

## Spring Faculty Meeting Minutes

Monday, April 24, 2024

Student Activities Center, Room TBA

10:00 am to 12:00 pm

**Attendance (senators denoted in bold):** Kate Cotter-Reilly, Eric Bridges, J.Celeste Walley-Jean, Georj Lewis, Calvin Smith, Paul Melvin, Feechi Hall, Elnora Farmer, Jennie Bergen, Laura Herndon, **Ken Nguyen**, George Nakos, **Everod Davis**, Catherine Matos, Lou Orchard, **Erin Nagel**, Pinar Gurka, Chizara Jones, Marcy Butler, Fran Norflus, C.R. Narayanaswamy, Rosann O'Neill, Leon Prieto, Chen-Miao Lin, Mary Lamb, Matthew Sansbury, Amy Sanford, Tricia Smith, Jason Davis, Jonathan Harris, **Michael Lindsay**, Josh Meddaugh, Mark Watson, Penny Cliff, Aubrey Dyer, Sonya Gaither, Christie Burton, Chris Stotelmyer, Emily Surber, **Stacey Reynolds**, Carol White, Joie Hain, Adam Tate, Keith Miller, Kimberly Johnson, Dennis Attick, Mesa Davin, Antoinette Miller, Corlis Cummings, Leah Pieper, Naquilla Thomas, Leon Tuazama, Melanie Poudevigne, Mario Norman, Jermaine Rolle, Muhammad Rahman, Chyrel Panlilio, Deborah Deckner-Davis, **Anthony Hannah**, Jacob Chacko, Christopher Grange, Elicia Collins, **Samuel Maddox**, Dwayne Hooks, Stephen Burnett, Shuju Bai, Mandy Lusk, Antoinette France-Harris, Michelle Nelson, Cantice Greene, Carolyn Walcott, Reza Kheirandish, Michell Furlong, Xueya Cheng, Angela Hollis, Ade Thompson, Alexander Hall, Allie Reece, Aloysius Amin, Amy Black, Andrea Jacques, Anita Whiting, Anna King, Antwan Aiken, Arianne Adams, Ashlee Spearman, Ashley Washington, Barbara Hennie, Brianna Vick, Brigitte Byrd, Bryan LaBrecque, Byron Jeff, Caitlin Harris, Carin Lightner-Laws, Caroline Sheppard, Cass Parker, Cassandra Parker, Cephas Archie, Charles Elfer, Charles Henderson, Charlie Harris, Christopher Kodani, Clint Edmunds, Comfort Obi, Conor Wright, Corrie Fountain, Craig Hill, **Crystal Marchant**, David Gilbert, David Greenebaum, David Pena, **David Plaxco**, **David Williams**, Denis Allen, Derrick Vanmeter, Devon Ellis-Grant, Diane Day, Dmitriy Beznosko, Don Stansbury, Drew Brandon, Ebrahim Khosravi, Eckhart Werther, Elicia Collins, Elizabeth Taylor, Elisabeth Tillman, Eliabeth Highsmith, Elliot Krop, Emanuel Abston, Erica Dotson, Erica Gannon, Evelyn Blach-Payne, Everett Sullivan, Felicia Youngblood-Cole, Frederick Bloom, **Hae Ryong Chung**, Heather Hutton, Iryna Hayduk, Jackson Schwartz, Jason Daniels, Jason Guthrie, Jelinda Spotorno, Jennifer Harris, Jere Boudell, Jesse Zinn, Jessica Conrad, Jillian Morgan, Jim Rickerson, Joe Johnson, Joey Helton, John Meyers, John Phelps, Joshua Clark, Jungeng Qu, Justin Spurley, Kamran Moghaddam, Katheryn Pratt Russell, Keith Driscoll, Kelli Nipper, Kendolyn Smith, Kenja McCray, Kevin Demmitt, Kimberly Campgell, Kirill Sheynerman, Kitty Dering, Kristoffer Johnson, LaKeisha Levy, LaSonia Espino, **Larry Menter**, Latasha Adams, Lila Roberts Lisa Smiley, Louisa Catalano, Lucretia Portwine, Margaret McAlister, Margaret Thompson, Marko Maunula, Marla Cineas, Matthew Carter, Matthew Hutcherson, Matthew Smith, Md Rokonuzzaman, Melva Robertson, Meri Stegall, Michael Ryan, Miles Thompson, Monay Sanders, Montrese Fuller, Muhammad Rahman, Narem Reddy, Nasser Momayezi, Nayab Hakim, Nichelle Gause, Nick Henry, Pamela Gordon, Patricia Roberts, Patricia Smith, Patick Coleman, Paul Melvin, Rebecca Gmeiner, **Rebecca Morgan**, Regniald Porter, Richard Bell, Robert Vaughan, Ponda Hughes-Oguagha, Russell Wheller, Sandra Pisen, Sanjay Lal, Sara Harwood, Scott Stegall, Shakil Akhtar, Shannon Cochran, Shannon Montgomery, Sharrell Porter, Shonetelle Thrash, Spenser Emerson, Stephanie Bennett-Walker, Stephen

Klusza, Steve Spense, Steven Anderson, Steven White, Tammy Wilson, Taralyn Keese, Tashira Jones, Terence Malloy, Terri Summers, Terry Appleberry, Thomas Cornwell, Thompas MCLlwin, Todd Janke, Tomas Merchan Rodriguez, Tuni Acosta, 4 Unknown Useres, Ursula Gordon, Victoria Foster, Vivian Padin-Irizarry, Winifred Nweke, and William Hearn

- 1. Welcome and call to order& University Updates- Dr. Georj Lewis, President of Clayton State University.** —A lot of news. Call to order at 10:09am. Welcome! Just a couple of announcements: it's been a perfect storm of things that gives you just him today. Dr.Fountain had a family emergency. CBO had a business officer event in Savannah. So, the president will be giving updates, budget, academic affairs, etc. USG Updates: They had the BOR meeting on the 16<sup>th</sup> at Gordon state college in Lawrenceville/ Barnesville? Georgia Gwinnett College in Lawrenceville or Gordon State in Barnersville? Please see the agenda items and notes online. A couple things of interest "test optional" and budget allocation for CSU. Test optional—will be in place again for the 24/25 year for all institutions. There have been discussions of reimplementing the SAT for certain institutions for the future. Second the budget and staff reductions/changes. Tomorrow we will send out an email updating the campus as much as possible at that point. We have been discussing the budget since he came on board last year and changes that will need to happen. They have had some forums to discuss this as well as visiting all of the academic departments. Reducing vacant positions first and then looking elsewhere. The govenor has not signed the budget yet, so he will not put that into writing yet. There was an estimated reduction of \$5.5 million, however it is \$3.89million based on our enrollment drop. The impact of the reduction of force will be less than anticipated, but it's impossible for us to move forward without any cuts. Staff reductions will start occurring this week. When we talk about the budget there are no unimportant items in there. Every member of this university is important on this campus. Please understand that and how difficult this will be for the staff members and the departments. 26 people will be directly impacted by the reductions. 21 are staff and 5 are faculty. Those are the numbers for now. Other budget notes: we're the 6<sup>th</sup> lowest in tuition and fees in the USG. There will be a system wide increase for tuition, with only a few exceptions. We have experienced growth in online classes which has affected fees that the institution takes in and so online student fees will be adjusted. There were some positions that were added back (originally there were more than 26 positions being affected). During the SACS visit we realized we have a lot of data that we are not utilizing and need to. Some funding towards QEP and some that we can carry forward. We're starting to build things back up—we won't get there is just one year. We over utilized student fees in the past to pay for staff positions. So, we had to correct that. Have a technology fee. From a budget perspective we are going to the right size. This fall and spring were a lot more positive than last year. So, we need to keep at it and be fiscally responsibly. Summer counts—it's part of our budgeting process right now and we are a little behind right now. We're down about 5% and for fall we're flat right now. 0.66% up for the fall. This has been a challenging year and I want to stop and thank everyone for everything that they have done. Thank you for

your support. There are too many names of people doing incredible things for this campus and our students. More than half of our athletes have a 3.0+ GPA. Each college is doing cool things, impressive things. Top ten dorms in GA (#1 in the Atlanta area). Thank you for the overwhelming support during a tough year. The Day of giving was 136% of what our goal was. Dr. Mary Lamb got us through the SACS COC visit with no recommendations. The strategic plan launch went well and we recognized the culminating efforts of everyone on campus. Next Friday and Saturday we will be graduating hundreds of students. Don't ignore the things that are difficult, but always recognize the good as well. The commitment and longevity in some departments to CSU is incredible. The community members really do care about each other. In a conversation about some negativity that was out there in the media and after thinking for a few days about all of the good things—the list that he had to cut short, only a couple have made the news, but people here are doing so much good. We cannot fail to celebrate our success. Where are we going? We worked on this for a year—we made a strategic plan and a mission of social mobility and enhancing workforce development and you do it through scholarship service and teaching. How do we fit into all aspects of us into our mission of social mobility? We created this plan together. Wants us to be the #1 school for social mobility.

2. **SGA Presenting the new president, Calvin Smith**—He will be graduating next weekend. He is the SGA VP and he has been working to create and strengthen relationships. He didn't want to graduate and those relationships to graduate with him. So, here is the new President Leon Tuazama--Pre nursing student and will graduate in 2025. Some of you have already taught me and I know you, but it's great to see all of you today. Wants to work with all of us and will be sending us emails. Was sworn into office yesterday.
3. **Academic affairs updates- Dr. Corrie Fountain, Interim Vice President of Academic Affairs and Provost of Clayton State University**—President presenting in her absence. She relates again her thanks for the welcome and support for her here. Again, hopefully we will find someone in the fall to start in January as possible. A lot of the decisions for who will be on these committees that hasn't been decided yet. As of commencement weekend she will only be working for us through fall 2024. Since April 8<sup>th</sup> she's been 3 days at CSU and 2 days at her other institution. They will create their own strategic plan to be in alignment with USG and CSU. Encourages everyone to consider whether what you do is in alignment with the plan. She's reviewing the operations of the academic affairs office. She's meeting with department chairs on Monday at 3 talking about development. Developing a pipeline of leadership here at CSU and she's going to connect faculty members who want to grow in their leadership. More to come soon on that, but things will be starting next week.  
Dr. Archie giving us a commencement update—May 3 and 4<sup>th</sup>, 3pm Friday, 9am and noon on Saturday. The 3 speakers were just announced. Thank you to faculty who signed up to participate. It will be in the athletics arena, the alternate site is here in the SAC. Wednesday and Thursday are the walk throughs—if you have not gotten that information yet, there will be invites going out.

Update on ASPIRE: Working with USG and the president to work on ASPIRE. Wants to look at how we handle this/the operations of it. In essence we are not making any decisions on any of these programs without taking time to review them in totality. Colleges will review and present an informed plan to move forward (either deactivation OR improvement). Some programs may need to be deactivated—this is a reality that we need to be aware of. We need a path that is measurable and objective. Conversations need to happen with faculty and stakeholders. Then she will confer with the president before sending anything to the system. These items are due May 24<sup>th</sup>. Deans not on the deactivation list, have a June 10<sup>th</sup> due date. Please create a plan to assess your programs so that we can catch these items early and fix them before we get into this situation again.

4. Faculty Senate Business- Dr. Eric M. Bridges, Faculty Senate Chair
  - a. **Introduction of senators**—In the room please stand. On Teams thank you to all for having me as chair. We navigated some waves and appreciated all your hard work.
  - b. **Approval of prior minutes**—March 25<sup>th</sup> and April 8<sup>th</sup> Approved Unanimously.
  - c. **Faculty Senate New Business (as needed)**—There is an evote starting today to allow 2 student representatives on the Student affairs committee. 2 Professor emeritus applications that need to be approved.
  - d. **Sub-committee reports**
    - i. **Academic Policy Committee- Drs. Stacey Reynold & Eric M. Bridges**  
Did not meet, but shared information with Academic Affairs: the items on reading days and shortening the summer that were approved. Will be working with Academic Affairs over the summer.
    - ii. **Student Affairs Committee- Drs. Deborah Deckner Davis & Sam Maddox**  
Please remember to vote in the evote that is open right now. Our final meeting for the semester will be tomorrow at 11am over Teams. We were able to select the student speakers for commencement. Some feedback on the syllabus statement. The statement is more for faculty to consider how to make the course more accessible so that there are no barriers to student success in courses. Even if the students don't read it, we will refer them to it. We are also looking at promoting student engagement--one way is by reaching out to alumni to create a mentor program. Student activity hour is still under discussion. Reboot student focus groups to get a better idea of student ideas and concerns and issues. We got good feedback when we had them so we will be reinstating them.
    - iii. **Faculty Affairs Committee- Dr. Christie Burton**

Last year spent a lot of time on the student evaluation questions. So, when we started this year we wanted to find the tech to support it. Smartevals is what we have gone with, and we will pilot in the summer. We are continuing to make progress on that. This process is at least 3 years old. The second item is that there are a lot differences around teaching load and overload compensation amongst the colleges. There may be good reasons for the differences, but we will be looking into it. Finally, last year we found the need to look into a pay equity study. At the beginning of this year the president approved a study to go forward. We are hoping for continued forward movement on that. Please thank your FA members for all of their hard work this year. We will continue in the fall.

iv. **University Curriculum Committee- Dr. Dmitriy Beznosko**

Dr. David Williams giving the report: there are some program revisions and updates that needs to be approved. The last meeting this semester is this Friday. We will handle this at the final meeting on May 6<sup>th</sup>.

e. **Sharing some profound words-Germaine** –Thank you for all of the work you do with our students (again over half have a 3.0+ GPA). In extended cabinet he advocates for his student athletes. Sometimes we need to reconnect with faculty and staff. A reminder our student athletes are here on the request of CSU. We reach out to them and tell them that they are skilled and we want them to represent us doing what they do and we will help you get a degree. Reminding staff and faculty that we need to understand the nuances of what it means, and what the commitment they have. If athletes are injured and are communicating with you about things and asking for grace/empathy on extensions/opening work early. They have 20hrs+ that they are doing athletics. That does not include travel, meetings, etc. They may ask for accommodations. We help the mental, emotional well being of our athletes if we do so. This is a collaborative effort. We and the students appreciate your efforts.

f. **Faculty Senate Old Business**—N/A

g. **Words from the chair**—Do you read the quotes I put at the top of the minutes? I want to honor a few people. Dr. J. Celeste Walley-Jean. Thank you for all of your work. Cephas Archie, I see the connections and in-roads that you have made at this university. Newfound sparring partner, President Lewis. When you spoke this morning with transparency on issues I appreciate you and all you do. *“The tragedy of life doesn’t lie in not reaching your goal. The tragedy lies in having no goal to reach. It isn’t a calamity not to dream...It is not a disgrace not to reach the stars, but it is a disgrace to have no stars to reach for. Not failure, but low aim is a sin.”*--Dr. Benjamin E. Mays

5. **Adjourn- Dr. Georj Lewis**—Appreciates the chair's leadership. He's cussed me out and you can be mad at me as long as we continue to talk. I am more committed than I was on day one. I look forward to continuing to work with everyone. It is administrative professionals' day. Please thank those you support you in your office. He couldn't do much without his assistant. There's a drop in at noon at the president's office. The Alice Smith awards are this afternoon. Thank you all! As long as we focus on students first everything else will work itself out. Adjourned at 11:26am.