

Faculty Senate Meeting Minutes

Monday, May 6, 2024

University Center Board Room, 260

11:15 am to 1:00 pm

Attendance (**Senators denoted in bold**): **Dave Williams**, J. Celeste Walley-Jean, Kendolyn Smith, Spenser Emerson, Kimberly Johnson, **Erin Nagel**, Keith Miller, Antoinette Miller, Reza Kheirandish, **Kim Campbell**, **Adam Kubik**, **Michael Lindsay**, Pinar Gurkas, **Samuel Maddox**, James Pete, **Larry Menter**, **Eric Bridges**, **Kate Cotter-Reilly**, Corrie Fountain, Georj Lewis, Adam Tate, Ade Thompson, Adel Novin, Alexander Hall, Allie Reece, Aloysius Amin, Amber Bradberry, Amirrah Beeks, Amy Black, Angela Hollis, Anna King, Anthony Hannah, Antwan Aiken, Ashlee Spearman, Ashley Washington, Aubrey Dyer, Barbara Hennie, Billie May, Brenda Carr, Brianna Vick, Bridgette McDonald, Brigitte Byrd, Byron Jeff, Carol White, Carolyn Walcott, Cassandra Parker, Ceimone Henderson-Strickland, Cephias Archie, Charles Henderson, Charlie Harris, Chen-Miao Lin, Chizara Jones, Christie Burton, Christopher Kodani, Christopher Stotelmyer, Clint Edmunds, Comfort Obi, Connor Wright, Corlis Cummings, Craig Hill, **Crystal Marchant**, David Brown, David Gilbert, David Greenebaum, David Pena, **David Plaxco**, Deborah Davis, Denise Allen, Dennis Attick, **Dennis Miller**, Derrick Vanmeter, Devon Ellis-Grant, Diane Day, Dmitriy Beznosko, Don Stansberry, Dwayne Hooks, Ebrahim Khosravi, Eckart Werther, Elicia Collins, Elizabeth Nancy Highsmith, Elizabeth Taylor, Elizabeth Tillman, Elliot Krop, Elnora Farmer, Emanuel Abston, Emily Surber, Erica Dotson, Erica Gannon, **Erin Nagel**, Evelyn Blanch-Payne, Everett Sullivan, **Everod Davis**, Feechi Hall, Frederick Bloom, George Nakos, **Hae Ryong Chung**, Heather Hutton, Jacob Chacko, Jada Mitchell, Jamal El-Amin, James Pete, Jason Guthrie, Jelinda Spotorno, Jennifer Harris, Jere Boudell, Jesse Zinn, Jessica Conrad, Jillian Morgan, Joe Johnson, Joey Helton, John Myers, John Phelps, Jonathan Harris, Justin Spurley, Kamran Moghaddam, Keith Driscoll, Keith Miller, Kelli Nipper, **Ken Nguyen**, Kenja McCray, Kevin Demmit, Kimberley Campbell, Kimberly Campbell, Kirill Sheynerman, Kitty Deering, Kurt-Alexander Zeller, LaKeisha Levy, LaSonia Espino, Latasha Adams, Leah Pieper, Leon Prieto, Lila Roberts, Lisa Smiley, Lou Orchard, Louisa Catalano, Marica Bouyea-Hamlet, Maricia Butler, Margaret Thompson, Mario Norman, Mark Watson, Marko Maunula, Marla Cineas, Mary Lamb, Matthew Carter, Matthew Sansbury, Matthew Smith, Md Rokonzaman, Melanie Poudevigne, Meri Stegall, Mesa Davis, Michelle Furlong, Michelle Nelson, Miles Thompson, Monay Sanders, Muhammad Rahman, Naquilla Thomas, Narem Reddy, Nasser Momayezi, Nichelle Gause, Nick Henry, Pamela Gordon, Patricia Smith, Patrick Coleman, Paul Melvin, Penelope Cliff, Rebecca Gmeiner, **Rebecca Morgan**, Reginald Porter, Reza Kheirandish, Richard Bell, Ronda Hughes-Oguagha, Royal Baxter, Sandra Pisenno, Sanjay Lal, Sara Harwood, Scott Stegall, Shakil Akhtar, Shannon Cochran, Shannon Montgomery, **Sharon White**, Sharrell Porter Shontelle Thrash, Shuju Bai, Sonya Gaither, Spenser Emerson, **Stacey Reynolds**, Stephanie Bennett-Walker, Steven Anderson, Tammy Wilson, Taralyn Keese, Tashira Jones, Terence Malloy, Terri Summers, Terry Appleberry, Todd Janke, Tuni Acosta, 5 Unknown Users, Ursula Gordon, Victoria Foster, Vivian Padin-Irizarry, Xueyu, Cheng

1. **Introduction of current senators**—In person then online.
2. **Approval of minutes**—11/27/2023 approved unanimously
3. **Remarks and Q & A, Dr. Georj Lewis, President**—(will be joining us late)(spoke after the provost) Apologies for being late was with social sciences. First from the USG perspective—our mission statement will be on the agenda for the May meeting hopefully.

Budget updates: All actions related to reductions for FY 25 are complete. At this point as an institution, we control our fortune moving forward. This is a good time to hit the reset button starting over so that we don't have to have these discussions again.

Team leads will have a meeting in Houston and will help us with implementation.

Summer enrollment is down 2% and we are 15% away from our goal. For Fall currently we are up 1% from previous falls. Hopefully it will keep going that way

Campus updates: 99 employees have not completed their training. Will follow up with supervisors today and deadline has been extended.

A couple of thank you's: It has been an interesting year. A lot of good things have happened, don't forget to celebrate. Thank you to all of your committees and work and Dr. Bridges for everything you have done this year. Big thank you for commencement to everyone who participated. It looked like a great show of faculty and thank you to those who attended every ceremony. A student using a wheelchair practiced walking so that she could walk across for graduation.

It has been an honor to healthy debate with you Mr. President (from Dr. Bridges).

Can you give us an idea of the rifts that will be created—can we get an idea of what is going to happen and how this will trickle down and affect our students. Part of the process is explaining how we will get the work done after these changes. Health services and counseling has been outsourced (12 of the 21 staff members accounted for here). There are things that we actually weren't able to do--some services in the past that we will be able to do now. Doesn't have a measurable impact just yet because we are going forward and figuring this out. There could be an impact, but we have covered how we will address that. There might be something that changes between now and the fall that may affect the impact that we didn't foresee. But we have looked at making sure we are still serving students at the same level or better.

Atrium—what kind of company are they? Will students still be able to be seen here on campus? Telehealth and in-person. Same entity operating at Fort Valley State University and we have been working with them as a reference. Counseling and health will operate from the same facility going forward. They will be ready to see students in the fall—combination, but will definitely see students in person.

Recent FAFSA update affecting our enrollment? Yes, it has impacted the number of students who have completed their applications. May 1st is usually college decision day, but this year a lot of students haven't made that decision because they don't know how they are going to pay for it.

Document services were cut, so where do we get documents, posters, marketing stuff, etc. now? That information will be shared in writing.

Dual enrollment (DE) continues to grow, but undergraduate enrollment continues to shrink. How is this being considered/handled? Our retention and persistence numbers need to improve as well. Some people talk about DE as a burden, but it's not. Without them it would be significantly challenging for us. There are other schools in the USG with similar populations, have we benchmarked or figured out what other universities are doing where they are actually keep students better? The NISS (National Institute of Student Success) outcomes have been exceptional, maybe that's our answer? Having the town hall helped a lot leading up to the actions that needed to be taken. Are there plans for us to have another town hall to discuss all of this now that actions have been taken? Specific names don't need to be discussed but having some information/answers would be good. Information is being spread through the grapevine but was confirmed today. Whatever details can be shared, would be great for people to know exactly what's going on and what the plans are for these departments/services going forward. That information would be beneficial for the campus as a whole. We can find a way to share that information, but has had impacts on services etc. Others are requesting this information as we work over the summer and prepare for the fall. There's a lot of gossip and talking.

4. **Remarks and Q & A, Dr. Corrie Fountain, Interim Vice President of Academic Affairs and Provost**—(went before president as he was not present yet.) Commencement—thank you to faculty and faculty administrators. Thank you for getting the students ready that moment as well.

Thank you to faculty and departments, etc. that she has been able to meet with. It is such a warm experience, and she feels very supported. We have had several interims, but her goal is for everyone to be able to breathe while she is here. Breathe through some of the changes.

Operations in Academic Affairs—is our current set up working? So, she asked everyone who reports up through academic affairs to tell her what they do, etc. so that she can see if all of the puzzle pieces fit and if we are working effectively. She is going to hire a director of assessment—from our SACS visit, this is something that we absolutely need. Will bring on 2 faculty associates for course releases. This is to create a leadership pipeline to our faculty who are interested. Having faculty fellows helps us to be stronger in some situations. One to help with graduate programs to work with the graduate dean; and the second (huge shout out to department chairs who helped her craft this position) an awesome teacher—who knows how to reach our students.

The provost search is moving forward we will be choosing a search firm. We have an on-point timeline. Finalizing the search firm tomorrow.

ASPIRE—Thank you Mr. President for covering for me while I was away for the Spring Faculty Meeting. Where we are now: getting the plan/proposal approved by the system. The data has been sent to the deans and she has it too and everyone is looking at this data at the same time. On May 24th the deans will come to her for either deactivation or improvement. If improvement, there must be a plan with objective goals that are measurable and quantifiable to meet. I don't know what the outcome

with be but I want to look at this holistically and new. On June 7th she will make a recommendation to the USG. Meeting with the Deans on June 3rd.

CORE IMPACTS—is not being ignored. It is on hold while they figure out ASPIRE.

Faculty and leadership development—when she met with department chairs on 4/29 she shared her perspective on developing leaders. She intends to create workshops for faculty and administrators. In the fall there will be a roll out of programing to help you think of next steps. She has done all of these before and has won awards for them— Becoming a Leader (what does that mean in higher education?); Creating Affirming Spaces for our Students; Writing Accountability groups for faculty; compassion fatigue and burnout.

Asking for some grace—she started April 8th, officially here May 3rd, but she is SO behind in emails and needs some grace to catch up and get through all of the things. If she hasn't gotten back to you, it's probably just because she hasn't seen your email.

Are we overlooking a third category of programs that are neutral—programs that aren't making the university money, but there are benefits for us to have them stay? Why do you think that I've ignored that? Because you haven't specifically mentioned it. She is looking into those programs on the fringe so that we can keep them from being one of the programs that are on the list.

She has met with HR and can offer a competitive salary for the new position. Wants to combine the position with the assessment committee.

The deans have been sent data—was that supposed to be shared with chairs of programs that are in danger of being deactivated. She will reach out to the deans to find out how that process is being handled.

The data was sent out and then the person who gathers this data is on vacation and will be finished and sent out after they are back.

We're going once again with a search firm, that costs money, there is a way we are supposed to be doing this that we haven't done in ages. We will follow every policy, but we are getting the firm first and then we will create the search committee. We want a national company that will get our ad out where it needs to be. According to the USG you have to have a search firm that has connections across the country so that we can hire the best candidate. The USG will be involved at some point with the selection. We are not the only institution that has had provost issues and so the search will be competitive and thorough, but will follow process and policy. This was exactly what she did at Georgia State she was all about best practices in hiring faculty, etc.

Would you consider talking about acquiring access to an online proctoring system like ProctorU or similar? We currently do not have that available. Currently we use Respondus Monitor. As we move forward with online classes many faculty members are concerned about the integrity of their tests and feel a best practice for this would be a live proctor. She will look into it.

5. **2 electronic votes:** Student Affairs committee to add students, passed and bylaws will need to be updated; Emeritus votes passed as well.

6. New Business

a. Sub-committee reports

- i. **Academic Policy Committee- Drs. Stacey Reynold & Eric M. Bridges**
We had a meeting last week and went over everything done for the year. Some discussion on the implementation on things voted for. Vote for reading days won't be implemented until the fall of 2025 to make sure we are still in compliance for semester hours. Summer 8 weeks cannot get implemented until summer 2025. Vote for change for longer Thanksgiving break and getting rid of fall break will be implemented this year fall 2024.
COB is working with entities on their 7 4 7 plan. Academic calendars have been updated for the next 3 years except for the reading days.
Was second session impact ever looked at? Will there still be 8 weeks for second sessions in the fall? Needs to be discussed.
- ii. **Student Affairs Committee- Drs. Deborah Deckner Davis & Sam Maddox**
We met on Thursday 4/25, we continued discussing things we've been working on (honors program, etc.) We started talking about the activity hour and trying to pilot something in the fall with some activities. Alumni mentor program. Finally, the syllabus statement: there has been a misperception that faculty have to do something different. You don't have to change how you address it, but have it communicated to the students what your policies are.
- iii. **Faculty Affairs Committee- Dr. Christie Burton**
We gave our report at the spring meeting. No report for today.
- iv. **University Curriculum Committee- Vote to approval recent UCC approvals--Approved Unanimously.** COB and Music courses that were approved in UCC are not on the list but need to be approved by the senate.

7. **Introduction of senators for the 2024/2025 academic year**—In person then online.

8. **Election of officers- Chair, Vice Chair, and Secretary for the 2024-2025 Academic Year**

a. Chair Nominations:

- i. Michael Lindsay—Kimberly Campbell, Harry Chung, Kendolyn Smith, Erica Gannon, David Pena, Sam Maddox, Michael Lindsay, Dennis Miller, Marry Menter, Anthony Hannah, Stacey Reynolds, Kate Cotter-Reilly, Adam Kubik, and Erin Nagel (14)
- ii. David Williams—David Williams, Ken Nguyen, Vivian Padin-Irizarry, and Aubrey Dyer (4)
- iii. Michael Lindsay will be the new Chair

b. Vice Chair Nominations:

- i. Stacey Reynolds—only nominee
- ii. Stacey Reynolds will be the new Vice Chair

c. Secretary Nominations:

- i. Kate Cotter-Reilly—only nominee
- ii. Kate Cotter-Reilly will still be Secretary next year

9. **Adjourn**—12:44pm but then Michael Lindsay says thanks to Dr. Bridges for his hard work and dedication.