

Clayton State University Senate Minutes

Faculty Senate Meeting Minutes

Date: March 30, 2026

Time Called to Order: 11:16 AM

Location: UC 260

Presiding Officer: Dr. Michael Lindsay, Chair

Senator Attendance

Present:

Arts & Sciences: Antoinette Miller, Michael Lindsay (Chair), Erica Gannon, Eugene Ngezem, David Peña

Business: Stacey Reynolds (Vice-Chair), Anthony Hannah, Christie Burton, Kate Cotter-Reilly

Health: Hae Ryong "Harry" Chung, Kendolyn Smith, Kimberly Campbell

STEM: Ken Nguyen, David Williams, Caroline Sheppard

Library: Adam Kubik, Erin Nagel

Absent:

Health: Crystal Marchant

STEM: Vivian Padin-Irizarry, Stephen Burnett

General Attendance

Teams: Tuni Acosta, Arianne Adams, Andrea Allen, Dennis Attick, Shuju Bai, Rodney Byrd, Kimberly Campbell, Lindsay Chandler, Penelope Cliff, Shannon Cochran, Kate Cotter-Reilly, Shirnelle Council, Corlis Cummings, Mesa Davis, Deborah Deckner, Chris Edwards, Martha Fairley, Elnora Farmer, Antoinette France-Harris, Brian Goldman, Joie Hain, Nayab Hakim, Feechi Hall, Anthony Hannah, Jonathan Harris, Dwayne Hooks, Kimberly Johnson, Chizara Jones, John Keener, Ebrahim Khosravi, Elliot Krop, Mary Lamb, Michael Lindsay, Michael Little, Samuel Maddox, Joshua Meddaugh, Larry Menter, Antoinette Miller, Keith Miller, Jada Mitchell, Ken Nguyen, Mario Norman, David Pena, Leah Pieper, Melanie Poudevigne, Kathryn Pratt, Jermaine Rolle, Board Room, Hae Ryong, Matthew Sansbury, Caroline

Sheppard, Lisa Smiley, Kendolyn Smith, Sheryne Southard, Shontelle Thrash, Eckart Werther, Carol White, David Williams, Karen Young

Note: Names of those in Teams and attending in-person are provided in both areas. In person attendance sheet attached.

Agenda

1. Introduction of Senators

- a. Roll call of Senators; attendance noted

2. Approval of Minutes

- i. Feb. 23 and March 26 minutes approved

3. Remarks and Q&A – Dr. Georj Lewis, President

- a. Campus Updates
 - i. Spring enrollment is strong. Summer is going quite strong.
 - ii. Custodial Services - Difficult decision whenever we are dealing with employment. These are valuable members of our CSU family, and we are committed to helping work with them. We've worked hard to help the affected employees. Had one on ones with 19 employees affected to discuss opportunities. Providing a job search and resume writing and interview workshops. Give a little more than 90 days, which is more than required. Opportunities on campus as well. Some posted, others need posting. 3 Housing custodial positions, 1 events and venue management, 2 security guard positions (contractor not working out), administrative assistance position, and 5 maintenance positions. There are 13 that are or will be posted. Housing CGL relationship is ending on 6/3. Contacting other institutions to help connect employees. The new group will be having a hiring event in April. This will take full effect 7/1/26.
- b. Advancement and External Affairs
 - i. Thursday is last day of GA
 - ii. Budget in Senate cuts \$123.4m in BOR teaching funding formula
 - 1. Would cut CSU by \$2.1 million
 - iii. Includes \$1.5 million for Downs Center renovation and \$3.5 million for campus infrastructure projects
 - iv. Beyond the teaching formula funding, other areas are in the right direction
 - v. Lakers give is 4/8-4/9. Very happy with how folks have given back to the institution
- c. IT
 - i. Various updates are upcoming including Qualtrics renewal, OneDrive sync, and cybersecurity training

1. Jim Pete - Currently having an issue with the Qualtrics contract. I recommend not using it at the moment. We signed a master services agreement, and we cannot change the contract without then opening up the process to competitive bids. We are also looking at consortium access, but those are not developed enough at this time. Asked MarCom to send out communications about not using it. There is a Microsoft alternative that is similar.

a. Questions

- i. Sen. Miller - what should we do if we are already using this for projects? Should we download data, etc.?
- ii. If we are locked out, we can get the data in a usual sunseting practice. Hoping that alternative options come to fruition. The data would be there. We found out last week and we have been working through it but do not have more at this time.
- iii. Dr. Maddox - Numerous research projects online, as the chair of IRB, should we suggest people stop collecting data?
- iv. JP - Cannot suggest anything more than what has been said. Does not expect to be shut out since we are negotiating and they shouldn't shut us out but don't start new projects.
- v. Maddox - What about for passive uses like signing up for events?
- vi. JP - I can't guarantee it will be there, but I don't expect it to be shut down. But I wouldn't start anything new
- vii. Vice-Chair - How long until we know more?
- viii. JP - I expect this week or possibly next week
- ix. VC - We may need guidance on how to move forward given the requirements of the IRB when conducting research.
- x. JP - Hoping to get a one-year renewal and then plan to move forward, which may involve changing vendors. Joining the consortium would open up new venues as well. Cloud services are not easy to extract from.
- xi. Sen. Miller - This is not the first time this issue, funding Qualtrics, has come up. We

have a Qualtrics administrator who could presumably help with downloads. But getting data in PDF is not acceptable.

- xii. JP - What past vendor experience suggests, and if you want to download the files please do, but last week this became an issue and we are trying to find a path forward. There is no USG contract with Qualtrics. Was suggested other options.
- xiii. Dr. Poudevigne - we may benefit from licensing approach. We do that in statistics. We may be able to make a case of equity between smaller and larger institutions. For scholars invested in Qualtrics, downloading is prudent.
- xiv. JP - there are a lot of folks invested in Qualtrics and I'm not sure why USG hasn't had a contract. We will escalate that up in order to ensure continuity.
- xv. Martha (CELT) - We can provide a guide on how to download your data into CSV. Unfortunately, there is no automatic switch from Qualtrics into another software.
- xvi. JP - Vendors typically offer that service, especially if ending services with a vendor
- xvii. Miller - I noticed a townhall for April 24th at 1pm. Isn't that the deadline?
- xviii. JP - That is the deadline. We did not want to wait any longer. We have been open that we will not be in compliance by the deadline.
Reviews the ITS slide in the president's report Looking to be on a clear path by the end of the calendar year.

d. Good News

- i. Sports teams are doing well

e. Questions

- i. President - will try to get to all of the questions.
- ii. Sen. Ngezem - we have been getting a lot of questions and concerns about the custodial changes. So how much are we saving? What is the issue we needed to fix and how much will we save? How is efficiency and mobility affected.
 - 1. We are not in the business of cleaning, we educate. Not the first institution to do this. It costs about 1.1 million personnel

to clean our campus. We are saving approximately \$600. We are not bringing in new money and things are getting expensive, so we need to find a way to save. We will put some of those savings into other areas. We will hopefully be able to put this into other areas of hiring. Will not expect any drop-off in efficiency, expect the opposite.

- iii. Dr. Maddox - I want to highlight comments. There are concerns about the company, the quality of services they provide etc.
 - 1. This company is not in Lawrenceville. An employee wrote that comment and it is not exactly accurate. We were able to get a good price, and they indicated they would be able to handle our campus. Committed to hiring our current employees. There will be a learning period, but I don't expect a drop-off in the level of service we currently get.
 - 2. Maddox - what were the reviews from those other services?
 - a. Feedback has been good, and lost a contract because of getting outbid
 - 3. Sen. Hannah - how would this affect employees on TAP
 - a. None using TAP
 - 4. Chair - There was a question about benefits. Will they still have these?
 - 5. As a state employer, we have to give benefits. So, if there is a full-time position, it will include benefits. The 13 positions will include benefits.

4. Remarks and Q&A – Dr. Jill Drake, Provost

- a. Points of Pride
 - i. Psychology major chosen for USG Academic Recognition Day - Alexis Taylor, Undergraduate Research Award Winner in 2025
 - ii. College of Business student competitors at the ICB Skills Championship win big with multiple awards, including the outstanding student awards (International and National). Room claps
 - iii. Dr. Prieto wins grant for the Council for Exceptional Children
 - 1. ASPIRE - an entrepreneurship program for students on the autism spectrum
 - iv. Internal Entrepreneur competition. Three hygiene students won internally. Will be competing 4/6 and hopefully on 4/7 if they advance. Will be held at Kennesaw State.
- b. USG Updates
 - i. A little quiet as the legislative session comes to a close.
 - ii. ASPIRE meeting today. We have 12 programs on the list. We had 14 last year. 3 are part of a consortium, so it is ok. 7 undergrad and 2

master's programs are on the list. We have collected data and have information together. We are not resting when it comes to helping these programs. Some are on the list that are just getting started and are trending in the right direction.

- iii. To review credit by exam policies and practices. USG wants all institutions to have ways to earn credit for prior learning. Looking at exams and scores, we allow. Looking at practices for situations where a student may have a different language than we teach, so we may be able to create courses that would include multiple languages.
- iv. Put together an AI policy. Has really leveraged his knowledge and resources to help develop the policy. We did not go through the normal process because the system office gave us a template with instructions on what they wanted. Had meetings and the policy was audited. Points have been addressed, and it is being submitted today. The deadline is 4/1. Just in case we need to make last minute changes.

c. Calendar Committee

- i. Thank you, Antoinette, for pointing out hours. That has been resolved. But we found some information. We can end summer session early. We will end on 7/27 instead of 7/30.
- ii. Hearing interest in this, have created a mock 8-week summer session. Will give to APC to review and decide on moving forward and getting feedback. There was a mock-up without a reading day, and I rejected it because all of the responses to the survey on campus preferences. Understand there is some concern with the gap in classes and exams with reading days, but for now we are keeping the calendar with the reading days and will revisit.
- iii. The accessibility deadline is functionally at the end of the calendar year. We have a five-phase plan. Educating what accessibility is. Admin training this week, faculty training coming later. CELT will have a multi-modality support approach. One on one, personalized guidance, self-paced learning, live sessions, and others to help meet compliance.

d. Questions -

- i. Sen. Williams - On accessibility. One of the things that are challenging is in mathematics there are specific things we need to do and show. Accustomed to doing those in certain ways. Happy to learn new ways to do them. But often the tools we need are not the tools we get from the lowest bidder. D2L is not the best for teaching math, for instance. Kaltura transcripts are terrible, and it is compounded when we include technical jargon. How do we support our students who may need additional support when we do not have access to the tools to make that happen?

- ii. Provost - I empathize with these issues. Your best course of action is to go to your RAC and get information on what other departments are doing. You are the expert, so consult with the other experts and learn what others in the field are utilizing to meet compliance. Getting to 100% is going to be a stretch, but 70% - 75% compliance is typical. That 25% non-compliance is there for a reason. There may be some things in math that are more difficult to get into compliance but check your resources and we can design a plan moving forwards.
- iii. Stephen Burnett is in ADA committee and in the FAC committee
- iv. Martha - The software we are looking at has the ability to check courses and fix them or offer suggestions on how to correct them. Provides a score on accessibility. These things will begin to come out soon. Some of these are as simple as including alt text.
- v. Chair - how much of the training is required?
 - 1. The requirement is that all materials are in compliance. I haven't thought about how much training should be required. But if I notice compliance is not happening, my disposition may change.
 - 2. JP - Trying to get where we need to be. They will check compliance. 90% of institutions will not be ready by 4/24
 - 3. Provost - this deadline is coming quickly, and we have a lot going on as it approaches. Want to give colleges and departments the freedom to roll out their process. But again, if it does not work then we will have to revisit the issue.

5. Standing Committee Reports

- a. University Curriculum Committee
 - i. No materials to consider
- b. Academic Policy Committee
 - i. Vote on Academic Complaint Policy
 - 1. Gannon moves, Miller seconds
 - a. Vote fails
 - ii. Discussion
 - 1. Sen. Miller - reviewed by constituents and there was a concern that there was a focus on the student and a lack of protections for faculty
 - 2. Sen. Williams - Dr. Miller addressed some of the concerns. Further, the question is who decides when something is resolved? Unresolved is a wishy-washy term that implies consensus. I would like that language to change. When they are meeting with the first person, there is mention of informal processes. That shouldn't be informal at all. There should be formal meetings throughout. This is part of helping

prepare for the workforce. What if the professor is unsatisfied?

3. Dr. Lamb - In considering this issue, this is taking the general complaint and the grade appeal?
 - a. Sen. Miller - it is an extension of those
 - b. Several categories look like grade appeals. The unprofessional conduct, depending on what it is, what is the consequence? What are the students asking for? And depending on what it is, does that revert back to the employee conduct/personnel policy?
 - c. Sen. Miller - Part of the issue with the current policy is that it is squishy when it comes to anything other than a grade appeal. The faculty handbook has faculty expectations, and it is incorporated into the annual review. Part of the problem here is trying to document whether faculty is trying to adhere to these rules. Having this documentation around unprofessional behavior would help with annual review, but these are issues that have been brought to the provost. But without a process that gets documentation, it becomes harder to handle those.
 - d. Dr. Lamb - this is the way to document it. How unprofessional before it gets turned over but it is not addressable by this policy.
 - e. Dr. Walley-Jean - Without a formal policy the process used was squishy and nebulous. This provides a first step in giving an idea that a process is there.
 - f. Dr. Lamb - Want more clarity on when an accusation has to be escalated. If a student complains, then there should be faculty protections.
 - g. Sen. Miller - There are more steps from complaint to HR. But we may want to revise the policy. I sent along suggestions to the Senate. There are many times when the student just wanted to listen, as well as clarification as to what is appropriate for faculty members. Faculty protection is important, but the faculty handbook is where these topics are more appropriately placed.
 - h. Dr. Maddox - This provides a more codified starting point for complaint policies.
 - i. Sen. Miller - Can also provide a good policy process for assisting faculty

- j. Sen. Reynolds - Many students go to social media if they do not have an avenue to express concerns
 - iii. Policy sent back to committee for revisions
 - c. Faculty Affairs Committee
 - i. No report
 - d. Student Affairs Committee
 - i. Just received Policy F
 - ii. Next meeting 4/6 at 11:30 a.m.
 - e. Graduate Affairs Committee
 - i. Update given on work by Dr. Walley-Jean

6. Adjournment

Time Adjourned: 12:53 PM

Minutes Prepared by: David Peña - Secretary

Spring 2026 - Attendance Sheet

Date: 03-30-26 Class: Senzete Mtg Week: _____

Name	Student	Senator	Signature	Y/N
David Penz				
Antoinette Miller (achoo)				
Erin Nagel				
Erica Gannon				
Eugene Ngenzem				
J. Celeste Walley-Jean				
James Pete				
Lindsay Chandler				
Nick Henry				
Jill Drake				
MICHAEL LINDSAY				
Stacey Reynolds				
Takem L Jean				
Christie Burton				
Reza Kheirandish				
Randall Snel				
Bridgette McDonald				
Marthe Fairlay				
Adam Kubik				
Jermawo Roue				
Eric Bridges				
Nichelle Gause				
Pinar Gurkas				

APC Vote 3 nays online
 8 nays in person

(Eugene Ngenzem left mtg before mtg)

President's Report

Faculty Senate
March 30, 2026

CAMPUS UPDATES

- Summer 2026 headcount – 2,001 (up 13%) and 15% Credit hours
- Custodial Services

ADVANCEMENT & EXTERNAL AFFAIRS

- Government Relations
 - Thursday is the posted last day of General Assembly session
 - Budget update
 - Senate version of the FY27 budget cuts \$123.4m from the Governor's and House version for the BOR teaching formula funding
 - Includes \$1.5m for Downs Center renovation and \$3.5m for campus infrastructure project
 - DREAMS Act (HB 1413)
 - Statewide needs-based scholarship program
 - \$3,000 per academic year
 - Recipients must complete financial literacy course and meet work requirement
- Development
 - Lakers Give coming up April 8-9
 - Goal of 600 donors over 1969 minutes

ITS

- Qualtrics 2026 Renewal Update
- OneDrive Sync Activation, Friday, April 3rd
- Cybersecurity Spring Training Campaign (April 15th)
- ADA Title II Compliance
 - Readiness Survey (140+ responses)
 - Yuja Panorama LMS Accessibility Platform – In-test
 - Digital Accessibility Statement – To be released this week
 - Web Accessibility Review – Engaged w/GT-CIDI
 - University-wide Townhall Meeting, Friday, April 24, 2026, 1PM, Location TBA

GOOD NEWS

- Men's and Women's Basketball
 - Six (6) student-athletes selected for the 2025-26 Academic All-District teams
 - Four (4) from Men's Basketball – most honorees in a single season in program history
 - Two (2) from Women's Basketball
- Track & Field – Competed at the Morehouse Relays this past weekend
 - Men's 4x800m relay team placed 2nd
 - Men's 4x200m relay team placed 3rd

Provost's Report

Faculty Senate
March 30, 2026

ACADEMIC AFFAIRS

Points of Pride:

- ❖ Alexis Taylor selected to represent CSU at USG Academic Recognition Day to be held on May 12, 2026
 - Psychology Major
 - 4.0 GPA
 - Department of Psychology Undergraduate Research Award winner in 2025
 - International Honor Society in Psychology
 - Professional Presentation, Does *“Keeping it Real” Vary by Age, Race, and Gender?*, at the 2025 annual meeting of the Southeastern Psychology Association



ACADEMIC AFFAIRS

Points of Pride:

- ❖ College of Business Students Shine at the 2026 Society for Advancement of Management (SAM) International Collegiate Business Skills Championship at Providence, RI
 - **1st Place** award in the **Extemporaneous Speech Competition (Hailey Long)**
 - **2nd Place** award for the **Campus Chapter Performance Program Award** in the Small Chapter Division.
 - **3rd Place** award for **Overall Team Championship Award**

 - **3rd Place** award for **Individual Grand Championship (Hailey Long)**
 - **International Outstanding Student Award (Hailey Long)**
 - **National Outstanding Student Award (Yulianny Matias Medina)**

ACADEMIC AFFAIRS

Points of Pride:

- ❖ **Dr. Prieto** received a grant from the **Council for Exceptional Children**
 - **ASPIRE** (A Special Program for Innovation, Readiness, and Entrepreneurship) The Program introduces a strengths-based entrepreneurship initiative for high school students on the autism spectrum.
 - In partnership with Georgia Cyber Academy (Largest K-12 public school in Georgia -10,000 students statewide)
 - Prieto worked with Career, Technical, & Agricultural Education (CTAE) Administrator Jutia Merriweather, a Clayton State alum, to bring the program into fruition.
 - The program culminates in a business expo where students showcase their ventures and receive 300 dollars in seed funding to launch their ideas.

ACADEMIC AFFAIRS

2026 USG I&E Competition Line - Up

April 6: Day 1 (Preliminary Round) – 3 minutes Team presentation/7 minutes Q & A

12:30 p.m. | Team Check-in Opens

1:45 p.m. | Green rooms open

- All teams report to their green room 30 minutes prior to their pitch time slot

Location	Institution	Team Time Slot	Green Room Time Slot	Judges	Time Block
Ballroom 1	Atlanta Metropolitan State College	2:30 – 2:40p	2:00 – 2:25p	Jeb Stewart, President of Xana Management, LLC	2:30 – 3:25p
	Georgia State University	2:45 – 2:55p	2:15 – 2:40p		
	Kennesaw State University	3:00 - 3:10p	2:30 – 2:55p	Teresa MacCartney, Chief Operating Officer, University System of Georgia	
	Georgia Highlands College	3:15 – 3:25p	2:45 – 3:10p		
Ballroom 2	Georgia Institute of Technology	2:30 – 2:40p	2:00 – 2:25p	Leroy Hite, Founder, Cutting Edge Firewood	
	Clayton State University	2:45 – 2:55p	2:15 – 2:40p	Tracey Cook, Chief Fiscal Officer, University System of Georgia	
	Georgia Gwinnett College	3:00 - 3:10p	2:30 – 2:55p		
	Middle Georgia State University	3:15 – 3:25p	2:45 – 3:10p	Allen Fox, Director of Entrepreneurial and Small Business Ecosystems, GA Department of Economic Development	

ACADEMIC AFFAIRS

USG:

- ❖ ASPIRE Meeting today at 3:00 PM
 - Request to Review CSU Credit By Exam Policies and Practices
 - CSU AI Policy to be submitted today

ACADEMIC AFFAIRS

CSU:

❖ **Calendar Committee Update**

- Monday course meeting issue resolved
- Modifying the Summer 2026 calendar to end on July 27 instead of July 30
- Eight-Week Summer Session Alternative Models have designed
 - Will give to APC to review and decide how best to collect feedback
- Request to Review CSU Credit By Exam Policies and Practices

❖ **Accessibility Teaching and Learning Rollout Plan (5 Phase Process)**

- **MomentumU – Accessibility for Educators**
- **Yuja Panorama - Training for administrators**
- **Multi-Modality Support Approach for Faculty**
- **Resources and Infrastructure Development**
- **Ongoing Support**

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THANK YOU!