johnson, Kirill Sheynerman, Kitty Deering, Kristoffer Johnson, LaSonia Espino, Latasha Adams, Latonia Alexander, Laura Herndon, Leah Pieper, Leon Prieto, Lindsay Chandler, Lisa Holland-Davis, Lisa Smiley, Lou Orchard, Louisa Catalano, Lucretia Portwine, Marcia Bouyea-Hamlet, Marica Butler, Margaret McAlister, Margaret Thompson, Mario Norman, Mark Daddona, Marko Maunula, Marla Cineas, Mary Lamb, Mary Miller, Matthew Carter, Matthew Hutcherson, Matthew Sansbury, Matthew Smith, Md Rokonuzzaman, Melanie Poudevigne, Meri Stegall, Mesa Dvais, Michael Ryan, Michelle Furlong, Michelle Nelson, Monay Sanders, Montrese Fuller, Muhammad Rahman, Naquilla Thomas, Narem Reddy, Nayab Hakim, Neena Smith-Bankhead, Nichelle Gause, Pamela Gordon, Patricia Smith, Patrick Coleman, Paul Melvin, Penelope Cliff, Randall Gooden, Rebecca Morgan, Reginald Porter, Richard Bell, Robert Vaughan, Ronda Hughes-Oguagha, Rosann O'Neill, Russell Wheeler, Sandra Pisen, Sanjay Lal, Sara Harwood, Scott Stegall, Sean Vogt, Shakil Aktar, Shakyra Rivers, Shannon Cochran, Shannon Montgomery, Sharon White, Sharrell Porter, Sharren Thomas, Sheryne Southard, Shontelle Thrash, Shuju Bai, Sonya Gaither, Stephanie Bettentt-Walker, Stephanie Vasquez, **Stephen Burnett,** Stephen Klusza, Steven Anderson, Steven White, Tammy Wilson, Taralyn Keese, Tashira Jones, Terence Malloy, Terri Summers, Terry Appleberry, Thomas Cornwell, Thomas Garsombke, Thomas Lewis, Thomas McLlwin, Todd Janke, Tomas

Merchan Rodriguez, Toye Wheelier, Tuni Acosta, 3 Unknown Users, Ursula Gordon, Victoria Foster, Vivian Padin-Irizarry, William Hearn, Xueya Cheng,

1. **Introduction of Senators**—In person and then online
2. **Approval of Minutes**—Minutes from 10/7/2024; approved unanimously
3. **Remarks and Q&A, Dr. Georj Lewis, President (by Dr. Ardovini)**—USG from the last board meeting talking about sending a resolution to the NCAA like NAIA that transgender athletes perform on teams according to their birth gender. Final enrollment number 6,700+ students; however it was mostly Dual Enrollment students that made that up and our conversion of them isn't great so this is a false sense of safety. We will continue to press to increase headcount and credit hours. IT—the biannual cyber security training was at 96% completion when it closed. Which means 4% will be locked out of their accounts. Contact Dawn to get back in. 30 new laptop loaners for students available. President's listening sessions have been going well. Went to Laker Hall and was impressed with the number of students in the Success Center. Students said that math classes are challenging and tutors are helping. We beat the other CSU (Columbus State) on Saturday in the club football game. Clayton State is number 26 top performer for social mobility and showing on other lists for best value for statewide institutions and others. We have some good stuff going on, but we need to get students to come, stay, and graduate.

Has the cabinet addressed the continuing drop of undergraduate enrollment? It continues to decline semester over semester. This student population is profoundly different than the population that we had before COVID. We need to be more innovative in converting—we can do it, but it will take effort. Have talked about having dual enrollment specific events; and to president about some sort of waiver or scholarship for them. We need to know where they are going and figure out what we need to do to keep them. Trying to sign MOUs for students in their senior year to take 12 credits of master's level courses to encourage students to get masters in those institutions. Talk about it a lot when the parents are around so that the parents can see how much of a good value this is. We need to court them and get them interested.

What research is out there about how post-covid students respond to various modalities? Is there room for taking shorter more rigorous courses within a semester? First let's try perfecting the 8-week 8-week model that we have in a way that meets the needs of the students. Yes, there is research out their about post covid students wanting more online classes, but that they do not succeed in those classes. They are making decisions on their social anxieties and not what they need academically. Some institutions have a GPA minimum if you want to take a certain amount of online courses per semester. Would love to look at a hyflex situation, and then you must bring in faculty to consider the curriculum. However, we are not in a place to have that conversation. We need to fix the issues we have now before piloting something like that. At her previous institution the population was mostly 32-34, working, families, women. We need to include certifications within the degrees—so that students have the best bang for their buck. The other statistics that are going to be looked at is how long it takes your students to get a job. If you can say x amount of students have jobs at graduation, then students will come to you in droves. Part of the strategic plan is getting

students through quickly, as well as embedding certificates within degrees. We have to acknowledge that we are not doing the second wave justice. Do we need to spruce up our curriculum? We need to look at that. The strategic plan is set up well and encourages innovation, but we need to do what we are doing now right before we move on. We are starting a conversation about pre-covid, covid, and post covid students. For conversion rate there is a huge deficit of teachers for Henry and Clayton counties and we are trying to get students into dual enrollment to become a teacher and keep students in that pipeline and then the counties are working with us to keep them in the pipeline. All the other USG schools are also going to be clamoring for students to fill the teacher and nurse deficit. We are Clayton State and need to understand what our strengths are and figure out if students don't get into the nursing program where do they go? Faculty training is also important so that as we evolve the faculty knows how to handle things—will not set faculty up for failure. Students struggling with mental stress taking courses in 8 weeks are surprised at having to do twice the work in that short time. What sort of aspects are being considered to address these things. Some high schools are allowing students to make up work missed at the end of the year (all of it) and then they come to college expecting that same scenario. We need to stop siloing. We need to support student success. Are we using coaches? Are we mentoring? Are we consistent? Everyone is looking for stability that lasts for more than 8 months. Requires a deep dive to talk to everyone and find out what we're doing and do it better. What are we doing? How are we recruiting? Invited an alumnus back to campus. Bringing classes and tutors into the dorms.

Teaches in Fayette and teaches dual enrollment which is right between Coweta and Clayton county. Students have told her that our faculty love more than West GA, but our services are not as good. Has anyone looked at conversion within the specific counties? Online classes can be more convenient, but there is inconsistency in how they are designed and taught. As a dept chair she is pressured to send someone to Rockdale, but don't have the ability to do so because we need the faculty here on the main campus. How are we staffing these various centers? Been doing hyflex for about a year now and have some outcome data on that with DFW and satisfaction. We also seem to forget the adult students in favor of the traditional students as well as courting dual enrollment. Our student's median age is 26 and they are women and they are working. Ecore has a great student support center, and they reach out to struggling students. QM training appears to have an impact. Will ask about the data breaking out per county and try to get that out to everyone. The email with the HIPS data, there was a column that was in bold that shouldn't have been there (it was for the purpose of the person working on the data). Why shouldn't we have a pipeline for all degrees not just teachers? Because teachers can get a degree in anything and then get a master's for teaching.

There have been wifi issues in Magnolia Hall—are they going to get fixed? For about 2 weeks now. They have been working on the Wi-Fi. It should be better this week, but if it is not, please contact Reza and then he'll follow up on it. Some discussions about changing the phone systems and then no more communication—what's going on with that? Departments are being contacted by IT and there is a schedule to move everything over to Teams. Once completed you can use Teams to dial any number. You can do it through your computer or get a physical phone. Scheduled to finish in quarter 1 of calendar year 2025.

A student is trying to return but is being requested to get a transcript from an institution that

they attended before attending CSU. So, this is throwing a wrench into them coming back. We need to remove any barriers to make stop outs as easy as possible to come back.

- 4. Remarks and Q&A, Dr. Joanne Ardovini-Brooker, Interim Provost**—Looking forward to where we need to start thinking in the future. 2 major things mentioned over the weekend were the shortage in nursing and teachers. Nursing/healthcare workboard/dashboard is being created and will probably see that developed for teachers. Looking at abroad programs—are they being utilized efficiently? Would never want to kill that program, but what form it will take not sure yet. It needs to be as cost efficient as possible. The dashboard data is not good, but also not complete. USG Goes Global—give a stipend to a faculty member to run that. We have other areas that need attention, but we need some form of that somehow for our students. Submitted all post tenure data. If there is anything we owe USG for core IMPACTS waiting to hear. Looking at things that we said we would do and next steps. We had a max cost for study abroad that was based on rates before covid. We might need to review those numbers. \$3400 was the previous maximum, but that might not be viable now. We should use USG Goes Global until things get established. It would be great to have its own department, but we are not there yet. Possible study inbroad ideas as a low hanging fruit? Utilize relationships with institutions in New York with synchronous things where students can interact. Decision to pause the dean for A&S search—concerns from faculty and staff. What was the decision making process or inputs to pause the search? The reasons were not clear and so rumors are going around. Spoke to the person affected and deans and chairs. As soon as she found out about the search it didn't sit well with her. She didn't agree with the search. Did not think that the search should happen now, didn't like the scope of it, was short sighted for the person who may only be in that position for maybe 4 months. Will not be involved with anything that is not 100% ethical. The overall well-being of this school needs to be to create stability. Colleagues feel that their voices weren't heard and that they weren't involved. The situation in A&S feels like we are treading water. Students have waited months for grade change forms, override forms, faculty for supplemental pay forms, etc. This is bigger than just one small thing. People are also frustrated at how the process was carried out. The A&S faculty believed in Dr. Meddaugh and believed that he would do good for the college and don't think he was treated fairly. Opening the search was short sighted. The narrow focus for the call that went out—you always want a deep bench and to have that you need to train people to do that. In the beginning it wasn't done well, ethically, or appropriately. Only a certain number of people could qualify. A pool of 2 is not a pool. She didn't know enough to move forward in any decision. Didn't know the candidate, but the process could be looked at as less than above board. Spoke to Dr. Meddaugh. If she had been here sooner, it would have been pulled. She would have stopped it. She is not going to make a decision about leadership when she is only here for a short time. People didn't really apply because there was support of Dr. Meddaugh. She has heard the opposite—people didn't agree with the search and didn't think it should have happened. What's the point of bringing it up? For the faculty who brought this up to have their voices heard. Just a voice for the faculty. All he has heard is negative in abandoning the process. Just because a process has gone too far for too long doesn't mean she should sign off on it. Does not support student and faculty needs not being met. Moving forward she has to be able to say that she put this place first. Shouldn't

consider a search when the provost just drops out. Appreciates knowing that Dr. Meddaugh was communicated with. He was concerned when Dr. Hooks showed the criteria and then it ended up as only one interviewee. It felt like an appointment. So, many faculty were concerned about it. The pool was far too small. There was no thinking 5–10 years down the line and how this fits in on all of the change that we've been going through. Faculty who have been affected by processing of pay needs to be fixed—no one should do work and not get paid for it. Please get her the list, or she'll find it and handle it. Student issues need to be fixed ASAP. Do not mess with the students. Just brought it up to give voice to faculty. When faculty are voicing something, they should come to the administration to clarify. There is genuine concern about retaliation so that's why things have come up this way. No matter what opinion of the matter people were concerned about retaliation. Mary Lamb is department chair and interim associate dean. So, she's doing both positions. She's doing the best she can. This goes beyond just this situation back to when Dr. Hooks was put in charge. Her understanding was the search was to relieve some of his workload. This had more historical significance than it may seem. Not wanting to continue the patterns of those that happened before her. How does she establish some sense of equilibrium without making some faculty feel like they are being mistreated again. What can she put in motion that is in the best interest for this school and these people and then make recommendations for the person coming in. There were questions about the process at the beginning and end and both sides have been fairly represented and so we will move on.

5. Subcommittee Reports

- a. University Curriculum Committee
11/8 meeting will be held at 12pm and there are things in the pipeline.
- b. Academic Policy Committee
2 new co-chairs elected at last meeting: Larry Menter and Eric Bridges. Presented a summary of what we're working on last year and what should be worked on this year.
- c. Faculty Affairs Committee
Met on the 14th and per senate chairs request reviewed the administrative chairs process and the committee over that and whether it aligns with BOR policy or not. Was passed onto Dr. Walley-Jean. Will meet again next Monday at 11:30am.
- d. Student Affairs Committee
Met last Monday at 11:30pm. New chair elected. Based on the survey there appears to be concern to having students on the committee. SGA has an academic affairs committee, so we will have them come and report to us regularly. Still trying to pilot out the activity hour Tuesday and Thursday midday. More likely fall 2025 to carve that time out. Restart issues that affect student success focus group. Looking at alumni mentors to try and connect alumni with students for careers, etc. Honors program still looking at working with them to identify criteria that. Adopt a cohort was something she did at her NY school.
A calendar committee has been created. APC will be represented on it, but because the calendar covers more than just one department we have created a broader committee.

First meeting is this week. Financial aid, registrar, and bursar are key to those calendar conversations.

6. Any Old Business—Update with provost search: The committee has met since then and whittled it down to 10 candidates. Online interviews is the next step that will be held next week. <details about telephony and wifi in Teams chat>. Use the new CSU_WiFi to get all the new features. Wifi 6 standards. Use CSU_WiFi instead of CSUSecure.

Adjourn—12:50pm