

Clayton State University – Minutes of the Faculty Senate
Wednesday October 13, 2011 (11:15 a.m. – 12:30 p.m.)
University Center Board Room (UC 260)

Members Present: Antoinette Miller (Senate Chair), Jim Keebler (Vice Chair), Maria Bullen, Scott Butterfield, Jennell Charles, Michael Dancs, Rosemary Fischer, Ron Jackson, Kathryn W. Kemp, Barbara Musolf, Muhammad Rahman, Katherine Ott, Terri Summers, Susan A. Walsh, David Williams.

Non-Members Present: President Tim Hynes, Robert Vaughan, Academic Affairs, Rhonda Gibson, Grants Coordinator. R. B. Rosenberg, CAS, Kristen Davis, Assistant Director of Athletics for Student Services

Faculty Senate Chair Antoinette Miller called the meeting to order at 11:16 with a quorum present.

A. Approval of Minutes

1. September 22, 2011
 - a. Motion to accept the minutes as written.
 - b. Motion seconded.
 - i. Minutes accepted unanimously.

B. Reports

1. President's Report (attached)
 - a. Report on the Board of Regent's meeting.
 - i. There is no further information on the merger discussion.
 - b. Search for Vice President of External Relations.
 - i. Dr. Crafton will chair the search committee.
 - c. There is evidence of full formula funding.
 - i. Effect on salaries is unknown.
 - d. President Hynes entertained questions
 - i. Senator Musolf asked about the Chancellor's position on graduation rates.
 1. Dr. Hynes will share links regarding the current status.
 2. Performance based funding will be implemented; however the process and benchmarks are still being discussed.
 3. CSU has had the second largest growth in baccalaureate degrees in the system.
 4. There is more work to do to advance our students, but redirection in needed, we are not starting anew.
 - a. Resources will need to be managed efficiently.
 - b. While funding is challenging, a look at how we deliver education is needed.

5. Senator Jackson asked about the effect of “No child left behind” and pilot programs have on the issue of what constitutes success.
 - a. Dr. Hynes noted the institution has a track record of deep self-examination for determining what constitutes student success.
6. Senator Charles asked if it is true that CSU has the lowest graduation rates in USG system
 - a. Dr. Hynes responded that based on first time full time students that statement is true, but this group constitutes a very small percentage of students (7.5%), and CSU has the largest transfer group in the system.
 - i. Graduation rates are a 5-6 year lagging indicator.
 - ii. Effects of initiatives in the last year or two to improve graduation rates will be evident for 4-5 years.
 - iii. For example, graduation rates should improve with the Presidential Scholarship program.
 - b. Senator Charles asked how comfortable President Hynes is defending CSU graduation rates.
 - i. Dr. Hynes stated that what is said externally is said internally.
 - ii. The Provost’s office is overseeing a report on progress for the last year.
 1. Retention rates made a 4-5% improvement since last year which we claim as evidence of our graduation rates since actual indicators lag.
 2. Efforts made in the last 4-5 years are not reflected, and those actions taken in the last year or so have made an improvement in first and second year retention rates.
 3. Our degree growth has the second highest rate of all but one institution in the system.
 4. Dr. Hynes state he is concerned about students getting degrees but not by making it easier, rather by enhancing the intensity of learning and support for students.
2. Academic Affairs
 - a. Dr. Robert Vaughan introduced Ms. Gibson as the new Grants Coordinator.
 - i. Ms. Gibson reviewed her experience and how she intends to work with schools to earn funding.
3. Subcommittee Reports
 - a. Academic Policy Council
 - i. Barbara Musolf reported.
 - ii. The meeting was called but lacked a quorum.
 - b. Faculty Affairs Committee

- i. Muhammad Rahman reported.
 - ii. The committee met on the 10th to discuss the faculty handbook.
 - iii. Discussion included terminologies such as ‘Learning Support Center’.
 - iv. The committee most likely will be meeting every week.
 - v. An agenda item will be discussing domestic partner benefits.
 - c. Student Affairs Committee
 - i. Jennell Charles reported.
 - ii. Violent student behaviors and revising the student handbook are being addressed.
 - iii. The issue of a place for student to pump breast milk was tabled for the next meeting.
 - d. University Curriculum Committee
 - i. Michael Dancs reported.
 - ii. The committee is trying to simplify ROTC student cross registration with Georgia State University.

C. Old Business

- 4. Spring 2012 meeting dates
 - a. Faculty surveys indicated Mondays 1115-1230.
 - i. Senator Williams questioned why Friday meetings were not selected.
 - 1. Chair Miller responded that only six senators responded positively to a Friday meeting.
 - 2. Senator Williams asked if faculty had conflicts or not selecting Friday was a preference.
 - a. Chair Miller responded that she queried some faculty individually and conflicts exist.
 - ii. A motion was made by Senator Rahman, seconded by Senator Summers, to have spring Senate meetings on the first and third Mondays of the month from 1115-1230.
 - 1. The motion was amended by Senator Rahman and seconded by Senator Jackson to change the meeting time to 1100-1215 a.m.
 - 2. Motion passed unanimously.
- 5. Faculty Handbook revisions.
 - a. Section 404.02 (Hardship Withdrawal) returns with suggested modification (see attachment).
 - i. A revision of the hardship withdrawal language was reworked.
 - ii. The new wording is underlined in the document.
 - 1. Senator Butterfield asked if the passing policy supersedes school policies, as some schools have a passing grade of ‘C’.
 - 2. Dr. Vaughan responded that the USG policy must be honored.
 - a. Board of Regents’ policy is passing is ‘D’ or above.
 - 3. Senator Jackson made a motion to accept the change as underlined in the revision, seconded by Senator Musolf.
 - a. Motion passed unanimously.

- b. Section 200 Recruitment and Hiring procedures.
 - i. Dr. Vaughan is merging two sets of recommendations, one from a committee that met several years ago which made various revisions, and the new revisions from the ad hoc committee.
 - 1. The group is meeting weekly so the document may be ready by next month.
 - ii. Senator Kemp asked about the statement regarding religion.
 - 1. Discussion followed.
 - 2. Chair Miller asked the committee to accept or table the change to allow the Faculty Affairs Committee to review with VP Corlis Cummings.
 - 3. Senator Jackson moved that it go back to committee to discuss ramifications of wording and check legality with VP Cummings.
 - a. Chair Miller asked that senators give suggestions directly to committee.
 - b. Senator Williams noted that the language was consistent with Clayton state DOE website.
 - c. President Hynes stated that the diversity claim is not part of the screening process. Therefore information volunteered during the interview process will not affect recruitment.
 - i. Legal advice is needed to be sure we can accomplish our goals.
 - ii. The intention of the wording is laudable, but we need to be sure we achieve that intent and meet Title 9 regulations.
 - d. Senator Charles pointed the Senate's attention to at 200.01.3 bullet number 4.
 - 4. Senator Jackson amended the motion, seconded by Charles, to accept the approved wording consistent with the CSU EEOC website <http://www.clayton.edu/EOE.htm>
 - a. Motion passed unanimously.
 - 5. Senator Williams motioned that Faculty Affairs Committee revised sections 200.01.1 and 200.01.2 of the Faculty Handbook be accepted as amended and section 200.01.3 be referred back to the FAC for review by legal counsel, seconded by Jackson.
 - a. Motion passed unanimously.
 - iii. Senator Williams asked about ranking of candidates in section 200.01.4 on Line 67, comment [a5], from the Faculty Affairs Committee (FAC).
 - 1. FAC recommends the term 'ranked' be used.
 - 2. Discussion followed.
 - a. Chair Miller noted ranking may be implicit rather than explicit
 - b. Senator Jackson stated ranking should be an option.

- c. Senator Rahman responded that the committee could choose to rank.
 - d. Senator Williams stated that administration and faculty may rank candidates differently.
 - i. Using the term ‘unranked’ creates a pool of acceptable applicants.
 - e. Senator Jackson said that search committees can do it either way.
 - f. President Hynes noted that by ranking there is a perception of ‘first’, ‘second’, and ‘third’ choices, which is not necessarily the case that a second or third choice is less qualified than a first choice.
 - i. With open records any rankings will become public knowledge.
 - ii. The committee can state preferences and share perspectives.
 - 1. There is only the intention of increasing the probability of departmental success by hiring qualified faculty, though internally the committee may have preferences.
3. Discussion followed.
- a. Senator Jackson moved to remove the qualifier ‘ranked/unranked’, no second.
 - b. Senator Williams motioned to keep the word ‘unranked’, second by Bullen.
 - i. Motion accepted unanimously.
 - iv. Chair Miller moved the discussion to section 200.02.2 line 192 ‘all faculty...not on tenure track’ comment [t6].
 - 1. Motion to accept changes as proposed by the FAC.
 - 2. Motion accepted unanimously.
 - c. Section 201 of the Faculty Handbook is tabled until more information is obtained from the Promotion & Tenure committee.

D. New Business

- 6. Dr. Rosenberg was invited to discuss communication and cooperation between faculty and athletics (see attachment).
 - a. Dr. Rosenberg stated that in the interest of shared governance the role of the faculty athlete representative is a conduit between the Senate and Athletics.
 - b. There conversations which can take place between faculty and athletics.
 - i. If faculty want to know about the athletic program they can ask the representative.
 - c. Ms. Kristen Davis and Dr. Rosenberg will return on Oct. 27 to complete the report to address concerns about success of student athletes (see attachment).
 - i. Vice Chair Keebler asked for the present process to be defined.

Adjournment

10. Chair Miller noted five minutes was left for Ms. Davis' presentation.
 - a. Ms. Davis asked to return to the next meeting to allow adequate time for the presentation.
 - b. A motion to adjourn was made and seconded.
 - i. Carried unanimous.
 - ii. The meeting was adjourned by Senate Chair Miller at 12:29.

Next meeting

11. The next meeting is Oct. 27, 2011.

Submitted by: S. Walsh Secretary, Approved by Faculty Senate Oct. 27, 2011