

Faculty Senate Meeting Minutes

Monday, September 9, 2024

University Center 260 & Microsoft Teams

11:15am - 1:00pm

Attendees (**Senators denoted in bold**): **Larry Menter**, **Stacey Reynolds**, **Caroline Sheppard**, Nichelle Gause, Cephas Archie, **Erin Nagel**, Ashlee Spearman, Jermaine Rolle, **David Williams**, **Adam Kubik**, **David Pena**, **Kendolyn Smith**, **Erica Gannon**, **Samuel Maddox**, Eric Bridges, Pinar Gurkas, Charlie Harris, James Pete, Corlis Cummings, Michelle Furlong, Lindsay Chandler, Nick Henry, Georj Lewis, J. Celeste Walley-Jean, **Kate Cotter-Reilly**, **Michael Lindsay**, Adam Tate, Ade Thompson, Adel Novin, Alexander Hall, Allie Reece, Aloysius Amin, Amirrah Beeks, Amy Black, Andrea Jacques, Angela Hollis, Anita Whiting, Anna King, **Anthony Hannah**, Antoinette Fance-Harris, Antoinette Miller, Antwan Aiken, Arianne Adams, Ashlee Spearman, Ashley Washington, Barbara Hennie, Batavia Sumlin, Brian Goldman, Brian Hunt, Brianna Hunt, Brianna Vick, Birdgette McDonald, Brigitte Byrd, Byron Jeff, Caitlin Harris, Cantice Greene, Carin Lightner-Laws, Carol White, Carolyn Walcott, Cassandra Parker, Catherine Matos, Ceimone Henderson-Strickland, Charles Henderson, Charlie Harris, Chen-Miao Lin, Chizara Jones, Christie Burton, Christina Grange, Christopher Kodani, Christopher Stotemyer, Christopher Ward, Chyrel Lynn Panlilio, Comfort Obi, Connor Wright, Corlis Cummings, Corrie Fountain, Craig Hill, **Crystal Marchant**, David Gilbert, David Greenbaum, David Murray-Stoker, **David Williams**, Deborah Davis, Deborah Deckner-Davis, Denise Allen, Dennis Attick, **Dennis Miller**, Devon Ellis-Grant, Diane Day, Dmitriy Beznosko, Don Stansberry, Dwayne Hooks, Ebrahim Khosravi, Eckart Werther, Elicia Collins, Elizabeth Taylor, Elizabeth Tillman, Elliot Krop, Elnora Farmer, Emanuel Abston, Emily Surber, Erica Gannon, Everett Sullivan, Feechi Hall, Frederick Bloom, George Nakos, Gwendolyn Harold, **Hae Ryong Chung**, Heather Eddy, Heather Hutton, Heidi Benford, Irene Ngonga, Iryna Hayduk, Jacob Chacko, Jada Mitchell, Jamal El-Amin, James Pete, Jason Davis, Jason Guthrie, Jelinda Spotorno, Jennifer Harris, Jere Boudell, Jermaine Rolle, Jesse Zinn, Jessica Conrad, Jillian Morgan, Joe Johnson, Joe Trachtenberg, Joey Helton, John Meyers, John Phelps, Joie Hain, Jonathan Harris, Jordon Steele, Joshua Clark, Joshua Meddaugh, Justin Spurley, Kamran Moghaddam, Karen Young, Keith Driscoll, Keith Miller, Kelli Nipper, **Ken Nguyen**, **Kendolyn Smith**, Kenja McCray, Kevin Chaney, Kevin Demmitt, **Kimberly Campbell**, Kimberly Johnson, Kirill Sheynerman, Kitty Deering, Kristoffer Johnson, Larry Menter, LaSonia Espino, Latasha Adams, Latonia Laexander, Leah Pieper, Lindsay Chandler, Lisa Smiley, Lou Orchard, Louisa Catalano, Lucretia Portwine, Marcia Bouyea-Hamlet, Marcia Butler, Margaret McAlister, Margaret Thompson, Mario Norman, Mark Daddona, Marla Cineas, Mary Lamb, Mary Miller, Matthew Carter, Matthew Hutcherson, Matthew Sansbury, Matthew Smith, MD Rokonuzzaman, Melanie Poudevigne, Mesa Davis, Michael Ryan, Michelle Furlong, Michelle Nelson, Monay Sanders, Muhammad Rahman, Naquilla Thomas, Narem Reddy, Nayab Hakim, Neena Smith-Bankhead, Nichelle Gause, Pamela Gordon, Patricia Smith, Patrick Coleman, Paul Melvin, Penelope Cliff, Pinar Gurkas, Rebecca Morgan, Reginald Porter, Reza Kheirandish, Richard Bell, Robert Vaughan, Ronda Hughes-Oguagha, Rosann O'Neill, Russell Wheeler, Sandra Piseno, Sanjay Lal, Sara Harwood, Scott Stegall, Sean Vogt, Shakil Akhtar, Shakyra Rivers, Shannon Cochran, Shannon Montgomery, Sharon White, Sharrell Porter, Sharren Thomas, Sheryne Southard, Shontelle Thrash, Shuju Bai, Sonya Gaither, Stephanie Bennette-Walker, Stephanie Vasquez, **Stephen Burnett**, Stephen Klusza, Steven Anderson, Steven White, Tammy Wilson, Taralyn Keese, Tashira Jones, Terence Malloy, Terri Summers, Terry Appleberry, Thomas Cornwell, Thomas Lewis, Thomas McLlwain, Todd Janke, Tomas Merchan

Rodriguez, Toye Wheeler, Tuni Acosta, 3 Unknown Users, Ursula Gordon, Vicotria Foster, **Vivian Padin-Irizarry**, William Hearn, Xueyu Cheng

1. **Introduction of Senators**—In-person then online.
2. **Approval of Minutes**—8/19/2024 Meeting Minutes; approved unanimously
3. **Remarks and Q&A, Dr. Georj Lewis, President**—Updates from USG: we have a board meeting on the 12th and the USG Foundation Gala for scholarship money. Jump to provost office update. We have been without an interim provost since 8/13/2024 and there was an open records request for emails between president and last provost that have been passed around. <President reads the emails.> Will specifically address the emails and the most recent interim provost leaving. As soon as the president got the message, he was shocked, surprised, and disappointed. The previous week we had had a successful state of the university, positive faculty meeting, new freshman convocation, and a meeting on the 12th with the dean's council to support students who were on the waitlist for classes. There was no previous indication that she wanted to leave or that there were any issues. He was disappointed because she works in a sister institution and knew of the problems we have had, and it was unprofessional/disrespectful for her to just up and leave. No response was made or has been made since the president asked if they could talk. At the last faculty senate meeting he was asked many questions and his attempt to protect her privacy must have come across as evasive. The interim provost's opinion of people is hers and the president does not agree with them. As a result of all of this he has had multiple meetings and discussions. It has been a distraction and has taken up a lot of time. We have been through a lot in the last couple of years. We need healing. We have had difficult budget discussions, but 2 good accreditations. We lost students but have gained them back. Any rehashing of this personnel matter will not help us move forward and heal. He is concluding his comments on this personnel matter. They have had listening sessions—there's one this afternoon. We have a quarterly communication that will be a meeting, an email, and then a video per month in succession. Will try to identify anything that might be a point of issue with future provosts so that we can remove the issues. Updates on the provost search—the committee will have its first meeting today. 11/11-26 for on campus interviews. As of this morning we are at a 4% increase enrollment wise. We are continuing to reinstate students. The operational excellence goal has been streamlined from 4 points to 3. Campus updates: from ITS its offices are being moved to the campus archives—but The HUB will stay in the University Center. Campus training has opened. Our goal is 100% completion. USG can see whose done it or not. Public Safety will have an active shooter on campus course to take. The first club football game this Saturday and games are free for students. Health services are being well used by students. I know you don't want to talk about the provost issue, but her leaving was out of character, the provost before left early in the middle of SACS. Is there any way to articulate what is going on in those levels of administration. We want this position to be successful and clearly it has had an impact on our transition. We want the provost to be successful. Is there a follow up email from the system since they were on the email. No, but he has had conversations with the system since then.

You don't know what she's talking about, so that is what you're going to look for? Or you don't agree with her that there are issues and you're just going to go forward. I don't agree with the email, but is not against looking at issues that we have at the university. But she said there were "untenable issues" but you don't know what they are or what she's talking about how do you know that there isn't an issue? He did not say that he disagreed with the fact that there is unprofessionalism. However, he disagrees with her opinion in the email. What is the disagreement then? There're challenges everywhere. I am here answering these questions because I am committed to Clayton State University.

Would you agree that leadership doesn't come from a single person and professionalism is not invested in a single person. There are people across campus who have leadership and professionalism. I agree. If we find a good candidate for provost we want them to start at the beginning of the calendar year, but there is flexibility for the start date.

We just need clarity on what you are saying that you disagree with, and I get that you want to put it down and go towards healing; but if the matter is not handled then it could come up again. The President's cabinet had a conversation about healing and possibly bringing someone in to help us identify things that might need to be addressed. There are challenges innate in higher education and he is here to work with everyone to work through any and all issues.

Question about ITS: many people have run into an issue with sign in limits. It has been mentioned before and it is being worked on right now. It's not meant to be there.

What are we doing about advisement? Students seem to be misdirected and there seems to be issues around advisement. We are currently looking for someone—we have put out an offer.

We are looking at a tiered model of advisement. 3 of our advisors have completed degrees and moved onto different rolls, which is common in advisement. Nothing was a surprise, and appropriate notice was given in all of those cases.

4. **Remarks from Provost's Office, Celeste Walley-Jean**—A few updates on ongoing things: ASPIRE as of today she has meet with all deans about the PIP positive improvement plans and updates will be given throughout the school year every few months. We will need to update the system when we meet in 2025. Thank you everyone who is working on the PIP. On other side the progress evaluation forms for other programs. Those will have a different timeline, but will be something that will be turned in. CORE IMPACTS—we have made committees to deal with going through and looking at the various facets that need to be addressed. We have received a message from USG that they will be sending a survey out to students to see if students are actually getting career competencies. Students who have attempted 45 credit hours will receive it. Our people will send the survey out to our students. We will be able to request some data on our students. CELT will be developing a spring faculty development series. Next week campus presentations of candidates for Arts & Science dean. Presentations are open to faculty and staff. Honors program director applications have closed and expected to start 10/1. Michelle Furlong and Nichelle Gause have stepped up into new positions. ASPIRE annual evaluations for the programs that are at risk or on the list to be deactivated. The system is going to expect us to fill them in on how we are doing. The system did not provide a rubric, but we suggested certain benchmarks. So, the benchmarks that have been set are ours.

**Cephas Archie thanks those who sent arrangements to his mother's funeral. The president talked about community. Thank you to this community for doing that and holding us as we went through this. Sickle Cell Awareness month.

5. Subcommittee Reports/Election of Officers

- a. University Curriculum Committee
UCC meeting 9/20 in 267
- b. Academic Policy Committee
No report.
- c. Faculty Affairs Committee
We have not yet met, and we will meet this Wednesday. We should have a report at the next FS meeting.
- d. Student Affairs Committee
Haven't met yet but will schedule for the last week of September.

6. Old Business - Senate vote on non-voting representative for Student Affairs Committee—

Documents have been sent out with wording for what they are seeking. Which is student members on the committee. The original document from an April meeting was sent back around. The vote is to amend the bylaws to allow for these student spots on the committee. There's no specific wording to change things in a certain way. Not comfortable voting on something where we're not clear on what we are voting for. We want a discussion about this. However, the way it was presented is that we will be changing the bylaws, but we don't have new bylaws language. We need the new language for the bylaws. David Williams and Larry Menter have agreed to help the committee to draft the new bylaws language. We can have a discussion on this matter today then. The committees were created to advise from the faculty perspective. However, if this perspective has changed, we can talk about that and consider changes. It seems odd to offer seats at the table without allowing them a vote. Concerns about whether having students on the committee changes the perspective of the committee away from the faculty perspective. Maybe do a survey to get open feedback with questions about this matter. What is the benefit of having students on the committee? Feedback from students indicated that they would like more chances to have their voices heard. Let's end the discussion here and do a survey.

7. Presentation from Lorea Reid, Outreach Coordinator for Atrium Health—<Kate Cotter-Reilly speaking in Ms. Reid's absence>

Everything—both counseling and health services—are now in Laker Village 1000. Everything for students and faculty is free.

What about Dual Enrollment Students? Do they have access to this? Potential liability issues? Will follow up with Lorea and find out.

8. Presentation from Dr. Ceimone Henderson-Strickland, Office of the President, Presidential Investiture Announcement—

Archie Cephas is helping with this. Thank you to those who have signed up to attend. I would like to invite the faculty to really be an integral part of this. So, for an effort of this size there should not be a max and the president wants to make room for all to attend. We will resend out the survey to see who might still want to attend and we

invite your participation. What dates? Ceimone—a long week of events starting this Friday. Students have planned a block party—completely student planned and student run. Monday, faculty and staff happy hour in the Discovery Learning Center. Will have beer and wine. Community service event with student leaders and athletes—we will get dirty! Swan memorial service for Elizabeth (we got her ashes). Wednesday is hosting an academic panel coming to talk about major things happening in their colleges (with wine and cheese, etc.) Thursday is the reception—we'd love you to attend. Tickets are \$75. Friday is the ceremony. If you can participate in the processional, we'd love that more people come to do that. We'll send out another link to get more participation. Please wear regalia for the processional on Friday. New swan happy hour on Monday. It's a dedication for our new swans, but also for us all to get together. Bridgette will be leading us in games. Importance of our participation and our buy in. These events are big deals. Our participation says a lot about how we want to move forward and reiterate our commitments to this campus and community.

9. **New Business**—Issues with students getting their financial aid for textbooks. Can we see what's going on with financial aid. We're in our 4th week and students are about to take their first exam, but don't have textbooks. Academic Policy committee might be the right committee to look at this. Please rope in representatives from financial aid, the bookstore, and the bursar. The etextbook options are generally 50% less than buying the textbook from the Barnes and Noble store. An “opt out” model that other universities use might be something to consider as well. There are opportunities to do a price match—in the first 2 weeks of the semester if you can prove the book is offered for less somewhere else, then the bookstore might be able to match that price. Based off of approval of financial aid the department of education says that a certain amount of time before classes start those funds are made available to the students so that they can get their textbooks. The bookstore at another institution was a co-op run by the students, which might also be an idea to look into. KSU Day One Access—if you use an etextbook then it's cheaper and you get access sooner.

Is there an update on compliance and the Open Records Act? No update now.

Adjourn - 12:40pm