Clayton State University – Faculty Senate Minutes
Monday February 25, 2013 (11:00 am-12:15 pm)
University Center Board Room UC260

Minute called to order: 11:04am

Members Present: Scott Butterfield, Jennell Charles, Jim Keebler, Kathryn Kemp, Barbara Musolf, Erin Nagel, Ken Nguyen, Muhammad Rahman, Terri Summers, J. Celeste Walley-Jean, David Williams, Ximena Zornosa
Non-Members Present: Elizabeth Bradshaw, Lois M. Burke, Micheal Crafton, Tim Hynes, Robert Vaughn

- ✓ **Approval of Minutes from the February 11th meeting.**
  - Minutes approved

President's Report

- ✓ Dr. Hynes stated that discussions of performance funding have become increasingly present. Dr. Hynes indicated that this formula will be implemented in some shape or form in the fiscal year 2016 budget. He frankly stated that this issue will be one of those issues in which paying close attention to the details will be important. He acknowledged that the Faculty Senate Chair will serve on the USG FS where important conversations about this issue will be discussed and where the university's presence and voice will be greatly needed. Dr. Hynes provided detailed information in his written report found here. Dr. Hynes also mentioned a factor for comparison with Southern Region Education Board's average salaries will be a part of the new formulaic process which he described as a positive sign for the future. Dr. Hynes reminded the Senate that the full Commission Report was shared with members by Dr. Keebler by email on January 16th; however, if anyone wanted a copy, please request it by emailing Dr. Hynes. Dr. Hynes also reiterated that health care costs and benefits plans will require considerable attention in the coming months and years. He also affirmed that the USG increase of 5% was the lowest among state agencies.
- ✓ Dr. Hynes suggested that the Senate might want to review procedures for online voting. He indicated that the Senate may need to determine whether the intention is for abstentions to be considered as "no" notes, as is the case in the current policy.
- ✓ Dr. Keebler asked when our next all-faculty meeting will be held. Dr. Hynes responded that unless there is a special meeting called, it will likely be held at end of the spring semester. Dr. Keebler proposed that Senate could develop a statement on online voting that could be voted on at the next all-faculty meeting. Dr. Musolf inquired how far away are we from the necessary 3/5 majority to which Dr. Keebler responded, ten votes.
- ✓ Dr. Butterfield raised the issue of an inherent conflict between outcomes-based higher education formula and academic rigor. Dr. Hynes affirmed that the process would be fairly value-less if we turn out poorly educated individuals. He stated that we all will have to find a way to have reinforcement points where we say that the completion agenda has to increase support services for students to help students meet academic standards rather than lowering standards so students can finish. He reiterated that this issue was raised by Clayton State's leadership and is obviously a concern.
- ✓ Dr. Keebler asked what the definition of a certificate is. Dr. Hynes answered that a certificate reflects a demonstration of a specific body of skills, knowledge, and disposition that will almost have immediate applicability to the marketplace. He asserted that if a certificate has workplace applicability, it will count. Dr. Keebler asked if a

program such as a Supply Chain certificate would be appropriate. Dr. Hynes emphatically answered yes, that is an example of something the leadership would like to see done. Dr. Musolf asked what the USG will value. Will Clayton State get credit for what we do which is prepare students who then go on to get degrees somewhere else. Dr. Hynes responded that there is a great deal of value for those students getting bachelor degrees at other institutions, and that there is, at least at this time, an effort to place value on activities that help students who are getting a start at someplace and then moving on to get a bachelor's degree somewhere else. Dr. Williams asked if certificate programs are defined in USG policy by certain credit hours and not by some strategic outcome, why wouldn't institutions just create certificates to pad their numbers. He also wondered if the creation of certificate programs will run the risk of diluting our bachelor's degrees. Dr. Hynes responded that he is fairly confident that whatever gets ultimately included in the category of certificates for funding purposes will have some pretty identifiable criteria. He also added that he is confident that his colleagues wouldn't let poorly defined certificate programs happen. Dr. Williams further questioned whether there would be an added value to providing a certificate program rather than a bachelor's with a specific concentration. He also wondered if we are moving into an arena where we aren't ready to compete (e.g., for profit schools, MOOCs, etc.). Dr. Hynes reiterated that he is certain that if there are concerns, they will be fleshed out in ongoing conversations. Dr. Kemp added that if people are interested in how these certificate programs works, she encourages them to review the Tech schools which have academic standards and where certificate programs are being done in a responsible way. Further discussion continued and Dr. Hynes concluded the discussion by suggesting that we should have open meetings for dicussions of the Complete College Georgia (CCG) initiative.

Provost's Report

- ✓ Dr. Crafton reminded senators that he and others have been involved in CCG since its beginning. He assured senators that he personally has asked the question of maintaining academic rigor and that the question frequently arises. He asserted that the Vice Chancellor has said that academic rigor would not be compromised. He also affirmed that we will have to define what a certificate program would mean for Clayton State. He agreed that although there is something cynical to the idea of providing a certificate after completion of 18 credit hours, the awarding of the certificate does not change anything (ie., the classes will still have to be taken and passed). He stated that we will have to deal with it and have to deal with it well. Dr. Kemp inserted the question of whether we want to establish a committee to review certificate programs, similar to the UCC. Both Drs. Crafton and Hynes agreed that this will occur. Dr. Musolf inquired whether certificate programs have to be approved at the USG level to which Dr. Crafton replied, no. He added we would simply need to notify the system. Finally, Dr. Crafton reminded senators that the CCG plans are publicly available on the USG website.

Returning Business

- ✓ Discussion of All Faculty input and vote on revised P&T section of Faculty Handbook
  - ✓ Online voting is closing today. Dr. Hynes reported that technically there is no end point defined but that the vote has to be open a minimum of five days. Dr. Williams inserted that it wasn't clear to him in looking at the policy included in the Handbook that a super majority is required. Dr. Hynes explained that although it is not explicit, he presumed that in the face of ambiguity in the context of a vote that changes personnel policy (e.g., tenure and promotion) he reasoned it would

be prudent to use the same metric we use for making bylaws changes (3/5 majority vote). Dr. Williams responded that the Senate should take up an effort to define how many votes we need to change the Handbook.

- ✓ Implementation schedule of revised P&T Section
  - Dr. Keebler asked when the changes to the P&T policy will take place once changes are finally approved. The Senate discussed there being a date by which faculty going up for tenure/promotion could choose if they want to go up under old or new standards. Dr. Vaughn argued that we will need to define when that year begins. Dr. Keebler asserted that departmental standards should be established by January 2014. Dr. Crafton added that incoming faculty would be under the new standards but that standards defining the grandfather process would need to be delineated. Dr. Williams suggested that all current faculty would be under the old standards until they go through their current five-year review process, whatever that may be. Dr. Keebler disagreed indicating that it would be too long. Passionate discussion ensued. Dr. Walley-Jean suggested that the Senate develop an Implementation subcommittee and Dr. Williams agreed to lead this ad hoc committee. Dr. Hynes added that it is important that the Senate look at previous Senate discussion because this body certainly had the conversation before about a fall 2013/2014 implementation. Dr. Keebler agreed that he would look at previous Senate minutes and speak with Drs. Jim Braun, Antoinette Miller, and Kurt Zeller to see what was originally developed. Dr. Crafton added that he could also discuss the issue with the deans.

New Business

Updates from Subcommittees

- ✓ **Academic Policy Committee**
  - Dr. Butterfield reported that the committee is discussing anticipated revision of summer schedule. The recommendations have gone off to the Calendar Committee to look at classroom utilization and other issues. Once a resolution is agreed upon, Dr. Butterfield will bring the issue to the Senate. Dr. Butterfield also reported that the faculty should have gotten information on Prior Learning Assessments. If you haven't received information from your APC committee representative, let him know.
- ✓ **Faculty Affairs Committee**
  - Will meet later this week
- ✓ **Graduate Affairs Committee**
  - Met last week; Grad catalog subcommittee is working to revise for SACS review; looking at revising bylaws, graduate faculty criteria, discussing graduate fellowships, etc.
- ✓ **Student Affairs Committee**
  - Members attended SGA meeting and are awaiting input from students.
- ✓ **Undergraduate Curriculum Committee-approve Minor in Film**
  - No meeting

- ✓ Dr. Keebler reported he is getting ready to notify Deans that committee members whose terms expire in 2013 either need to be re-elected or replaced. He also reported that he will be asking new senators to attend the last meeting of the spring semester.

Suggestions for New Business at next meeting

Adjourned: 12:08pm