

Clayton State University Faculty Senate

27 March 2023

ATTENDEES

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

Guests: Arianne Adams, Dennis Attick, Shuju Bai, Dmitriy Beznosko, Christie Burton, Hae Ryong Chung, Shannon Cochran, Everod Davis, Keira Davis, Romesa Davis, Kevin Demmitt, Clint Edmunds, Antoinette France-Harris, Sonya Gaither, Erica Gannon, Nichelle Gause, Brian Goldman, Christina Grange, Nayab Hakim, Alexander Hall, Feechi Hall, Sara Harwood, Iryna Hayduk, Craig Hill, Jeff Jacobs, Andrea Jacques, Chizara Jones, Ebrahim Khosravi, Christopher Kodani, Elliot Krop, Paul Melvin, Joshua Meddaugh, Antoinette Miller, Jada Mitchell, Michelle Nelson, Francine Norflus, Mario Norman, Adel Novin, Vivian Padin-Irizarry, Jennifer Parrott, Leah Pieper, Melanie Poudevigne, Michael Sitvarin, Sheryne Southard, Scott Stegall, Celeste Walley-Jean, Mark Watson, David Williams

ORDER

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

PROVOST'S REPORT

Interim Provost Dr. Jill Lane provided an update on the latest enrollment numbers, which are down 16% summer and 11% fall. She described efforts to contact currently enrolled students who have not registered by phone. Faculty can help with these efforts by reaching out to their department chair or program coordinator. In response to questions, Dr. Lane described efforts by the financial aid effort to support enrollment during the summer.

Dr. Lane announced that she had approved the Faculty Affairs Committee's revised Student Evaluation of Instruction (SEI) instrument, which is moving forward for launch in the summer.

In response to a question raised about faculty compensation during the summer, Dr. Lane indicated that the budget is set for this summer but that issue can be revisited in the future.

PRESIDENT'S REPORT

President Georj Lewis summarized budget approval activities working through the state legislature, which may include cuts to the University System. The final budget will need to be approved by Wednesday unless a special session is called.

President Lewis announced administrative restructuring such that the new Associate Vice President (AVP) of Student Success and Engagement, Dr. Ashlee Spearman, will also be overseeing admissions and recruitment. These offices were previously managed by the AVP for Enrollment Management, a position that is currently vacant. The search for an AVP for Enrollment Management has been suspended.

Finally, the Strategic Planning co-chairs Dr. Antoinette France-Harris and James Pete and the executive committee are forming their steering committee. President Lewis reminded attendees of the mandatory cyber security training that goes through April 7, and he announced that searches are underway for the Provost, Vice President of Student Affairs, and Athletic Director.

SUBCOMMITTEE UPDATES

1. Faculty Affairs Committee. Chair Dr. Michael Sitvarin reported that the committee is putting together a handbook for instructors and administrators for recommended practices for how to best implement and interpret the results of the new SEI. Next meeting: Mon, April 3 @ 10am.
2. Academic Policy Committee. Chair Dr. Antoinette France-Harris requested that, following the Senate vote of approval at the previous meeting, the online course standards document created by the APC be added to Faculty Handbook. She described the committee's work to develop a student-readiness assessment tool for online courses.

After discussion of the by-laws, there was a motion to approve including the APC's online course standards to the Faculty Handbook, and there was a second. The members voted orally and over the chat on Teams. The motion was approved.
3. Student Affairs Committee. Co-chair Dr. Sam Maddox reported that the committee is still working on a syllabus statement to address parenting students and is moving forward with its student survey with the goal of presenting the results to upper administrators in May. Next meeting: Thurs, April 20 @ 11am.

OLD BUSINESS

Discussion of Changes to the Post-Tenure Policy (section 206) in the Faculty Handbook. SAFE Committee co-chair Dr. Mark Watson summarized the key changes to the policies, which have been approved by the Board of Regents. Changes include: a corrective plan to help pre-tenured

faculty who are not making sufficient progress for the pre-tenure review; dismissal, without faculty review, of tenured faculty who do not successfully address a performance improvement plan (PIP); PIP are triggered by two annual evaluations in which faculty are determined to be underperforming; and assessment of PIPs takes place during the next annual evaluation period, which shortens the length of time in which faculty can take corrective action. All of these policies changes are required by the current Board of Regents (BoR) policies.

Attendees requested modifications to the policies that could provide additional protection for faculty. There was discussion about the feasibility of these modifications. Faculty were reminded that academic units are able to define criteria for annual evaluations and promotion and tenure.

MINUTES

There was a motion to approve the 14 November 2022 meeting minutes, and there was a second. The members voted orally and over the chat on Teams. The minutes were approved.

ADJOURNMENT

The meeting was adjourned at 12:08pm.

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