

Clayton State University Faculty Senate

26 September 2022

ATTENDEES

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

Guests: Shuju Bai, Royal Baxter, Dmitriy Beznosko, Matthew Boedy, Hae Ryong Chung, Shannon Cochran, Elicia Collins, Deborah Davis, Keira Davis, Everod Davis, Deborah Deckner-Davis, Kevin Demmitt, Erica Dotson, Antoinette France-Harris, Michelle Furlong, Sonya Gaither, Nichelle Gause, Brian Goldman, Pinar Gurkas, Linda Hain, Feechi Hall, Grace Harwood, Craig Hill, Stephen Klusza, Bryan LaBrecque, Michelle Lee, Marko Maunula, Paul Melvin, Antoinette Miller, Michelle Nelson, Rosann O'Neill, Vivian Padin-Irizarry, Melanie Poudevigne, Leon Prieto, Michael Sitvarin, Scott Stegall, Terri Summers, Naquilla Thomas, Rosario Vickery, Celeste Walley-Jean, Eckart Werther, Carol White

ORDER

The Senate chair, Dr. Eric Bridges, called the meeting to order at 11:01am.

MINUTES

There was a motion to approve the 12 September 2022 meeting minutes and there was a second. The members voted orally and over the chat on Teams. The minutes were approved.

PRESIDENT'S REPORT

President Kerry Heyward hoped that faculty were able to attend the Budget Town Hall last week ([link to recording and PowerPoint](#)) to hear about budget updates which will be finalized by November 7. The Board of Regents has extended its test-optional policy for university admissions through summer 2024. Last week, Regent Tom Bradbury visited campus and met with students ([link to Board of Regents membership page](#)). This is the last week of the Faculty-Staff Fund Drive.

PROVOST'S REPORT

Interim Provost Dr. Jill Lane reiterated the timeline and process for the Faculty Handbook changes required by the Board of Regents (BOR). The Senate's SAFE Committee, co-chaired by Drs. Ann Showalter and Mark Watson, has been working on changes and responding to

feedback received from the BOR. Dr. Lane met with SAFE co-chairs and Faculty Senate Chair, Dr. Eric Bridges, to answer questions and offer a reminder that the comments were meant to ensure Clayton State policies are aligned with BOR policies and that all processes be applicable across all academic programs.

Dr. Lane addressed discussion from the previous Faculty Senate meeting regarding the annual evaluation spreadsheet used by some department chairs. Dr. Lane has instructed deans and department chairs to share that spreadsheet, if they are using it, with their faculty.

As per BOR policy, the new Student Success category will be included in annual reviews starting in 2023. Because this is the first year that the category will be used as an overlay, Dr. Lane recommends it be used as to provide formative feedback and not counted in the overall score for annual reviews. A new annual evaluation form will be developed by the Faculty Affairs Committee (*Erratum*: the SAFE Committee has been revising this form as part of its duties).

Dr. Lane plans to share her final report to the Department of Education on the formula Predominantly Black Institution (PBI) grant with faculty on October 7 and time for discussion of the report on October 17. The first formula PBI grant from the U.S. Department of Education was awarded to Clayton State in 2016 and will officially close out on Friday. The activities in the grant include a summer bridge program, academic support services, career development, financial literacy, inclusive faculty development and online faculty development, which are demonstrated to improve retention and graduation. The total amount awarded for this grant exceed \$6 million with 44% supporting student support activities.

Two additional U.S. Department of Education PBI grants were awarded in October 2021 and contain many of the same initiatives plus peer engagement navigators, learning communities, learning assistants in STEM, and a transition to college program.

Attendees of the meeting asked about interim reports on the first PBI grant, which Dr. Lane said are not accessible because they are submitted to an online system run by the funding agency that does not generate summary document that can be shared. Any copies of grant reports are not formatted in an easily accessible way, in part because the funding agency's reporting requirements regularly changed. Within the university, the Budget Office tracks expenditures off of the grant, while Melody Carter at the grants office receives time and efforts reports for personnel receiving funding from the grant. Senators recommended that there be greater internal sharing of grant outcomes and achievements so faculty have a better understanding of grant-funded initiatives on campus.

NEW BUSINESS

1. Remarks from the President of the State Conference of AAUP Dr. Matt Boedy. Dr. Boedy posted a [video summarizing the AAUP's censure of the University System of Georgia](#) because of changes in tenure. During his remarks he explained that academic due process, which AAUP defines as a process involving a panel of faculty peers evaluating whether to remove a tenured faculty member, is a key aspect of tenure. The new BOR policies eliminate academic due process by replacing faculty peers with

administrators as adjudicators of efforts to remove a tenured faculty member. It is for this reason that the AAUP has censured the USG and why it is necessary for the BOR to change their tenure policies before AAUP will remove its censure.

The AAUP is conducting a survey ([link to survey](#)) to obtain faculty feedback on the censorship and on the impact of the new BOR policies on faculty recruitment.

2. Plans to replace Interim Vice President of Enrollment Management and Student Success Eric Tack. The university's contracted search firm will be searching for two Associate/Assistant Vice Presidents – one for enrollment management and one for student success. The president and upper administration will be making a decision regarding an interim position this week.
3. Request to award of a posthumous degree for Mr. Cantrell Jones. There was a motion to approve the request and there was a second. The members voted orally and over the chat on Teams. The request was approved.
4. Announcement to develop a resolution related to the federal student loan forgiveness policy. Dr. Eric Bridges is seeking Senator volunteers to join him in developing this resolution.

SUBCOMMITTEE UPDATES

Senate Chair Dr. Eric Bridges encouraged all senators to attend subcommittee meetings to develop a stronger understanding of the issues being discussed.

1. Faculty Affairs Committee. Chair Dr. Michael Sitvarin stated the committee is developing plans to revise the student evaluations instrument (SEI) and strategies for incorporating peer-evaluations into formal evaluations of teaching at the university. Moving forward, the FAC is meeting with Charles Reid in IT and Justin Mays in CELT for their input on revising the SEI. Next meeting: Mon, Oct 17 @ 10am ([Teams meeting link](#)).
2. Student Affairs Committee. Co-chair Dr. Sam Maddox said that the committee will be reviewing and seeking feedback on a minors on campus policy and disruptive behavior in the classroom policy that can be included in the Student Handbook and required syllabus statements for faculty. It was recommended that the SAC examine whether any of these policy changes may also be appropriate for sections of the Faculty Handbook.

SAC will be conducting student focus groups, in collaboration with Royal Baxter and Dean Walley-Jean, and a student questionnaire to collect information on issues affecting student retention. It was recommended that the appropriate group on campus work to better align our academic calendar with that of local school systems to better support

students with children. Jeff Jacobs will be replacing Eric Tack on the SAC. Next meeting: Wed, Oct 26 @ 1pm.

3. Ad-hoc Subcommittee on Student Retention. Co-chair Dean Celeste Walley-Jean reported the high level of interest, especially from students to participate on this subcommittee. Currently there are 21 members, with recruitment continuing from the Office of Financial Aid and CIMS. The plan for the first meeting is discuss recently shared retention data and to break into working groups. Next meeting: Sept 28 @ 1pm on Teams and in Board Room.
4. Academic Policy Committee. Chair Antoinette France-Harris stated that the committee is reviewing and possibly revising the procedures for addressing student complaints. Dr. Lane reminded the committee that certain aspects of student complaint policy are established following federal and SACS accreditation requirements. Next meeting: Wed, Oct 19 @ 2pm ([Teams meeting link](#)).

ADJOURNMENT

The meeting was adjourned at 12:02pm.

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